

## Political Parties Reform in Developing the Competence and Professionalism of the Legislative Members of the House of Representatives of the Republic of Indonesia (DPR RI)

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### Abstract

*PT Pembangunan Jawa-Bali (PJB), in developing its company, does many things, such as innovating which incidentally is believed to be able to encourage a company to improve its economic performance. One form of innovation carried out by PT PJB is partnering with several universities in Indonesia. The collaboration is expected to be able to build synergies between agencies through the empowerment of facilities and human resources. This research aims to determine the relationship between inter-organizational partnerships on corporate innovation (incremental innovation type) and determine the relationship between inter-organizational partnerships on corporate innovation (radical innovation type). This research is research with a quantitative approach using statistical analysis tools in testing hypotheses. To measure the relationship between organizational partnership and innovation, this research uses an ordered probit model approach. The research uses the inter-organizational partnership variable as the independent variable along with several other control variables. The research uses data obtained from the results of questionnaires have been distributed to several employees from various levels randomly from PT PJB. Furthermore, the research also uses data obtained from the results of researchers' observations of key informants have been selected. Partnerships between organizations (with educational institutions) can contribute to company performance. Company performance is described through the birth of innovation (both incremental and radical types). The research indirectly implies the statement that partnerships between organizations can affect the company's performance through the innovations developed within the company. Furthermore, the research also seeks to create an effective partnership design in generating company innovation. The limitation of this research is data source of this research is only based on PT PJB, in order to the future an analysis of partnerships with educational institutions can be carried out on the performance of other companies. The novelty of this research is focus to analyze the relationship of partnerships with educational institutions on the performance of companies, especially in PT PJB which has not been carried out by other studies.*

**Keywords:** *Partnership; educational institutions; company performance; PT PJB.*

### Introduction

The existence of a political party is highly dependent on the individuals in that certain political party either as administrators, members or sympathizers of political parties. This group of people in a political party will determine the extent to which the vision and mission as well as the goals of the political party can be achieved. In general, the existence of political parties is directed at two main points. First, political party is created to form a patterned or systemic attitude and behavior of political parties so that a political culture formed is capable to support the basic principles of a democratic system. This is shown by the attitude and behavior of political parties that have an adequate membership selection and recruitment system, and also develop a strong cadre system and political leadership. Second, political party exists to maximize their job to the state and to the people through political education and cadre, as well as effective political recruitment to produce cadres of future leaders who have the ability in the political field.

However, fact shows that the existence of political parties has not been able to carry out its function as a tool to fight for the aspirations and interests of the people. Political parties have become untrusted institutions. The public have trust issues to the political parties. Thus, the public is actually disappointed and dissatisfied with the existence of political parties. The existence of political parties for the time being has not fully fought for the aspirations and interests of the people, but on the contrary, is more concerned with fighting for the interests of the parties and their groups.

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Political parties in the reform era were also trapped in an oligarchic form in the strategic decision-making process. This illustrates the occurrence of centralization in decision making. Regional aspirations are defeated by the interests of the central management. The public considers that political parties have not carried out this function optimally. So far, political parties can only carry out political marketing functions during the presidential, legislative and regional elections by giving political promises to attract the voters' attention to be willing to choose their party.

The existence of a party, as described above, injures the democracy. It is not the aspirations that are fought for, but that the interests of groups or personal interests that are being fought for. To restore the function of political parties as stipulated in Law no. 2 of 2008 mentioned above, it is necessary to reform the political parties. Political parties must have a strong system to be able to carry out political party reforms properly. Political parties are not empty spaces, they are spaces in which there is a set of human resources. These human resources will control and determine how the style and dynamics of political parties are. Gadamer in Contemporary Hermeneutics says that the meaning of something is determined by time, history, ideology and tradition. Taking account to Gadamer's idea that relates political party reform, it is the meaning of political party reform really depends on the cultural and ideological background of the political party members themselves. This interesting relationship to be studied is the extent to which members of political parties interpret political party reform.

The meaning of political party reform will determine a person's political behavior. In the context of House of Representatives of the Republic of Indonesia (DPR RI) members interpreting political party reform, the formulation of meaning produced by the House of Representatives members will determine political thinking and behavior. Political behavior and the development of political careers to become professional politicians are highly dependent on how the House of Representatives members interpret political party reform. The large number of political parties also shows the large diversity of cultures and traditions of members within political parties. Therefore, it is possible that there will be a lot of diversity of meanings formulated in interpreting political party reform. The diversity itself is not only in the background, but also in the recruitment of political cadres. The recruitment of political cadres of political parties must be held by party cadres, of course, based on the required quality for future leaders. Not only that, having qualified political cadres is expected to be able to interpret the visions, missions and goals of political parties so that they know the direction and movement of the party and its political maneuvers. However, the reality is that there is a gap between the expectation of choosing a qualified cadre and a pragmatic cadre who only cares about the individuals and groups interests. These assumptions are interesting to prove. Thus, it encourages researcher to conduct research focusing on political party reform.

## Literature Review

The Historical Situation Theory states that political parties are formed when a political system undergoes a transition period due to changes that occur in society, for example from a traditional society with a simple structure to a more modern society with a complex structure. These changes lead to three kinds of crises, namely: legitimacy, integration, and participation. Development theory states that political parties emerged as a product of socio-economic modernization. Socio-economic modernization is marked by increased development in the social and economic sectors such as the development of communication technology, improving the quality of education, industrialization, the formation of various interest groups and professional organizations, and all activities that create the need to form a political organization capable of distributing the fulfillment of their needs. The purpose of the formation of political parties is simply to provide qualified cadres and have integrity so that they are worthy of being elected by the people (Rauf, 2006).

The agency/institution/organization is an institution formed by the state for the state, or by community for the community to carry out certain functions or positions in the context of state activities, namely public officials and public offices. (Kelsen, 1961). The state agency/institution/organization carries out law-creating or law applying functions in the context of state organic positions only. Important characteristics of state bodies/institutions/organs that carry out law-creating or law applying functions are: (i) the state organization is selected or appointed to occupy certain positions or functions; (ii) the function is carried out as a primary or exclusive profession; and (iii) the right to receive remuneration from the state.

Institutionalization is the process of strengthening the body/institution/organ, either in the form of patterned behavior or in attitude or culture (Huntington, 1968). All countries are required to carry out reforms in the bureaucratic and public administration sectors (Osborne and Gaebler, 1992). Reforms are carried out by simplifying regulations and reducing inefficient costs. There are four reform requirements in an institution (Mainwaring, 2001; Plessis et al., 2023). First is the stability in the competition between members in it. Second is the trust in society. The reform of an institution influence people in choosing the same institution and always rely on the services of that institution. Third is the legitimacy of institutional leaders through a democratic process. Legitimacy in this case is the pattern/way of leadership in an institution to occupy that position. Fourth is the organization of the institution. In a reforming institution, the resources of its members are expected to be appropriate and sufficient for the needs, both in terms of material and human resources.

Professionalism according to Dwiyanto is the belief that the attitudes and actions of the apparatus in carrying out government activities and services are always based on knowledge and professional values of the apparatus that prioritize the public interest. Indicators of professionalism include competence, integrity, credibility, and accountability. Competence is the degree of knowledge, education and professional expertise they have in carrying out their duties and upholding quality intellectual, leadership and management values. Competence can be seen from:

Conformity of educational qualifications/intellectual values to the competences/capabilities of House of Representatives members;

Ability, expertise, and knowledge to carry out the main tasks effectively and efficiently;

Attitudes and behavior of personal concept, including ethics and morals.

Integrity in politics is having political moral integrity and norms of honesty, loyalty and concern for the State and society, being consistent and responsible in upholding the values of justice, openness and awareness of the essential law. Integrity can be seen from:

Consistency between actions and values in carrying out professionalism that is in line to their main tasks.

Commitment of members in realizing and improving professional quality.

Credibility is the ability to uphold the ethics of carrying out the trust, being faithful to promises and agreements, being honest, fair, humble, and being a conflict arbiter. Credibility can be seen from:

- a. The ability of members to build reputation and public trust.
- b. The ability of members to seek solutions to public problems.

Accountability is the obligation to convey accountability or to answer, explain the performance and actions of a person/legal entity/collective leader of an organization to parties who have the right or authority to ask for information or accountability. The indicators are as follows:

Ability to carry out accountability for managerial performance and member programs in carrying out their main duties and responsibilities.

The obligation to fulfill the interests of the community as the holder of the highest sovereignty.

Authority has an important position in the study of constitutional law and administrative law (Rokhim, 2013). The authority which contains rights and obligations is essentially the ability to carry out certain legal actions, actions that are intended to cause legal consequences and include the emergence and disappearance of legal consequences for instance. The authority obtained by attribution is genuine, originating from the original legislators. Internal and external responsibility for the implementation of the distributed authority lies entirely with the recipient of the authority (Susilowati, 2012). Meanwhile, delegating existing authority by a state administrative body or position that has obtained attributive government authority to another state administrative body or position happen in a delegation.

## Methodology

Method used in this research is qualitative research. This approach was chosen based on the research objective which are describing and analyzing the process of developing human resources in the Indonesian

House of Representatives related to political party reform and increasing its role in implementing legislation (Komariah and Satori, 2011). The research was conducted through intensive observation in a reasonable situation and using a descriptive analytical case study research strategy on members of the House of Representatives of the Republic of Indonesia from the Democratic party. The case relates to the development of human resources and its impact on culture set within the organization within the framework of re-functionalization and increasing the role of political parties, especially the Democratic Party in the House of Representatives of the Republic of Indonesia legislature.

Data sources in this study are divided into three types, namely informants, documents and events. Informants can be divided into three, key informants, main informants, and supporting informants. The key informants of this research are the leaders or administrators of political parties. The main informants are members or administrators of political parties who are members of the House of Representatives of the Republic of Indonesia. Supporting informants are sympathizers or supporters of political parties. The documents in this study are documents on the Party Law, Party Policies and Systems and Mechanisms for Recruiting Party Members and Nominations for House of Representatives of the Republic of Indonesia members. Phenomena and events in this study are the House of Representatives of the Republic of Indonesia members' activity who are selected as informants in this study.

The setting of this research takes place in the House of Representatives of the Republic of Indonesia in General Gatot Subro to Street, Senayan Jakarta 10270 – Indonesia, and the Democratic Party DPP Office at Proclamation Street Number 41, Central Jakarta. The location selection was determined based on the research problem, namely the reform of political parties to the professionalism of members of the Legislative Council of the Republic of Indonesia which was focused on developing human resources in it. Increasing the role of political party members in implementing the legislative function requires human resources who have the competence and skills in the field of politics and legislation.

Data collection techniques in this study were observation, passive participation observation, documentation, and interviews. This research is a descriptive study as the results of observations, interviews and documentation studies. The data obtained is analyzed qualitatively and described in descriptive form. The informant selection technique used in the study was Purposeful random sampling. It is done due a large number of informants in order to reduce information bias. The research informants are members of political parties who are members of the House of Representatives of the Republic of Indonesia. The details are as follows; (1) Members of Political Parties from the Nationalist Party, can be elected from the Demokrat Party, the Demokrasi Indonesia Perjuangan Party (PDIP), the Golongan Karya Party (GOLKAR), Nasional Demokrat Party (NASDEM), PAN (2) Members of the Political Parties from the Religious Party, the Persatuan Pembangunan Party (PPP), Kebangkitan Bangsa Party (PKB), Keadilan Sejahtera Party (PKS).

Data analysis begins with conducting in-depth interviews with key informant as the one who really understands and knows the situation of the object of research. After conducting the interview, data analysis began by making a transcript of the interview results, playing back the recorded interview, listening carefully, and then writing down the words according to what stated on the recording. After the researcher wrote the results of the interview into a transcript, then the researcher had to read it carefully and then do data reduction.

The data collected were obtained in various ways, some are results of interviews, observations, field notes, document digests, photographs, and others. These data are sorted and grouped according to the theme. The analysis consists of four streams of activities that occur simultaneously as taken by Miles and Huberman (Miles and Huberman, 1992) in conducting qualitative research analysis, namely data collection, data reduction, data presentation, and drawing conclusions.

## Result and Discussion

Political party reform is essentially an effort to change the mindset and culture set of members of political parties, as well as an effort to carry out reforms and fundamental changes to the system of organizing political parties, especially regarding the aspects organizations, management, and human resources apparatus. Political party reform as an effort to improve and improve the bureaucratic system that applies within the political party environment which is considered no longer in accordance with the dynamics of

community development as an object of service. Political party reform is an attempt to restore the functions possessed by political parties. The existence of political parties as part of the pillars of democracy has main functions, such as striving the aspirations and interests of the people, conducting political education, and resolving conflict optimally. Reform is important considering that various surveys from institutions show that the public is disappointed and dissatisfied with the existence of political parties. There is a deviation in the function of political parties that tend to pursue the interests of the parties and their groups rather than striving for the aspirations and interests of the people. Political party reform is also an action to produce a new paradigm, namely peace resolution of conflict. This action will lead to consolidation, strengthening political parties, and democracy. Democratic consolidation through political party reform is carried out by establishing the platform, framework, and praxis of elite relations and leadership of political parties according to political aspirations and voters. Political parties that are farther away from citizens will fall into transactional relations, clientelism, and patronage with the regime and the power elite.

The background of the political party reform is the incompatibility of the main jobdesc of political parties 'performance. First, the practice of Corruption-Collusion-Nepotism (KKN) in political parties is still exist. Second, the level of quality of public services have not been in accordance with public expectations. Third, the level of efficiency, effectiveness and productivity is not optimal. Fourth, the professionalism of political parties is still low. Fifth, the performance's improvement of members of political parties are still low. Modern countries can no longer maintain the old form of political parties and their bureaucracy which is likely to be increasingly inefficient in fulfilling the demands of the increasing people's aspiration. The objectives of political party reform are to address these four issues. First is to end the authoritarian regime, centralization, and the practice of Corruption-Collusion-Nepotism (KKN) to create a clean and free political party. Second is improving the public services of political parties as intermediaries for public aspirations. The development of public services with definite quality is expected to restore public's trust. Third is to create a transparent and accountable system. Transparency of state institutions is one thing that must be realized immediately to succeed the implementation of regional autonomy and win the competition of current era of globalization. This happened due to the public's need for more transparent public services is increasing in line with government reforms. Fourth is developing policies that provide more cost-effective services, such as outsourcing contracts, trust mechanisms, and user charges.

The interpretation of political party reform for members of the House of Representative consists of three components. First, political party reform is defined as the restructuring of political parties, such as the adjustment of political structures that are closely related to the role of political parties. Political parties play a big role as legal means in realizing freedom of associating, assembling and expression in developing a democratic life that upholds the sovereignty of the people. To rebuild the structure of political parties, it is regulated in Law no. 2 of 1999 concerning Political Parties and Law no. 3 of 1999 concerning Elections. Since the enactment of Law no. 2 of 1999, political parties are not limited in number, according to the opinion that develops in Indonesian society adhering to a multi-party system. The principles or characteristics of the party are no longer Pancasila, as long as they do not conflict with Pancasila (Five Principles of Indonesia). However, the restructuring of political parties must be continued so that regional, religious, racial, and group orientations will gradually develop into national orientations within the framework of unity and integrity.

In addition, revitalization is setting up a problems' priority scale, prioritizing unity and integrity above other interests, including the threat of disintegration. Currently some cadres of political parties of the House of Representative do not have good management. Member's motivation is still oriented to personal interests. The quality of members of political parties is still relatively low, so it is easy to be controlled by the interests of certain groups. The cadre of political parties and problem solving are not undergone independently. Members of political parties do not yet have a clear and realistic program for the commonwealth. The jealousy exists among members of political parties because of the imbalance of opportunities in supporting the success of the organization. Third, re-functionalization is the re-functioning of state institutions and political institutions, as well as society according to their basic functions, including the competence and professionalism of members of political parties who are members of the House of Representative. Political party reform is an opportunity to improve the member's human resources quality to suit the needs of political parties, both materially and human resource development. Human resources quality can increase the stability of the competition between members within the scope of political parties, so as to restore public confidence. Human resource development for members of the House of Representative is expected to provide competent and

professional cadres in carrying out their duties and authorities once being elected. In fact, public nowadays is only given a list of candidates for legislative members without providing the track record of the House of Representative candidate's education, experience, abilities, behavior, and skills. That is to minimize public disappointment towards the House of representative members' performance.

The House of Representative members' professionalism can be seen from the education, experience, abilities, skills and work behavior. The first indicator of the House of Representative members' professionalism is having competence in their field. Competence is a form of cognitive ability including general and specific abilities. The development of competence is influenced by the space provided also organizational environmental factors both internal and external. The results of the research show that professionalism in terms of education can be seen from the ability of the House of Representative members in devoting intellectual character to the community that has not run optimally. The knowledge possessed by board members needs to be disseminated and taught to the wider community through various opportunities, such as social action. The knowledge implementation possessed by House of Representative members needs to be distributed for the benefit of the community. This action is encouraged to support the creation of an intelligent society and has mastery of modern, empowered, and moral knowledge. The members of the House of Representative keep up with the dynamic and developing knowledge. The lack of knowledge causes the inability to solve problems in society in accordance with the developed science. The House of Representative member professionalism is also reflected in the development of human resources on a macro scale and career development on a micro scale. Human resource and career development needs to be supported through education, training, and daily experiences. The skills possessed through human resource development are useful in carrying out their duties and authorities as well as the results. For House of Representative members, efforts to improve knowledge are part of the framework for developing members' human resources and increasing their professionalism. The higher the quality of House of Representative members, the higher their professional abilities.

The next indicator of professionalism are integrity and credibility which can be seen through professional ethics. In carrying out their duties and authorities, members of the House of Representative can not be separated from the professional code of ethics and code of conduct. These two things become moral standards in carrying out the functions and roles of the institutions they represent. The results of this research show that Hous of Representative members are trying to keep their commitment to the promises and mandates the have commit to the people. The implementation of the integrity of House of Representative members is accumulated in the implementation of their functions and authorities. The members are committed to avoiding disgraceful acts such as corruption, manipulation, and all other forms of law violations. However, the fact shows an occurrence of House of Representative member who violates the integrity by committing corruption and other unlawful acts, in contrast to their commitment to professionalism. Organizations play a very important role in terms of enforcing provisions on professional ethics in the form of a code of conduct, morality rules that are determined and must be obeyed by all members. Members who commit disgraceful acts are given sanctions in accordance to the existing laws to have them learned, also as a lesson for other members.

Professionalism implementation through the House of Representative member's credibility is illustrated by the professional attitude in the daily life of the members. The form of public service delivery that can be tested from the extent of the members of the council are able to serve the community. Members are not allowed to carry out various forms of discriminatory actions against all people, whether they vote or not, in providing public services. It is shown by the success rate of realizing the hopes and rights of the people. The people's right to feel and enjoy the results of development should be in accordance with the work program that was committed in the beginning of joining House of Representative. The credibility of House of Representative members can be seen from the extent to which members can carry out the mandate of the people, namely conveying their aspirations and keeping promises they made during their campaigns and electability polls. The responsive and friendly attitude in dealing with the people they must be fought for is also an assessment of the House of Representative members' professionalism. Members' life style should have moral elements. The morals itself has the characteristics of being rational, objective, selfless, and neutral or impartial (pro-people). It needs to be shown as part of the members' credibility.

## Conclusion

The political party reform's essence is the effort to change the mindset, culture set, system of organizing political parties, and to restore the main functions of political parties as one of the pillars of democracy in Indonesia. The existence of political reform is motivated by the incompatibility of the performance of political parties with their main functions, such as (1) the practice of Corruption-Collusion-Nepotism (KKN) within the House of Representative; (2) as an efforts to improve public services to the community; (3) to increase the efficiency, effectiveness, and productivity of political parties; (4) to maintain the professionalism of members of political parties; and (5) to improve the low performance of members of political parties. Political party reform for members of the House of Representative has three meanings. First is the restructuring of political parties, which is an adjustment to the political structure that is closely related to the role of political parties. Second is the revitalization because the quality of political party members is relatively low and regeneration is not carried out independently for it is easy for group interests to interrupt. Third is re-functionalization as an effort to re-function state institutions, including increasing the competence and professionalism of members of political parties who are members of the House of Representative.

The House of Representative members' competence and professionalism in realizing political party reform is carried out through the development of human resources in terms of education, experience, skills, and culture set. Competence is a form of cognitive ability that includes general abilities and specific abilities of members of the House of Representative. Competencies in the form of human resource development (macro-scale) and career development (micro-scale) need to be supported through education, training, and daily experience. Skills through the development of human resources or increasing knowledge can improve the quality and professionalism of members of the House of Representative. Professionalism can be seen from integrity and credibility through professional ethics in carrying out their duties and authorities. Members of the House of Representative are closely related to the professional code of ethics and code of conduct by committing to avoid disgraceful acts such as corruption, manipulation, and all other forms of law violations. Organizations play a role in upholding professional ethics in the form of a code of conduct. Council members are not allowed to discriminate against all people in providing public services. Council members carry out the people's mandate by conveying aspirations and keeping promises during the campaign. They also have to be responsive and friendly attitude in dealing with people.

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