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**PERFORMANCE ASSESSMENT OF THE SECRETARIAT OF THE ELECTORAL COMMISSION
OF TANAH BUMBU REGENCY, SOUTH KALIMANTAN**

Makhruri, Budi Suryadi, Jamaluddin

Master of Government Science Students, Lambung Mangkurat University, Indonesia

Faculty of Social Science and Political Science, Lambung Mangkurat University, Indonesia

ABSTRACT

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Based on The Electoral Commission Regulation No. 22 of 2008 on the organizational structure and working procedures of the Secretariat of the Electoral Commission, this report evaluates the performance of the secretariat apparatus of the regional election commission in regards to operational implementing elements that have the task of carrying out some of the technical tasks of election operations. In this study, a qualitative approach was used. Participant observations, interviews, and documentation studies are used as data gathering methods. Descriptive approaches for data analysis include a three-step process flow: information reduction, information presentation, and inference. Despite limitations on staff discipline and efficiency of objective attainment, the findings demonstrated that the regional election commission's secretariat apparatus tends to exhibit performance on quantity, quality, and timeliness.

Keyword: Apparatus for performance, secretariat, and regional electoral commission are all relevant terms.

INTRODUCTION

When regional autonomy is put into effect, it execution of its responsibilities and operations, as well as organizations advocating for a more transparent system, accountability, responsibility, and openness. brought about requirements and alterations to the value environment of work in the executive branch. The actualization of decentralized power calls for universal principles that Maintain a focus on the requirements of the community's hopes and the guiding values of Democracy, equity, and fairness.

The ailment need a well-defined framework of Election Board of the Tanah Bumbu District in order to enable governmental bodies to do more is a component of implementation with the responsibility is charge of executing certain technical and operational responsibilities the voting procedures outlined by the General Election Commission Article 22 of Regulation (EC) No. 22 of 2008 on the Procedures and Organizational Structure of One of the many functions of the Electoral Commission Secretariat is to the components responsible for performing technical elections and public involvement issues. accommodate the needs of the political, social, economic, and advancement in culture. As a result, it's crucial that change the way people think and operate for the better. in the direction of productive action and responsible decision-making by the importance of responsibility in achieving sound administration, in order to get results that are in line with expectations.

The process of putting plans into action Under the context of the Electoral Commission application of features and results of The State Budget underwrites performances in in line with Executive Order No. 90 of 2010 Relating to the Development of Operational Strategies and State Department/Institution Budgets. As an a government agency or other organization that

How well the organization's secretariat functions is Elected officials in Tanah Bumbu Regency are needed to do a better job of fulfilling its responsibilities and their roles. Voting for the Tanah Bumbu Region The Commission has been working hard on One of the many things that may be done in This is to say, by focusing on efficiency and effectiveness, tasks.

Then, short-term evidence demonstrated the Tanah Bumbu Regency Election Commission in There are still challenges to completing the primary objective, including additional:

1. human resources that are less than ideal due to still insufficient equipment to meet requirements, therefore because services for enhancing competence have not improved the skills and knowledge of directors, secretaries, and department leaders;
2. While the paucity of human resources has not improved, the space for work is plenty big;
3. The accessibility of long-term office space and The technology and systems used in offices are mostly minimal.

The Crucial Role of the Outcome of the Tanah Bumbu's regional government's secretariat Election Commission, without a doubt, can provide and notify the public and relevant parties. all government initiatives planned and underway operation that has been carried out. Tanah Bumbu's primary function The purpose of the Regency Election Commission is to gather and overseesupplies needed to organize elections and elections for regional governors.

Studies on Performance Evaluation at the The Flood Risk Management Regional Office perspective on catastrophe avoidance and readiness Knowing the Author and Accuracy of Your Work there are always plenty of things going on in the catastrophe field contrasted with the amount of preventive and preparation characteristics of creativity, efficiency, and teamwork [1].

he Indicators of Building Performance Widely Vary which is an approach of learning based on on a methodological approach to studying a community event and human issues. Using this method, Scientists provide a detailed image, dissect words, convey in great detail the informant's perspective and actions research into real-world settings. Taylor and Bogdan imply that a qualitative approach is a technique for doing research that generates textual and visual descriptions things individuals have spoken and actions we have seen [5]

Methods of data collecting are implemented. Using data gathered from actual participants after months of Besides interviews and direct field observation, collect unstructured interviews for primary data. methods, and records analyses in the form of collect data on primary responsibilities and duties associated with the Electoral Commission's back office.

The term "data analysis" refers to a method of methodically collecting information from interviews, documents from the field to make it simple to know how to interpret its results

and share them with others. Analyzing information with the help of user interaction data gathering, data cleaning, data presenting, and data the use of deduction and confirmation [6].

The data processing described above is actualized by consistently via monitoring data, categorizing data, extracting the most salient information in light of the investigate issues, learn more, and make a call. report. The purpose of this study is to provide light on There is always a need to hunt for facts; what are the most crucial How should I be keeping up? Matrix representations of examination of data in an interactive format: depending on the specifics of the study operation that has been carried out. For instance, markers of receptivity to evaluate suppliers based on how quickly they react to customer needs, desires, hopes, and wishes; the ownership of a metric indicative of how far the services to the public is carried out by not breaking the established rules; responsibility for an indicator of scale consistency between internal policies and external standards measures that are already in place and are owned by the community participants [2].

Then, a review of workers' efforts is conducted. tendency to think about things like quantity, size, and cost. The quantity to be accomplished; grade, etc. The Something must be manufactured (regardless of whether or not). The quality of the results may be evaluated by looking at quantification of, or degree of contentment with how well/timely/good the answer is. consistent with scheduled duration [3]. Assessing employee performance is a crucial since it may be used to learn the results achieved by the company. By evaluating performance, enhancement attempts may be focused and methodical [4] in their approach.

DESCRIPTION OF RESULTS

Evaluation of the Secretariat's Work

STUDY DESIGNS

The strategy used in the Election machinery for the Tanah Bumbu District The following criteria are part of the commission:

Let's start with sheer numbers. The sheer scale of this undertaking pertains to the quantity or rate of work done when it's supposed to happen. The amount of effort required may be derived from data collected via work measurement or collaborative objective-setting. Task Assignment amount may be determined by talking it up with between higher-ups and lower-ups, between managers and employees Tanah Bumbu's Research Performance Infrastructure The Regency Election Commission's qualitative approach documentation details their goals and responsibilities in the workplace. relating to others Workers with the appropriate amount of information Organizational Positions

in doing their duties might have an impact on the final product. Created and based on the information already at hand, their own responsibilities will help the plan come to fruition and expertise to carry out the duties of their employment The employee is required to have a broad range of expertise. effective and efficient work. Since in light of the knowledge appropriate to the area and the task at hand by the workforce may aid in completing and labor. In a society that values education and where Formal and informal outcomes of the

educational process acquired which aid one in their problem-solving, and copyright are all part of accomplishing or finishing a project.

Staff members should have the authority to submit their strengths and capabilities, particularly in light of modifications [7]. The components of this whole also include The more money spent on training and educating a individual invests in their own education and training, the improved his skills and expertise in performing work, and hence his output improves.

Punctuality, the third principle. Being on time is the conclusion of work. If by "timely" you mean "public," timeframes for service delivery may be reliably estimated. Whether or if an individual consistently maintains a someone carrying out an expected action. Amount at whereby work may be done in accordance with predetermined guidelines. moment, or at an earlier time than this one, is another.conditions in which a task may be accomplished time allotted ahead of schedule. In a related vein, in an In order to get things done as anworkers we can get the job done on schedule.

Election Board of the Tanah Bumbu District has shown sufficient dedication to their work and effort to finish on schedule since every worker / There is already a job description in place for the employee in question.about the responsibilities and duties of the workforce to their roles and responsibilities, even if it's true Some workers continue to take their work less seriously than they should. finishing their work. As a result, it's crucial that increase workers' self-control in regards to performing their tasks ahead of schedule, if not activities done in order to accomplish organizational goals goals that have been predetermined.

Additionally, for the sake of enhancing the organization's performance, every worker is need to finish the job or assignment if/when it becomes necessary to do so required the task is finished ahead of schedule in order to that workers have the freedom to focus on other projects thus time the current effectively.

Limitations on performance achievement pertaining to the inner workings of Tanah Bumbu's secretariat These members make up the Regency Election Commission: needs of both employers and employees.

As such, the goal of this measure is to establish whether and how many workers or how many tasks Tasks may be given to an employee to complete. In the process of deciding how good the job must be is provide the headcount and the location of the requirements for effort in order to accomplish goals of the company or group.

One of the best ways to succeed in your company is to the factors that need to be taken into account are that the a company has to be able to balance between the amount of labor assigned to a certain time frame period, meaning that other activities do not impede progress with one another. Concerning other matters, the There is no conflict between the various activities. Concerning relationship between total amount of labor and its organizational structure and the timetable / time period that has been determined.

Work for a certain number of employees has been finished. according to a plan where tasks do not overlap due to their mutual familiarity with one another's detailed in each worker's workload so that additional tasks programs are implemented. Moreover, integral to the the total number of workers that have been identified as work on each objective, proportionally, such that the amount of tasks divided by the available workforce who have a manageable workload, allowing each task to be finished on time as planned. To that end, for the It's great when obligations are met enough.

The second is the standard of excellence. Each and every member of the Tanah The Election Commission of Bumbu Regency arried performed their responsibilities as directed by those in authority. The involvement of superiors is equally crucial in this context. in working toward the group's goals as far as it's concerned, with or without coordination, it's is not feasible for a task to provide the desired outcomes.

Prior to implementation, each business strategy must If achieved, staff members, beyond understanding the primary responsibilities and roles must also include the advice from above that can improve the situation Workplace thought processes. Therefore, it is anticipated that the superiority of Tanah Bumbu output quality to Acceptance of the Regency Election Commission is possible factors inside the company to improve work more efficiently toward your goals/targets moving forward.

Furthermore, in the course of doing what they do, staff must do so in light of reliable information, details about the relevant organization are is crucial in enabling the success of high performance standards. With precise information and details, the intended recipient(s), and the purpose of the You can get things organized. Staff must first be disciplined. For the reason that study ability, namely the inability to competently carry out regular and experimental work [9]. of the Tanah Bumbu district election board Having failed to live up to requirements, there are still workers who are not self-disciplined enough that getting work done and In many cases, delegating tasks is ineffective.

A state that can only exist in a well-regulated workplace or the degree to which the staff member abides with company policy order, clarity, and precision. Part of discipline is compliance with instructions and honoring commitments companies and workers. That's where this comes in Workplace discipline is concerned with workers' actions. themselves. The compliance of workers in upholding regulations of the organization that were previously effective now motivate a worker to improve their performance because of employee will be subject to self-imposed punishment, fit in well with the culture of the company.

Two, effectiveness. The efforts of the staff of the Tanah Bumbu Regency Election Commission fits the organization's goals and aims perfectly nonetheless, it is not at its full potential. This is because of the current state of the geography, weather, and existing infrastructure to There are barriers to obtaining the desired level of efficiency, target. The number of concessions required to achieve efficiency. devoted to accomplishing the goals of the organization. It is possible to characterize a business as efficient if when the best practices in the workplace are combined with creations of machinery and buildings based on procedure-based work tasks procedures and guidelines for doing business.

Limiting factors in the propensity to excellent bureaucracy, in the literal and figurative senses.
extent to which one's life is disrupted [8]

CONCLUSION

Employees have inherent shortcomings, such as technical In light of the aforementioned findings and debates, the result of the evaluation of the performance of the Tanah Bumbu's regional government's secretariat The quantity criteria, which are used by the Election Commission, Considering the restrictions of quality and timeliness, aspects of discipline and effectiveness.

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