

ABSTRAK

PENGEMBANGAN KAPASITAS KELEMBAGAAN DALAM PELAKSANAAN PENGAWASAN PEMILU DI LAMPUNG (STUDI DI BAWASLU PROVINSI LAMPUNG)

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Bawaslu dalam melakukan pengawasan penyelenggaraan pemilu di Indonesia masih terdapat pelanggaran yang terjadi, yaitu di Tahun 2009 terdapat 5.819, Tahun 2014 sebanyak 6.967, dan di tahun 2019 sebanyak 18.591. oleh karena itu perlunya pengembangan kapasitas kelembagaan sebagai upaya dalam menangani masalah tersebut. Penelitian ini dilakukan pada Bawaslu Provinsi Lampung sebagai lembaga yang mengawasi penyelenggaraan pemilu. Metode penelitian yang digunakan yaitu deskriptif kualitatif melalui teknik pengumpulan data yang bersumber pada wawancara, observasi, dan dokumentasi. hasil penelitian dianalisis dengan komponen-komponen pengembangan sumber daya manusia (pelatihan/pendidikan, penggajian, kondisi iklim kerja, dan rekrutmen), penguatan organisasi (system insentif, pemanfaatan pegawai, kepemimpinan, budaya kerja, komunikasi, dan struktur manajerial), reformasi institusi, serta kendala yang dihadapi. Pengembangan kapasitas kelembagaan yang dilakukan di Bawaslu Provinsi Lampung belum terlaksana secara maksimal karena terdapat kendala yang ditemui dalam pelaksanaannya.

Kata Kunci: Pengembangan Kapasitas Kelembagaan, Pengawasan, Pemilu

ABSTRACT

INSTITUTIONAL CAPACITY BUILDING IN THE IMPLEMENTATION OF ELECTION SUPERVISION IN LAMPUNG

(Study At The General Election Supervisory Board Of Lampung Province)

By

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Bawaslu in supervising the implementation of general elections in Indonesia there are still violations that occur, namely in 2009 there were 5,819, in 2014 as many as 6,967, and in 2019 as many as 18,591. Therefore, the need for institutional capacity development as an effort to deal with these problems. This research was conducted at Bawaslu Lampung Province as an institution that oversees the implementation of elections. The research method used is qualitative descriptive through data collection techniques sourced from interviews, observations, and documentation. The results of the study were analyzed with the components of human resource development (training/education, payroll, working climate conditions, and recruitment), organizational strengthening (incentive system, employee utilization, leadership, work culture, communication, and managerial structure), institutional reform, and obstacles faced. Institutional capacity development carried out in Bawaslu, Lampung Province, has not been carried out optimally because there are obstacles encountered in its implementation.

Keywords: *Institutional Capacity Building, Supervision, Election*