Analysis Style Member Recruitment by Indonesian Political Parties as Part of Efforts for the Indonesian Parliament Member's Candidacy

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Article Info	

Abstract: This study focuses on party member recruitment. The study aims to enable political parties to nurture their members as potential legislator candidates successfully. This research is essential to assist political parties in implementing an ideal recruitment process. This study adopted a literature review as a research method, focusing on the problem of recruitment of political party member recruitment. Parties previously won the elections, namely PDIP, Demokrat, and PKB, are the research subjects. The data was collected through a literature review. The collected data were then analyzed using a literature review approach by examining, identifying, and examining problems by the title. Such data consisted of the three parties' recruitment processes, namely PDIP, Demokrat, and PKB. Patterns of organizational structure and levels in party member development are part of the information obtained in this research. Based on the analysis results, there are several types of styles the recruitment members political parties have used a closed recruitment pattern. Closed recruitment patterns are very thick with forms of deviation, high political dowries, the rise of political transactions and money politics, as well as other forms of irregularities that are not profitable for the party, and using open recruitment style with stages registration, selection, tes administration, filtering, and assignment.

INTRODUCTION

The House of Representatives of the Republic of Indonesia (DPR RI) performance in the 2014-2019 period was low compared to the executive and legislative institutions, this affected the level of public trust in the parliamentary institution (Zon & Andika, 2021). In the field of legislation, the DPR only produces 3 (three) Law products from 39 priority Bills. In the budget sector, in addition to sufficient discussion of the state budget tough, more budget discussions a lot on the aspect of interest the legislature, such as an increase in benefits DPR, aspiration house, recess fund, building construction, construction of a parliamentary library and others (Kristhy et al., 2022). Meanwhile, the DPR's control performance against the government is very weak, with no follow-up from several findings of The Audit Board of the Republic of Indonesia (Wilda, 2015).

Because there is a connection with how parliamentary members are recruited, Fawaid et al's study found a link between recruitment had a positive direct effect on performance. This means that better recruitment will result in increased performance (Fawaid et al., 2020). Therefore focus the artcle about how the style of political parties in recruiting someone as part of efforts for a legislator's candidacy.

Political recruitment as a party tool to find and carry out cadre members of political parties to further participate in politics. This indicates the implementation of one of the functions of political parties, namely preparing members to run for public office (Cross & Gauja, 2014). And then this process has the aim of maintaining the sustainability of the existence of political parties and always electing new leaders and the nomination of elected and becomes a means of filling public positions (McRae, 2013; Pradana et al., 2022).

In relation to the regulations mandating that a legislator's candidate must be nominated by a political party, political parties in Indonesia have been proactively grooming their members to become potential legislator's candidates. Party members are a source of potential leaders (Siregar, 2015). To keep the organization running, the party has to keep recruiting members. A good political party has an adequate recruitment system. The recruitment system includes patterns of selection, occupational stratification, and education for the party members (Ashadi & Rice, 2016). Therefore, anyone has to go through a selection process to become a member.

Recruitment is generally defined as how the party recruits its members. The process of recruiting members of political parties must be carried out systematically and effectively because it will produce people who will represent the political party and become leaders of the country (Hillman, 2018; Prihatini, 2020). This way, "recruitment" also by extension means the selection process for future legislative and executive candidates (Sigit Pamungkas, 2011). It also means grooming individuals to become the said leaders. This process entails how the party will train its members, meaning producing leaders with political, organizational, and leadership abilities. This process also relates to how the organization of political parties prepare human resources who will work for the party, lead the party, and hold political positions in the Indonesian government.

However, the recruitment processes today still has traditional patterns and styles. Recruitment strategies developed by catch-all parties lack a clear and specific social base and heavily rely on individual figures, hence presenting challenges for party members' career development. Member recruitment process and candidates who have the characteristics of relative popularity high, have large financial capital, or have prior experience certain (Syahrul, 2010) and then most political parties are oligarchic (Haris et al., 2016). Recruitment has been carried out primordially based on religion, regional relations, regional similarities, as well as loyalty and closeness to the party's core leadership (Syamsuddin Haris, 2005), all of which have resulted in instantly chosen members and a pattern of choosing who has popularity in the community to be a representative in the government (Dyah Tantri Efrina Putri; Muradi, 2017).

Member recruitment By Indonesian political parties as part of efforts for Parliament candidacy. According (Haris et al., 2016) So far, political parties have used a closed recruitment pattern. Closed recruitment pattern very thick with forms of deviation, high political dowries, the rise of political transactions and money politics, as well as other forms of irregularities others that are not profitable for the party. This recruitment pattern has raises a number of acute problems internally political parties, ranging from bad recruitment management, the people who are recruited are mostly not party cadres, the dominance of people with money and others.

The recruitment patterns in political parties are shaped by the interplay between the availability of candidates seeking a political career, and the selection processes established by the parties. There are two patterns of political party recruitment (Asmar, 2021). The first one is known as the vertical pattern, in which party recruitment follows a hierarchical structure within the party organization. In this pattern, the party holds the authority to determine suitable candidates for political positions. Typically, parties select longstanding party members who have demonstrated their commitment and dedication. A member's political competence plays a crucial role in the vertical pattern (Ji & Jiang, 2020). In addition, recruitment is closely tied to the organizational career ladder, and a member has to dedicate considerable time and effort for their career to progress. This pattern is often referred to as the merit system. The merit system is a recruitment process based on a predefined career ladder within the party organization. The recruitment process is based on skills, abilities, and achievements.

Despite the vast literature on political parties, candidate selection, and electoral systems, there remains a significant gap in understanding the specific recruitment styles used by political parties in Indonesia for parliamentary candidates. Existing research has focused on broader aspects of political party dynamics, with few studies delving into the intricacies of recruitment strategies and their direct influence on the candidacy of Indonesian parliamentarians.

The need for a comprehensive analysis of member recruitment styles by political parties in Indonesia is clear, as this is key to unraveling the complex mechanisms behind candidate selection and party representation in the Indonesian Parliament. A thorough examination of these recruitment practices will show how parties strategically identify and attract potential candidates, their use criteria, and the implications for parliamentary dynamics and governance.

Understanding the intricacies of parliamentary recruitment is essential for academia and has significant implications for Indonesia's political landscape (Idrus et al., 2023). By gaining insight into the recruitment process, political parties can develop more effective and inclusive strategies, leading to a more diverse and representative parliamentary body. Additionally, the findings from this research can inform policymakers in refining electoral laws and regulations to ensure a more transparent and merit-based candidate selection process, which can ultimately strengthen democratic practices in Indonesia.

Therefore, this study seeks to address the literature gap by conducting a comprehensive analysis of the recruitment styles employed by political parties in Indonesia to nominate candidates for the House of Representatives. Through rigorous empirical investigation and qualitative inquiry, this research aims to contribute to political science significantly, offer valuable insights for policymakers, and foster a better understanding of the dynamics of candidate recruitment in the Indonesian political context.

RESEARCH METHOD

The research method used in this study is a literature review approach (Snyder, 2019), which emphasizes analyzing the member recruitment strategies used by Indonesian political parties, especially those that have won the general election, particularly PDIP, Demokrat, and PKB. The main objective of this research is to understand the three parties' recruitment methods and how they contribute to the nomination of DPR members.

The data for this study was collected through in-depth literature analysis (Fritz & Vandermause, 2018), where relevant scholarly publications, books, reports, and other academic sources were carefully reviewed to obtain information on the recruitment techniques used by PDIP, Demokrat, and PKB. The information gathered comes from various sources and will be extensively analyzed to identify and understand each party's unique procedures and tactics in selecting parliamentary candidates.

A comprehensive examination of the data obtained will be conducted to ensure the rigor and veracity of the research (Johnson et al., 2020). The literature study methodology will include a detailed evaluation and comparison of the recruitment techniques used by PDIP, Demokrat, and PKB. The study will uncover similarities, differences, strengths, and weaknesses in their recruitment techniques by critically analyzing the literature. In addition, this study will also investigate the consequences of these recruitment techniques on the overall dynamics of parliamentary representation in Indonesia.

The research will remain connected to the research objectives throughout the analyses to ensure that the issues and results found are relevant to examining member recruitment as part of the DPR RI member nomination activities. This analytical approach will allow this research to gain valuable insights into the complexities of political party candidate selection (Sagena et al., 2023), and increase knowledge of how recruitment methods affect the representation and functioning of the DPR RI.

RESULT AND DISCUSSION

In relation to the regulations mandating that a legislator candidate must be nominated by a political party, political parties in Indonesia have been proactively grooming their members to become potential legislator candidates (Hasyim et al., 2023). The unpreparedness of political parties in choosing their candidates is because the parties have not had a systematic and fixed pattern of recruitment (Laksmana, 2019). This has made it difficult for them to groom their members for presidential candidacy.

Party members are a source of potential leaders. To keep the organization running, the party has to keep recruiting members. A good political party has an adequate recruitment system. The recruitment system includes patterns of selection, occupational stratification, and education for the party members. Therefore, anyone has to go through a selection process to become a member (Verhelst et al., 2013).

Recruitment of members political is one of the key responsibilities and essential functions of political parties, alongside political education, political communication, articulation and aggregation of interests, and serving as a bridge between the people and the government (Aras & Irawan, 2018). In other words, political recruitment is a strategic function of political parties; it not only determines the caliber of their members in governmental roles but also has a profound impact on the quality of performance of parliament as a whole. If a political party fails in its recruitment endeavors, this failure will have repercussions on the effectiveness of other parliament functions (Chatterjee & Roychoudhury, 2013). The pattern of recruitment for members of political parties so far has been carried out in a closed recruitment pattern (Haris et al., 2016). The impact of recruitment of party members that is closed and there is no renewal can weaken the function of political parties and the existence of political parties.

According to the Norris Scheme, the political party recruitment process for electoral candidacy comprises of three stages: certification, nomination, and election. The certification stage encompasses electoral laws, party regulations, and informal social norms that define the criteria for candidates eligible for nomination in elections. Nomination involves the availability of candidates and the process by which candidate selectors determine who will be nominated for the elections. The election stage is the final step, in which candidates compete for public office. Candidate selection is typically based on the requirements set by the party, the party's needs, and, in specific contexts, the preferences of constituents or the public. In theory, the criteria necessary for the recruitment process revolve around the candidates' ideology, loyalty, political support (electability), political capabilities, track record (socioeconomic background, education, etc.), and their connection with constituents or voters. These criteria reflect both the party's needs and its responsibility to encourage the emergence of honorable, honest, accountable, and non-corrupt representatives and public officials. Political recruitment is also intertwined with political representation and territorial representation. Therefore, aspects of political representation (representativeness) should be taken into account in political recruitment, particularly for national- and provincial-level parliaments. The stages of recruitment are also determined by the selectors, the selection methods, and the decision-making processes.

A member's political career advancement is then determined by their performance. The second pattern is the lateral pattern, which involves open recruitment to individuals both inside and outside the party. New members can become candidates and challenge incumbents or senior party members who have been involved in the party for an extended period. The emphasis in this pattern is on a democratic functioning of the party organization, characterized by decentralized power. The recruitment process is

decentralized as well, starting from the selection of potential candidates at the grassroots level up to the highest party echelons. In relation the selection process that has been explained, the candidacy process and party selectorates can be typologized into two categories: exclusive (closed) and inclusive (open). The implementation varies among countries, with European nations leaning towards closed systems, while the American context often features more open processes for candidate selection.

The open candidacy process allows the participation of all citizens, party members, and individuals who meet additional requirements (Husni Thamrin et al., 2018). On the other hand, the closed candidacy process is carried out by voters, party members, elected party agents, non-elected party agents, and party leaders. It is important to note that even in closed candidacy patterns, the nature of the process is not necessarily oligarchic, as it involves a diverse group of individuals with different categories. Research (Rallings et al., 2010) the recruitment netwoks used by parties are relatively closed with many candidates. The application of these two patterns depends on the needs and interests of the party and the benefits that the public can gain. In certain cases, the closed candidacy approach, as seen in some Indonesian political parties, may contribute to party oligarchy. However, it can also lead to the phenomenon of personification within political parties, as party leaders hold significant power in determining the candidacy process.

In Indonesia, the pattern of member recruitment in political parties may be split into two significant patterns: the appointment pattern and the pattern of internal party democracy. The recruiting approach used by parties like PDIP, PKB, and Demokrat stresses internal party democracy. This structure includes a deliberation process at multiple levels, from branch to district to regional to national.

The method employed in these parties' recruitment of parliamentary candidates is open recruitment, involving steps such as registration, selection, administrative testing, screening, and placement. This available recruiting pattern encourages more prospective individuals interested in a political career to apply. This open and multi-stage selection procedure attempts to guarantee that the candidates chosen have the credentials and competencies required for their tasks and obligations as members of parliament.

The significance of job routes in shaping a person's enthusiasm for pursuing a political career is another significant aspect of determining recruiting trends in political parties. Individuals are more likely to join and compete in the recruiting process if they have a clear career path and the potential to advance in the party. This well-defined career path incentivizes party members to perform well and continue to participate, boosting the quality of leadership and political representation at the party and parliamentary levels.

As a consequence, the pattern of recruitment in Indonesian political parties is the outcome of an interplay between the availability of applicants wanting political careers and the requirement for parties to have competent cadres. The pattern of internal party democracy implemented by PDIP, PKB, and Demokrat demonstrates these parties'

willingness to actively include members in the recruitment and selection of parliamentary candidates. With open recruiting patterns and clear career routes, political parties aspire to attract competent people committed to contributing to the nation's and society's growth.

Table 1. PDIP, Demokrat, PKB Party Member Ranks

PDIP	Demokrat	PKB
1. **Primary** The lowest rank, usually working for members working at the city or lower branch level. 2. **Intermediate** The mid-level members, usually working for the party at a provincial level. 3. **Major** Members working at the central or top level. They are on track to occupy certain political posts, be they executive and legislative roles, in order to achieve the party's goals.	1. **Primary** Members who have attended training organized by the branch leadership council (DPC) or a subsidiary leadership council. 2. **Intermediate** Members who have participated in various training activities organized by the regional leadership council. 3. **Major** Members who have participated in various training activities organized by the central leadership council	Not explained in the party documents

Source (Haris et al., 2016)

According to Table 1, each party has a membership structure with three primary levels: Pratama, Madya, and Utama.

Pratama members are at the bottom of the PDIP party and mainly work for members at the municipal or branch level. Madya members are at the center of the political spectrum and often work for the party at the provincial level. Meanwhile, Utama members are party members at the central or highest level who are on track to hold specific political posts in the executive and legislative branches to fulfill party objectives.

The Democratic Party has a similar three-tier membership system. Members who have attended training organized by a branch leadership council (DPC) or sub-branch leadership council are considered primary members. Intermediate members have completed numerous training events organized by regional leadership councils. Members participating in numerous training programs organized by the central governing council are considered prominent members.

The study, however, needed a more precise description of the PKB Party's member organization. This might suggest that the party's membership recruiting method differs from the PDIP and Demokrat.

This study, conducted in Indonesia's parliamentary candidacy context, gives insights into how political parties in Indonesia recruit and grow their members at three distinct levels. The Primary Tier within each party emphasizes identifying prospective cadres who may subsequently occupy significant positions in attaining legislative and executive party objectives.

As a result, Indonesian political parties must analyze their member recruiting procedure carefully. This will be critical in developing qualified and competent parliamentary candidates to represent the community's interests and realize the party's

vision and goal. Furthermore, there is a need for openness and accountability in the member recruitment process so that political parties become more vital organizations capable of bringing about constructive changes in the nation and Indonesian society.

The process of recruiting members of political parties should be carried out openly, by selection, there is also a career path within political parties, Political recruitment through an open system (Prihatini, 2019). The recruitment must process based on a predefined career ladder within the party organization. Candidate have skills, abilities and achievements is then determined by their performance. Party must have career explained in the party documents.

CONCLUSION

Based on a literature review, this paper examines the patterns of member recruiting by Indonesian political parties as part of their attempts to propose members of the Indonesian parliament. In this research, the two primary types of recruiting discovered were appointment patterns and internal party democracy trends. Internal democracy patterns are used by parties such as PDIP, PKB, and Democrats, which incorporate deliberation procedures at different party levels.

The recruiting process is open in these parties, with various steps, including registration, selection, administrative tests, screening, and placement. This open and transparent recruiting procedure attempts to guarantee that elected parliamentary candidates have credentials and competencies appropriate for their tasks and obligations as people's representatives.

The findings reveal that internal democracy recruiting patterns tend to give more options for persons interested in a political career. Potential candidates can exhibit their skills and talents and compete for party support via deliberation at different party levels.

Furthermore, this research discovered that the relevance of career routes in political parties is crucial in defining recruiting trends. Individuals are encouraged to participate in the recruiting process and actively contribute to the party if there are clear career routes and prospects for advancement. As a result, recruiting patterns that focus on internal democracy and give opportunities for political career growth become one of the political parties' most successful techniques for selecting competent members of parliament.

This study comprehensively explains the pattern of member recruitment by political parties in Indonesia and is an essential addition to political party theory and ideas. This research provides a foundation for improving a more transparent, inclusive, and participatory political recruitment process to nominate qualified and dedicated members of parliament for the advancement of the nation and state by providing a better understanding of recruitment patterns and the importance of internal democracy.

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