

THE MANAGEMENT OF A MODERN POLITICAL PARTY (A STUDY ON RECRUITMENT MODEL OF INDONESIAN DEMOCRATIC PARTY OF STRUGGLE (PDI-P) IN WEST JAVA)

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ABSTRACT

Objective: This article will discuss the recruitment model for members/cadres and prospective candidates of general elections, either legislative or executive of PDI-P in West Java, as well as its challenges in becoming a modern political party in Indonesia.

Method: This research uses a qualitative method with data collection dominantly using a literature review related to the recruitment model of modern political parties and interviews with cadres of PDI-P in West Java. The analytical tools used are the scheme of recruitment model of modern political parties by Pippa Norris (2006), the concept of modern political party management by Hofmeister & Grabow (2011), also the 10 principles of the ideal party by Bhakti & Nurhasim (2016) to explain the recruitment model of PDI-P in West Java as one of the modern parties in Indonesia.

Result: The result found that the recruitment of PDI-P in West Java has used the principles of the modern political party in the process, such as opening the opportunity widely for the public to join the party, opening the chances for non-cadre to be nominated by the party as well all the procedure is based on the party Memorandum of Association/ Articles of Association (AD/ART).

Conclusion: Nevertheless, there are problems that have not been accommodated by the party, such as the quota for people with disabilities, young people, and the mechanism of special quota fulfillment for women that have not been given the overall clarity.

Keywords: political party, management, recruitment, PDI-P.

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A GESTÃO DE UM PARTIDO POLÍTICO MODERNO (UM ESTUDO SOBRE O MODELO DE RECRUTAMENTO DO PARTIDO DEMOCRÁTICO INDONÉSIO DE LUTA (PDI-P) EM JAVA OCIDENTAL)

RESUMO

Objetivo: Este artigo discutirá o modelo de recrutamento para membros/quadros e candidatos em potencial para eleições gerais, tanto legislativos ou executivos do PDI-P em Java Ocidental, bem como seus desafios em se tornar um partido político moderno na Indonésia.

Método: Esta pesquisa utiliza um método qualitativo com coleta de dados utilizando predominantemente uma revisão de literatura relacionada ao modelo de recrutamento de partidos políticos modernos e entrevistas com quadros de PDI-P em Java Ocidental. As ferramentas analíticas utilizadas são o esquema de modelo de recrutamento de partidos políticos modernos por Pippa Norris (2006), o conceito de gestão moderna do partido político por Hofmeister & Grabow (2011), também os 10 princípios do partido ideal por Bhakti & Nurhasim (2016) para explicar o modelo de recrutamento de PDI-P em Java Ocidental como um dos partidos modernos na Indonésia.

Resultado: O resultado constatou que o recrutamento de PDI-P em Java Ocidental tem usado os princípios do partido político moderno no processo, como a abertura da oportunidade ampla para o público para se juntar ao partido, abrindo as chances para não-quadros a serem nomeados pelo partido, bem como todo o procedimento é baseado no Memorando de Associação do partido / Artigos de Associação (AD / ART).

Conclusão: No entanto, há problemas que não foram acomodados pelo partido, como a cota para pessoas com deficiência, jovens e o mecanismo de cumprimento de cotas especiais para mulheres que não receberam a clareza geral.

Palavras-chave: partido político, gestão, recrutamento, PDI-P.

1 INTRODUCTION

A political party is an instrument that cannot be separated from democracy system in every state. One of the main preconditions that a state can be called a democratic country is having a political party. Political Party is an important pillar of democracy. Without the political party, democracy will not proceed well. Functioning or not the democratic system in a state, one of them depends on the political party (Fales, 2018).

According to *Netherlands Institute for Multiparty Democracy* (2006), there are at least three reasons a political party is very significant in a democratic system. *First*, a political party is the main transportation for political representatives; *Second*, a political party is the main mechanism for governance; and *Third*, a political party is the main channel to preserve democracy accountability (Multiparty Democracy NIMD, 2006)



The existence of a political party in one democratic state has several functions, they are; as a bridge (mediation) between the government and its people, play a role in giving birth to the forerunner or candidate nomination in government institutions (either legislative or executive), contributes in governance, push the public accountability, politic education, political communication, conflict regulator, and other functions.⁵

However, the expectation for the ideal political party to carry out its function well is not in line with the facts in the field. Political parties in Indonesia are perceived as less capable of accommodating and fighting for public aspiration. Furthermore, political parties are also experiencing a regression in trust from the public (Nasir, 2016)

Based on some surveys that have been conducted by survey institutions, such as *Skala Survey Indonesia* (2011), *Lembaga Survei Cirus Surveyors Groups* (2013), *Saiful Mujani Research and Consulting* (2015), and *Lembaga Survei Indonesia* (2016) show that there has been a decline of public trust towards political parties since 2001 until 2016.⁶

Public distrust towards political parties is caused by the assumption from the public that political parties are corrupt institutions (Aspan, 2020). The other issue related to the political party's role is the incapability of political parties to perform their functions optimally. Political parties do not have the capability to exert and represent the citizen interest as well as in connecting the citizen and government (Romli, 2011).

The other problem political parties face is weak political party institutionalization, which causes the absence of feelings of constituent closeness with political parties. This condition generates the lack of loyalty from constituents towards political parties and the away relationship between political parties and the public (a constituent) that impacts the high number of choice changes from one party to another party (electoral volatility) (Erik Wibbels, 1999)

The high electoral volatility in Indonesia can be seen from three Elections (*Pemilu*) that were done post-reform, that is, the 1999 Elections where PDI-P obtained the most votes, but in 2004 Elections experienced degradation and were lost by Golkar. It also happened to Golkar, who lost significant enough votes in the 2009 Elections and lost to Democratic Party. Lastly, Democratic Party that won the 2009 Elections also went

⁵ Act Number 2 of 2011 concerning Amendment of Act Number 2 of 2008 concerning Political Party

⁶ A collection of survey results regarding the levels of public trust in political parties



through electoral volatility, which was proven by the reduction of the vote obtained in the 2014 Elections, where they lost to PDI-P (Nasir, 2016)

The other phenomenon that has become a problem for political parties in Indonesia is the soaring public support towards a particular figure in a party exceeding the support towards its political party (catch-all personalistic). This political figure positioned itself bigger than the party, which often impacted the lack of ideology debate within the party due to that figure being considered a symbol of the whole political party, which cannot be disturbed (Aminuddin et al., 2022)

From the problems confronted by post-reform political parties in Indonesia can be seen that most of these problems occurred due to the weak management of political parties in Indonesia. The condition of political party management still weak makes political parties vulnerable to being infiltrated by either elite interest or opportunist groups who made the political parties solely as transportation for capital owners to fill the political position. Consequently, the implementation of meritocracy in position fulfilment is hard to be achieved.⁷

In addition, the political party management that is not carried out well and optimal by the leader and the member of the respective political party will inflict problems that not only influence the existence of the political party institutionally (institutional) but also affect the community life, decrease of public trust towards political parties, and finally hinder the democracy development itself. (Hofmeister & Grabow, 2011).

One of the most important elements of the management of modern political parties is the recruitment process (Hofmeister & Grabow, 2011). In a political context, political recruitment often refers to candidate selection (candidacy) and legislative and executive recruitment (Pamungkas, 2011). Political party recruitment is a gateway for someone to become a member of a certain political party. The recruitment process in a political party will be very decisive to the quality of human resources within the party and affect the quality of the party itself. Moreover, political party recruitment also functions as a process where a political party finds new members and invites qualified individuals to participate in the political process (Budiardjo, 1998).

In relation to political recruitment, the political system in a country will be very influential towards the recruitment model used in that country. For instance, in democratic

⁷ Geotimes. (2016). Saatnya Mereformasi Partai Politik. *Geotimes*. Accessed from <https://geotimes.id/kolom/saatnya-mereformasi-partai-politik/>



states, the procedure and mechanism that is used to recruit certain party members will be different from the states which undergo a democratic transition (Mas'ood & Andrews, 2000).

Indonesia, as a democratic country, also has its own pattern of political party recruitment. In its journey, Indonesia has had several pioneer parties that have accompanied the process of the nation's nation-building development—one of them is PDI-P. As a party that has a strong attachment to its concept of Soekarno's Marhaenism, PDI-P is a party that solid and has experienced in its political journey. Furthermore, PDI-P is also a party that emphasizes the nationalist-secular ideology more than the other parties in Indonesia (Kurniasih, 2019).

Refers to the research done by Fitriyah (2020a), the recruitment model that has been done by PDI-P is limited-open, and the selection and the final decision maker is made by Central Executive Board (DPP) (National Party Management). Limited-open model that said is a recruitment model that open to prioritizing the party cadre (PDI-P) but adds additional requirements towards the candidate who comes from within the party in the case of PDI-P, they add requirement regarding a service period minimum of three years have been the party members for PDI-P internal cadres (Fitriyah, 2020a).

In a case study of North Minahasa, , explains that the recruitment process of PDI-P happens in general which follows the DPP PDI-P guidelines nationally such as forming panel team by Central Executive Board (DPP), forming screening team in the regions, both Regional Board (DPD) and Branch Executive Board (DPC) by involving the lowest level (*pengurus anak ranting, pengurus ranting, PAC*), screening and filtering which will ultimately be decided by central (DPP) (Pangemanan et al., 2016).

Other research conducted by (Ashari, 2013b) explains that in the recruitment of new members, PDI-P does not have a regulation basis and special stipulation, thus, there are no special requirements to become a party member. All requirements specified in the AD/ART PDIP are general and do not complicate the public to join as a party member. The party opens the widest possible opportunity for people to join regardless of ethnicity, religion, race, and inter-group relations (SARA) .

Different findings are explained by (Mahadi, 2011a, 2011b) in the PDI-P Sleman case, which found that the recruitment process of PDI-P for Local Leaders Election (*Pilkada*) is pragmatic. The party ideology based on Pancasila is only seen as a cost-benefit calculation that puts forward selling points or market logic rather than a clear party



ideology. In addition, PDI-P was also said to have failed in terms of regeneration. PDI-P is filled by senior cadres who are met in that party because of the repressive new order, so being part of PDI-P is relying on the greatness of the name Bung Karno through the figure of Megawati. The party elite also never take the issue of party regeneration seriously (Mahadi, 2011b).

From the elaboration above, it can be seen that several regions have differences regarding how each DPD and DPC recruit their members and cadres. Therefore, this article is intended to explain the pattern of recruitment of PDI-P members and prospective election participants in West Java and fills in the gaps from previous research.

1.1 PROBLEM FORMULATION

In this research, the recruitment process will be focused on the model of recruiting members and potential candidates for the election of the Indonesian Democratic Party of Struggle (PDI-P) in West Java. The researcher chose PDI-P because PDI-P is a part that has a long history since the New Order era, is a solid party from top to bottom, and is currently the ruling party in Indonesia which has discussed modernizing its party. This research will be directed to answer how the recruitment model is carried out by PDI-P in West Java for members and prospective election participants and the challenges they face in carrying out the recruitment process.

2 RESEARCH METHOD

This study uses a qualitative method with consideration of the object of analysis in the form of the topic of the model of recruitment of political parties for members and prospective candidates for election in the Indonesian Democratic Party of Struggle (PDI-P) in West Java. Data collection was carried out predominantly by using studies of literature related to the modern political party recruitment model and conducting interviews with PDI-P cadres in West Java. The analytical tool used uses a political party recruitment model scheme by Pippa Norris (Norris, 2006) the concept of modern political party management by Hofmeister & Grabow (Hofmeister & Grabow, 2011) also the 10 principles of the ideal party by Bhakti & Nurhasim (Haris et al., 2016) explain the recruitment model of PDI-P in West Java as one of the modern parties in Indonesia.



3 RESULTS AND DISCUSSION

3.1 RECRUITMENT MODEL OF PDI-P MEMBERS IN WEST JAVA

The recruitment management model of the modern political party comprises several things: (1) Membership and organization. (2) The party members. (3) Recruitment of new members. (4) Education and party member training. (5) political party program. (6) Internal and external communication. (7) Internal party democracy. (8) Party conflict and conflict resolution. (9) Quota for women and minorities. (10) Party financing (Hofmeister & Grabow, 2011).

Hofmeister & Grabow (2011) explains the importance of the recruitment process in recruiting new members in a modern party. Parties with a base of great membership have a higher opportunity to successfully participate in a political contest, win the election, and influence in forming a political opinion.

A recruitment system of member/cadre of PDI-P in West Java usually goes through several stages, starting from sympathizers, then enter to party wings to joining regeneration as members of PDI-P. In recruiting new member, PDI-P in West Java also take a personal approach by asking whether they are interested in getting into the party, but in general, the stages starts from sympathizer to the stages of regeneration.⁸

PDI-P in West Java also has used advertisements to recruit new members but in the social media of PDI-P itself. Recruitment in PDI-P is also open, such as the recruitment of *Banteng Muda Indonesia* (BMI). However, the recruitment of strategic positions such as the chief administrator of PAC and DPC is not open to the public, there are expert teams or formulation teams from DPD, which is decided through *Musanran* and *Musancab*.⁹

The PDI-P in West Java has an open recruitment system in its process thus, it is always fully loaded and even overloaded. For a city/district where the basis of PDI-P is lacking, PDI-P usually makes the administrators in that area become candidates for legislative (*caleg*). However, for the disability community, PDI-P has so far not provided access for people with disabilities to be nominated for PDI-P. This is because the regulation mentioned in the party AD/ART, that they must be physically and mentally healthy, thus couldn't accommodate people with disability. Currently, there is only 30% affirmative action for women.¹⁰

⁸ Interview with Member of the PDI-P DPRD Indramayu District, Jawa Barat

⁹ *Ibid.*

¹⁰ AD/ART PDI-Perjuangan



Meanwhile, for millennials, PDI-P recruitment is also done through party wings named *Banteng Muda Indonesia* (BMI), which is filled by millennials, and some of them are also interested in being nominated as candidates for legislation. However, until now, there has been no specific program for millennial recruitment because everything is open, and there is no specialization. Understanding of party ideology is carried out through an internal regeneration process for wing organizations such as BMI and GMNI, which are specifically for millennial youth.¹¹

Recruitment for members of the West Java PDI-P is also not that complicated because PDI-P is a very open party. This is different from the recruitment process when you want to become a member of the DPRD or head of the PAC and DPC, where there are certain processes that are more complicated. The complexity includes having to obtain a recommendation from several leaders in the DPRD and DPD and even from several branch leaders in the villages, then, there must be a *Musancab* first, and when you have received support from below, you may not necessarily get approval from above. So there are many consideration criteria that are very difficult when you want to get these positions.¹²

3.2 RECRUITMENT MODEL OF PDI-P PROSPECTIVE CANDIDATES OF GENERAL ELECTIONS IN WEST JAVA

3.2.1 Cadres and Non-Cadres Path

There are two recruitment channels to become candidates for election contestants from the West Java PDI-P DPD, namely through the party cadres and also from the figures whose mechanisms are transparent and different (cadres and non-cadres). In the case of recruitment from party cadres, prospective candidates must meet administrative requirements. Then the next process is continued with screening based on PDI-P regulation Number 25-A of 2018 concerning the Recruitment and Selection of Candidates for Members of the DPR, DPD, Provincial and District/City DPRD. Then for the recruitment of non-cadres or leaders, there is a special recruitment for non-cadres who are prominent and have an impact in their area. This recruitment model is listed in the PDI-P AD/ART.¹³

¹¹ Interview with Member of the PDI-P DPRD Indramayu District, Jawa Barat

¹² AD/ART PDI-Perjuangan

¹³ AD/ART PDI-Perjuangan.



An open recruitment model (cadres and non-cadres) eventually produces candidates from various professions and expertise. This diversity of expertise is also one of PDI-P's goals because, in the legislature, expertise is needed and will have an impact on the policies produced. (Fitriyah, 2020b).

There are formal requirements for recruiting legislative candidates, which are listed in the PDI-P AD/ART, however, for female candidates, it is usually only to fill the quota, so it is only seen from their popularity or social activity. Meanwhile, for male cadres, it is more complicated, for example, having served the party for five years and then being able to cadre or KTA a minimum of 1000 people, apart from that, they must have a strategic position such as the PAC leader at the sub-district level. This is one of the reasons why the position of PAC leader is being fought over by male cadres because the position of PAC leader will surely get the golden ticket in the nomination for the regional legislature.¹⁴

For example, in the 2019 West Java Legislative Election, there were 200 prospective candidates who registered and were then selected to produce 120 permanent candidates. However, the comparison between non-cadres and cadres is very far. As a percentage, only 5% to 10% came from non-cadres. So it can be concluded that even though the PDI-P recruitment model is open, it still prioritizes its cadres to be nominated as members of the legislature. This to the three provisions which are the main requirements for every legislative member candidate from the PDI-P, namely having the same vision, mission, and ideology, which are definitely in line with those from cadres.

3.2.2 Affirmative Action

Usually, the female cadres come from outside or are non-PDI-P cadres who are intended to fulfil the affirmative action quota of 30%. This is different from male cadres, who usually consider cadres who have long served in the party. Examples of female non-cadres who are PDI-P candidates are Krisdayanti and Angel Karamoy. Then there are also many candidates for the head district who come from non-cadres, so even though they are not yet cadres, their popularity is good, and there is a possibility that the PDI-P will propose to them.¹⁵

¹⁴ Interview with Member of the PDI-P DPRD Indramayu District, Jawa Barat

¹⁵ Tempo.co. (2018). Krisdayanti, Ian Kasela, hingga Angel Karamoy Jadi Bacaleg PDIP. Accessed from <https://nasional.tempo.co/read/1107852/krisdayanti-ian-kasela-hingga-angel-karamoy-jadi-bacaleg-pdip>



PDI-P has also never required a dowry for anyone, including cadres who get positions. PDI-P only looks at the performance in question, so the struggle for PDI-P cadres is to improve character, improve character, improve performance, and often go to the field. These things are the party's benchmark in appointing a suitable figure.

3.2.3 The Platform for Millennial

The existence of a wing of the *Banteng Muda Indonesia* (BMI), which is filled with millennials and some of them are also interested in running for legislative candidates, has not caused PDI-P to create a special program to recruit millennials. If millennials, both from BMI or other party wings such as GMNI, want to run for office, they are welcome because it is open. But even so, there is no special portion for millennials in PDI-P. PDI-P only provides access for millennials to register, but there are no special portions or priorities and limits for them, all are open¹⁶

Millennials such as Gibran and Bobby were successfully nominated as candidates because they had been active in the party before Jokowi became president. Apart from that, there are also political factors of DNA, so it is very strong. Apart from them, there is also the chairman of the Minahasa DPRD, who is still 24 years old. So age is not a benchmark, so regeneration does not drop. Currently, there are many new generations who are still young in the management of the PDI-P.¹⁷

3.2.4 Recruitment Process

Based on Pippa Norris (2006), the criteria needed in the political recruitment process relate to cadre ideology, loyalty, electability (political support), political ability, track record of candidates (socio-economic background and education), and their relationship with constituent or voters. These criteria show the need for parties on the one hand and, on the other hand, the need for party responsibility to encourage the emergence of people's representatives and public officials who have integrity, are honest, accountable, and are not corrupt (Norris, 2006).

¹⁶ Times Indonesia. (2022). Banteng Muda Indonesia Jabar Siap Menangkan PDIP di Pemilu 2024. Accessed from <https://timesindonesia.co.id/politik/425854/banteng-muda-indonesia-jabar-siap-menangkan-pdip-di-pemilu-2024>

¹⁷ CNN Indonesia. (2020). Gibran dan Bobby, Strategi PDIP Amankan Pemilu 2024. Accessed from <https://www.cnnindonesia.com/nasional/20200812203223-32-535098/gibran-dan-bobby-strategi-pdip-amankan-pemilu-2024>



In the PDI-P recruitment process, the first step is screening and then followed by filtering or selection. In the screening stage, PDI-P differentiated into two, namely screening for cadres and non-cadres. For the filtering of cadres, it is required to take several tests, such as scoring with a point system to see which ones are active and who are not in the party. So there is a point weight for each aspect, such as, for example, the person concerned is included in the management structure and so on. In comparison, non-cadres (figures) will be considered through several things, such as having to agree with the four pillars of nationality, popularity, electability, and the ability to rally the masses (voters), as well as the ability to fight for people's aspirations.¹⁸

Then, after scoring, the psychological test stage is continued in collaboration with the Indonesian Psychological Association. The psychological test aims to see how the prospective candidates respond in certain situations because being a member of the legislature is not an easy job. And the last is checking the track record related to career history to violations that have been committed. After the screening is complete, a plenary session will be held by the DPD to determine who is entitled and eligible to become a legislative candidate. Then for numbering, also consider the selection that has been done¹⁹

PDI-P approaches potential non-cadres through an institution under the management of the DPD or DPC called the Election Winning Body (*BP Pemilu*). Election BP has a special duty to recruit candidates for district head/mayor as well as governors or deputy governors. In the recruitment process, the election BP opens it for anyone who wants to register, who will then be selected and at the end, the popularity will be seen. Then the election BP can also pick up the ball against potential people. Usually, the election BP will take a personal approach based on survey results and community requests. Election BP itself is in every management, starting from districts/cities and provinces to the central.

Election BP is not involved in conducting performance evaluation because performance evaluation only exists at the faction level or among internal faction leaders. Election BP only proposes a number of figures who have the potential and are accepted by the people and also seeks funding for these figures. So PDI-P will help its candidates in the form of mutual cooperation when the candidate is unable and needs assistance

¹⁸ AD/ART PDI-Perjuangan.

¹⁹ *Ibid.*



(funds, manpower, etc.). For example, in Indramayu Nina-Lucky managed to win against the incumbent because the party worked together to help from cadres to council members from several nearby districts/cities who also helped in the campaign. So the West Java PDI-P doesn't look at things inside the bag in nominating someone because this can be assisted by the PDI-P mutual cooperation system (*gotong royong*).²⁰

3.2.5 Candidacy

The authority to nominate reg/mayor is the authority of the DPC by considering input from the DPD. The West Java PDI-P DPD can provide recommendations and will become a strong candidate when what is recommended is feasible and proposed to the centre. As for the legislature, it is usually the chairperson of the DPD who is nominated, most importantly for the province and for the regency/city, the chairperson of the DPC.

There used to be a communication relationship from the sub-branch to the DPP in PDI-P, but now it has used the party's attitude in the AD/ART based on the fifth congress in Bali that PDI-P implements guided democracy, which means that leaders have the authority to make decisions and members must accept. When a cadre rejects the decision of the party leadership, he is considered to be against it and must leave the party. In essence, the authority of the party leadership is very large and has an impact on the party and its members. So currently, decisions are centralized in the DPP, and there are no cadres who are not aware of DPP decisions. Then PDI-P, in making decisions, also does not recognize a voting system, there is only deliberation.²¹

3.3 THE CHALLENGES OF PDI-P IN WEST JAVA FOR RUNNING THE IDEAL PARTIES RECRUITMENT MODEL

To see whether the recruitment system for the PDI-P party has been maximized or not, we need to look at the model of the political party recruitment system, which is ideally guided by a number of principles that apply in general or are common in the candidacy process. Bhakti & Nurhasim (2016) divided in the form of 10 principles that need to be referenced, there is (1) Loyalty, (2) Clean, (3) Open, (4) Accountability, (5) Meritocracy, (6) Democratic, (7) Decentralization, (8) Adequacy of funding, (9) Humanist, (10) Non-Partisan (Haris et al., 2016).

²⁰ Interview with Member of the PDI-P DPRD Indramayu District, Jawa Barat

²¹ AD/ART PDI-Perjuangan



3.3.1 Loyalty

Speaking of party loyalty, PDI-P places a strong emphasis on the loyalty of its members, which can be seen when its cadres sit in legislative or executive seats, whoever sits in public office, they are still party officials who must obey party rules. This is where the loyalty of the cadres and the dominance of the party can be seen in shaping the character of the cadres.

Even during the pandemic, PDI-P, including PDI-P in West Java, have mutual cooperation as when the Covid case, the party asked for the salaries of its members for three months to be taken by the party for handling Covid, and party members had to be willing as a form of loyalty and mutual cooperation. So PDI-P actually has a stake in the salaries of its members who become public officials.²²

3.3.2 Clean & Open

Based on research conducted by Ashari (2013) explains that in recruiting new members, PDI-P does not have specific basic rules and conditions, so there are no special requirements to become party members. All the requirements to become party members. All the requirements stipulated in the PDI-P AD/ART are general and do not make it difficult for people to join as party members (Ashari, 2013a). The party opens the widest possible opportunity for people to join regardless of SARA, even though, in reality, PDI-P will prioritize its cadres compared to non-cadres in recruiting potential candidates for election.

3.3.3 Democracy

PDI-P accepts all people and groups without discriminating and looking at social status in terms of recruiting new cadres. PDI-P considers that all citizens have the right to participate in politics, including participating in political parties. Internally, the PDI-P itself is also not familiar with the voting system in agreeing on various matters, PDI-P prioritizes the deliberation system. However, in the chief general election, PDI-P had not completely left the patrimonial culture because it still continued to make Soekarno's family as party leader²³

²² Republika.co.id. (2021). Megawati Perintahkan Kader PDIP Gotong Royong Bantu Rakyat. Accessed from <https://www.republika.co.id/berita/qwwp0i354/megawati-perintahkan-kader-pdip-gotong-royong-bantu-rakyat>

²³ Tempo.co. (2014). Ketua Umum PDIP Hanya untuk Trah Sukarno. Accessed from <https://nasional.tempo.co/read/608499/ketua-umum-pdip-hanya-untuk-trah-sukarno>



3.3.4 Accountability

Because an open recruitment system makes the recruitment of candidates responsible not only to party leaders but also to the public. Especially for candidates who come from outside or the result of their regional characterizations. However, the power and control over the final decision remain in the hands of the DPP and the leaders of the PDI-P internal deliberations.²⁴

3.3.5 The Adequacy of Funding

Within the PDI-P, political financing of its candidates is assisted by the party in the form of mutual assistance when the candidate is unable and needs assistance (funds, manpower, etc.). In Indramayu District, for example, Nina-Lucky managed to win against the incumbent because the party worked together to help from cadres to council members from several neighbouring districts/cities who also helped in the campaign. So the PDI-P does not look at the contents of the bag in nominating someone because this can be assisted by the PDI-P mutual cooperation system²⁵

3.3.6 Meritocracy

PDI-P still relies heavily on characterization politics, especially still prioritizing Soekarno's descendants as PDI-P leadership figures which distances PDI-P from a meritocracy-based recruitment model or prioritizing experience and cadre levels when seniors continue to support characterizations within the PDI-P internal party.

3.3.7 Decentralization

Based on the research done by Fitriyah (2020a), the recruitment model that has been done by PDI-P is limited-open, and the selection and the final decision maker is made by Central Executive Board (DPP) (National Party Management). Limited-open model that said is a recruitment model that is open to prioritizing the party cadre (PDI-P) but adds additional requirements towards candidates who come from within the party

²⁴ AD/ART PDI-Perjuangan

²⁵ CNN Indonesia. (2020). Hasil Rekapitulasi KPU, Lucky Hakim Menangi Pilkada Indramayu. Accessed from <https://www.cnnindonesia.com/nasional/20201215222225-32-582637/hasil-rekapitulasi-kpu-lucky-hakim-menangi-pilkada-indramayu>



which in the case of PDI-P, they add requirement regarding a service period minimum of three years have been the party members for PDI-P internal cadres (Fitriyah, 2020b).

PDI-P is quite centralized in matters of nominating cadres, even with the election BP system having a special task of recruiting prospective regents/mayors or deputy regents/mayors as well as governors or deputy governors. They only present a candidate, but the one who determines it is the Leader again. PDI-P implements guided democracy, which means that leaders have the authority to make decisions, and members must accept. When a cadre rejects the decision of the party leadership, he is considered to be against it and must leave the party. In essence, the authority of the party leadership is very large and has an impact on the party and its members. So currently, decisions are centralized in the DPP, and there are no cadres who are not aware of DPP decisions. Then PDI-P, in making decisions, also does not recognize a voting system, there is only deliberation.

3.3.8 Humanist

Speaking of humanism, we can see it from the participation of women and also groups with disabilities. Affirmative action 30% of the quota for women has been included in the AD/ART of the PDI-P party, as explained in the previous chapter. However, PDI-P has not provided opportunities for groups with disabilities because there is a requirement that members must be physically and mentally healthy in their recruitment system.

3.3.9 Non-partisan

In assigning its cadres to become public officials, PDI-P looks at the competence possessed by someone who will be recruited. For example, the PDI-P in the Bali area has become a major party that has been around for a long time and is dominant in Bali, so in recruiting, it is no longer just selecting members but also seen from good communication skills and morals (Sibagariang et al., 2019).

However, this will be different when you are in an area that is not a PDI-P base, such as West Java. In West Java, whose position is still competitive with other parties, the PDI-P must make many pragmatic adjustments, for example, taking non-cadres to be nominated (Mahadi, 2011b).



4 CONCLUSION AND SUGGESTION

In general, the West Java PDI-P has used the modern political party recruitment model in the process of recruiting members/cadres as well as prospective participants for its legislative and executive elections. Apart from that, the West Java PDI-P and the national PDI-P also continue to strive to create a party recruitment process that is getting better every day.

PDI-P in West Java is a party that is open to everyone. All elements of society who are interested in becoming cadres are given maximum access. What is different is the recruitment of prospective candidates for election, both legislative and executive, which pays more attention to the background of the candidate, whether a cadre has the capacity or not. PDI-P West Java will prioritize its own cadres compared to non-cadres in terms of recruiting election contestants because that is, at the same time, proof of whether the party's internal regeneration process has gone well or not.

But even so, the West Java PDI-P has challenges that they must immediately overcome in order to become the dominant party in West Java. Apart from their position, which is still ranked third below Gerindra and PKS, PDI-P also does not yet have a special recruitment mechanism for millennials, who make up the majority of voters in Indonesia. Apart from that, the disability group is still not accommodated in the recruitment of prospective election contestants, making the inclusive climate in PDI-P not yet felt. Finally, the meritocratic and democratic climate in PDI-P will feel incomplete if the patrimonial climate in the party's internal leadership selection process is not immediately improved.



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