Capability analysis of electability candidate member DPRD DKI Jakarta Party Nasdem

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Info Artikel	ABSTRAK
	Faktor sumber daya manusia merupakan unsur yang harus diperhatikan oleh organisasi atau perusahaan. Partai politik hadir di masyarakat bertujuan mencari, mempertahankan kekuasaan guna mewujudkan program. Tujuan penelitian ini adalah untuk memperoleh gambaran elektabilitas partai Nasdem di DKI Jakarta ditinjau dari evaluasi kapabilitas dan tujuan dari penelitian ini adalah analisis kapabilitas elektabilitas calon anggota DPRD DKI. Jakarta, Partai NasDem. Metode penelitian yang digunakan adalah penelitian deskriptif dengan pendekatan kualitatif dan kuantitatif. Sampel populasi yang digunakan dalam penelitian ini berjumlah 40 orang dan untuk analisis data menggunakan SPSS dan ISM. Hasil penelitian yaitu kapabilitas berpengaruh positif dan signifikan terhadap elektabilitas, faktor Tolok Ukur Keberhasilan Kapabilitas sektor 1 (Otonomi) memiliki 3 faktor, faktor Kemampuan Objektif Dimana sektor 1 (Otonomis) memiliki 3 faktor faktor dan kendala Kemampuan Dimana sektor 1 (Otonomis) memiliki 2 faktor. Sehingga SDM merupakan bagian penting untuk membangun integritas dan mewujudkan visi dan misi suatu organisasi. Hubungan antara SDM dan kapabilitas lebih penting dari sekedar meningkatkan elektabilitas yang bersifat sementara.
	ABSTRACT
	The human resource factor is an element that must be considered by the organization or company. Political parties are present in society with the aim of seeking and maintaining power in order to realize the program. The purpose of this study was to obtain an overview of the electability of the Nasdem party in DKI Jakarta in terms of capability evaluation, and the purpose of this study was to analyze the electability of candidates for DPRD DKI Jakarta members. Jakarta, NasDem Party. The research method used is descriptive research with qualitative and quantitative approaches. The population sample used in this study amounted to 40 people and was for data analysis using SPSS and ISM. The results of the study show that capability has a positive and significant effect on electability. The benchmark factor for success is the capability of sector 1 (autonomy). It has three factors. The objective ability factor is where sector 1 (autonomous) has 3 factors; capabilities constraints, where sector 1 (autonomous) has 2 factors. HR is an important part of building integrity, realizing the vision and mission of an organization. The connection between human resources and skills is more important than just making people more electable temporarily.

INTRODUCTION

The human resource factor is an element that must be considered by organizations or companies, especially when considering the era of free trade at this time, where the competitive climate faced is very different. This matter forces every company to be able to work more productively, effectively and efficient. The high level of competition will spur each company to be able to maintain continuity his life with give attention on aspect source power man. By because that, for reach results which maximumso para employee the must given stimulation so that in doingher job get more good and passionate.

Political parties are present in the midst of society aiming to seek and maintain power To use realize programs which arrangedbased on ideology certain. Method which used by something party political indemocratic system to gain and maintain power is to join as well as in the general election (Surbakti & Zulyadi, 2019). One of the functions of political parties is political recruitment. Political recruitment is carried out to get suitable candidates to represent parties in positions as legislative candidates, local leaders, and national leaders (Utami, 2022). So it is necessary to have a political

strategy in which the strategy is a method, which includes all the techniques used to achieve the political goals that have been formulated (Himawan et al., 2015). Political strategy with a modern concept has several phases that must be passed. situation analysis phase, formulation phase, implementation phase, monitoring phase, and evaluation of a strategy (Pura, 2019). Then Political parties must base the election of prospective leaders based on the capabilities and abilities of these candidates to be acceptable to society. And also, the process must also be done openly and transparently to prevent the existence of interests that tend to be political (Madiah, n.d.).

Broadly speaking, the roles and functions of political parties can be divided into:two. First, the internal roles and tasks of the organization. In this case the party organization political play role important in construction, education, supplies, regeneration, and perpetuate ideology political which Becomes background behind establishment of political parties. Second, political parties also carry out more tasks character external organization, in here role and function political parties related with Public large, nation and country. Presence party political also have constitutional, moral, and ethical responsibilities to bring about the conditions and situation society for the better (Surbakti & Zulyadi, 2019).

The meaning of capability or capable is capable; competent; smart; able or according to the definition put forward by (Baker & Sinkula, 2019), " *Capabilities are bundles of more specific skills, procedures, and processes that can leverage resources into competitive advantages* .". (Capability is gathering more specific skills, procedures, and processes that can be utilized source power to superiority competitive). (Marzuki, 2015) that candidatecredibility is one of factor important in political campaigns. Then the internal conditions of the legislature (work program, strategic plan, performance atmosphere within the faction), the supporting political party and stakeholders who support improving their capabilities (Lestari & Putri, 2018). Political parties must implement a stringent system, including recruitment and tiered and continuous regeneration, in order to produce public officials with the necessary skills (Yoga et al., 2014).

Representative Chairman General Party NasDem Ahmad Ali state "through coordination meeting time this, he want every cadre for build capability whichinclusive in society". This is achieved by using the office or facility party for interest public. Party NasDem try dissectposition Party NasDem in middle Public, to front all office Party NasDemmust have facility public. Offices NasDem no can again haveadministrator, NasDem no can exclusive, but must inclusive (Tumundo, 2021).

Next related marker hand Integrity Party Political in CCP,Previously NasDem state reject sign pact integrity partypoliticians did not sign the integrity pact because it was only an image (Arjanto, 2018). According to Johnny, NasDem only agree with system integrity whichsubstantive and claims that so far the NasDem party has implemented the system the, with or without fact integrity. " party NasDem apply political without dowry, refusing witness funds, tiered party recruitment, and so on." (Bi, 2018).

Furthermore, the electability of survey institutions that place (electability)NasDem 5.4%, the member of Commission III doesn't care what the result is which issued chart Politics. Party which stand up on 26 July 2011 that believesthese results are based on scientific and academic calculations, not definite results got moment election. Ali say "NasDem" make results survey whichlow as whip spirit. Party will To do consolidation, introspection,and seeks to understand the voice of the community in order to increase the party's vote in Election 2024". Previously, chart Politics To do survey to 1,200 respondent with Interview phone. Margin of error around 2.83% withlevel 95% confidence (Martaon, 2021). So prospective candidates who are qualified and electable will be given more consideration and nomination (Tosika et al., 2021).

The data that the researcher took from the Nasdem party in the DKI Jakarta area, the party Nasdem on election year 2014 have 4 chair and election year 2019 have9 seats while the target in the 2024 election is 12 seats. This optimistic thingbecause Nasdem have cadre which quality among them H. Hasan Basri Umarand Abdul Azis who won the Jakarta DPRD election twice in the period election 2014 and 2019.

H. Hasan Basri Umar has qualified capabilities, besides being known by the community he is very active in various organizations such as the Chairman of the Association of North Jakarta Muhammadiyah student and chairman of the Democratic National Organization North Jakarta, which

made him known to the public and his extraordinary abilities qualified in politics. Meanwhile, Abdul Aziz Muslim, besides being known by Public, he very active in organization like Chairman Institute Ju-Jitsu Indonesia DKI Jakarta and builder FBR centipedes Red. Capability Abdul AzizMuslims who have experience and are known by the community make him have strong political skills.

The first research by (Nana, 2014) with the title "political advertising, popularityand electability candidate president and representative president 2014". Results The research is that the political attitude of the community is very decisive too to accept or reject political advertising. Today's political attitude sometimes difficult influenced, in lure -iming, seduced especially in be afraid or in lie. Condition attitude political thereby blessing progress education political byformal and non informally, society becomes strong political stance.

The update in this research is to use the research object the capability and electability of the Nasdem party is different from previous researchwhich only discusses capabilities and the year taken from this research is latest year. The purpose of this study is to obtain an overview of electability party Nasdem in DKI Jakarta which seen from side evaluation capability.

RESEARCH METHODS

Type study this is study descriptive with approach qualitativeand quantitative. Study this is study mix methods, that is something stepresearch by combining two forms of approaches in research, namely: Qualitative and quantitative. Meanwhile, according to Sugiyono (Sugiyono, 2011) mix methods are: method study with combine Among two method study simultaneously, qualitatively and quantitatively in a research activity, so that it willobtained data that more comprehensive, valid, reliable, and objective. The population in this study were the administrators of the DPP, DPW and Party DPD Nasdem which has the task of providing training and development cadre which is 5 people.

RESULTS AND DISCUSSION
Test Assumption Classic
1. Test Normality

The data normality test is carried out to see if a data is distributedby normal or no. Destination test normality is to know whether in model regression variable bully or residual have distribution normal.The way to detect whether the residual is normally distributed or not is by doing the Kolmogorov Sminov test contained in the SPSS program. Distribution data could said normal if significance > 0.05.

Table 1. One-Sample Kolmogorov-Smirnov Test

	E	K
N	100	100
Asymp Sig. (2-tailed)	,061	,101

Source : Processing Data SPSS, 2021.

Based on the results of the normality test using the test *Kolmogorov Smirnov* can seen that the data is distributed with normal. In criteria testing use test *Kolmogorov Smirnov* said distributed data normal if score significance > 0.05. In study this score significance Electability (Y) as big as 0.061 which means data normally distributed and capability (X) of 0.101 which means normally distributed data.

2. Test Multicollinearity

Multicollinearity put forward first time by Ragner Frish which where state that multicollinear is existence more from a perfect linear relationship. What if there is multicollinearity? collinear perfect (coefficient correlation between variables free = 1), so coefficientregression of variable free no could determined and standard the error infinite.

Multicollinearity testing is done by looking at the value of VIF and *Tolerance* value . If the VIF value is not greater than 10 and the *Tolerance . value* no not enough from 0.1 so Thing this show no occur *problem* multicollinearity.

Table 2. Results Test Multicollinearity

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
Capability	,246	4.065

Source : Processing Data SPSS, 2021.

Based on table in on could seen that greed score VIF as big as4.065 which means VIF < 10 and *tolerance* of 0.246 which means *tolerance* > 0.1 So from table on could declared no occur multicollinearity (Ghozali, 2018).

3. Test Heteroscedasticity

Test heteroscedasticity assumption this aim for knowing is in a model regression occur inequality variance from residual Among oneobservation which other. If variance from residual Among one observation with other observations are different is called Heteroscedasticity, while the model whichgood is not happening heteroscedasticity. Heteroscedasticity was tested using the Rank . correlation coefficient test Sperman that is correct Among absolute residual results regression with all independent variable. If the significance of the correlation result is less than 0.05 (5%) then The regression equation contains heteroscedasticity and vice versa means no heteroscedasticity or homoscedasticity. Heteroscedasticity was tested with using the Rank Sperman correlation coefficient test, which correlates between absolute residual regression results with all variable free (Ghozali, 2018).

Table 3. Test Heteroscedasticity

Coefficients [a]

Model		t	Sig.
1	(Constant)	,000	1,000
	Capability	,000	1,000

Source : SPSS Data Processing, 2021.

Based on the results of the SPSS output above, the capability variable has a value of Sig. (2-tailed) 1.00 > 0.05. From these results it can be concluded that the variable tested does not contain heteroscedasticity. This means that there is no correlation betweenthe amount of data with residuals so that when the data is enlarged it does not cause residual (error) is getting bigger too (Ghozali, 2018).

Test Hypothesis
1. Coefficient Determinant (R^2)

Coefficient determination ($R2$) on basic used for measure the magnitude of the contribution or influence of the independent variable on the variation up and down variable bound.
a. In other words, the coefficient of determination is the ability of the variable X in explaining variables Y.

Table 4 . Test Coefficient Determinant

Model Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,821 a	,674	,665	,54253	2,121

a. Predictors: (Constant), Capability
b. Dependent Variables: Electability
Source : Processing Data SPSS, 2022.

From table on could see score R Square as big as 0.674 or 67.4% whichmeans that 67.4% electability can be explained by capability. Whereas The remaining 32.6% can be explained by other variables not examined inthis research. This means that 32.6% of the variables are outside the research of Capabilities (Ghozali, 2018).

Test results T

Test t aim for count big influence variable free to variable bound by using one independent variable.

Table 5. T . Test Results

		R	R Square	t	Sig
Results Test Regression to Electability					
Constant	0.302	0.821	0.674	0.961	0.343
Capability	0.867			8,390	0.000

Source : Processing Data SPSS, 2022.

Based on table could formulated equality regression linear multipleis as follows:

$$Y = 0.302 + 0.867 X +$$

Based on regression equation linear multiple on could explained that:

1. Constant as big as 0.302 means that with rule out influencebig capability (X) then big electability (Y) is 0.302.
2. Score coefficient regression involvement capability to electability show results as big as 0.867. Thing this show that variable capability to electability affects electability by 0.867 orhas a positive effect, which means that if the capability variable on electability increase, so electability also increased.

Results Test F

Test f aim for count big influence two or more variablefree to variable bound with use two or more variable free.

Table 6. F Test Results

ANOVA ᵃ

Model		Sum of Squares	df	mean Square	F	Sig.
1	Regression	20,720	1	20,720	70.393	,000 b
	Residual	10.008	34	,294		
	Total	30,727	35			

a. Dependent Variables: Electability
b. Predictors: (Constant), Capability

Based on data table in on obtained score F as big as 70.393 and sig 0.000< 0.05, then hypothesis acceptable.

Discussion

On part discussion this, will explained influence from each each variable independent of variable dependent.

Analysis Influence Capability to Electability

Table 4.20 explains whether there is a real (significant) effectcapability variable (X1) to electability variable (Y), this value means that H1 is accepted and capability has a significant effect on electability.

Thing this in line Pito (2018), state that capability is wrongone factor booster electability somebody. Somebody will have electability which is good if have high capability.

Connection Source Power Man With Results Study

The potential possessed by human resources is also very influential of an organization's efforts to achieve its targets or objectives. Though technology the more Up and Keep going develop, deployment information the more easy and fast. It can be said that human resources are an important part of important for shape integrity and realize vision and mission something organization. So to achieve its goals, an organization needs resources human resources as system managers, so that the system can run in accordance proper.

Source power man is asset important for organization, because roleand also function no could replaced by source power which other and naturallymust always be oriented to the vision and mission of the organization. To achieve the vision and the mission so source power man on something organization must have characteristics such as motivation, attitudes, self-concept, knowledge and skills. Then There are several roles that human resources need to have in face challenges, for example Can perform job analysis, planneeds will be cadres and recruit candidates cadre.

Training (*training*) must increase effectiveness cadre, increase cadre satisfaction, fulfill equal employment opportunity programs and prevent obsolescence cadre. Diagnosis aspect situation environment andorganizational as well as analysis profession is step first indevelop training and development programs (*Development*). There are 4 (four) characteristics company according to Henry Simamora (2018) which organizepractice the most effective training:

1. Management peak have commitment to training (training) and development (*Development*), training is part from culture organization.
2. The training is *related* to the objectives and strategies of the relevant political parties capability someone and not only depend on electability only.
3. There is approach which systematic and comprehensive to training(*training*), training and development (*Training and development*) held at all levels of the organization sustainable.
4. There is commitment for invest source power which need To useprovide time and funds adequate for training (*training*).

The most important factor in supporting NasDem in producing cadres which quality is how cadre the when contribute in Public. Cadres can said succeed as follows.

1. A cadre primary could implement knowledge During follow processeducation cadre (knowledge *classroom* and andragogy).
2. A cadre can have a good image and can make a real contributionin within the community.
3. A cadre can be loyal and totally contribute to the NasDem Party especially in the DKI area.
4. A cadre can improve his ability so that he can followlevel education next, for example education cadre intermediate and education cadres at the national level.

Based on explanation on connection resource man with capability more important rather than only raise electability just which charactertemporary. Therefore, the development of party cadre capabilities is a a priority

CONCLUSION

Based on data which obtained from study the which has conducted at Party Nasdem, then could concluded that from 6 factors Reject Measuring Success Capability, classification sub-elements that meet the entry requirements of 4 sectors which of 6 factors divided all sector. Have Ability personal, (2) Have ability in solve public problems and (4) Provide a measurable work program and planned. That of the 6 Capability Objectives factors, the classification of the sub-elements that Fulfill condition enter from 4 sector which where from 6 factor divided allsector. Where sector 1 (Autonomous) has 3 factors, namely (1) Level socialization And Introduction CALEGATE, (2) Professionalism in selection CANDIDATESand (3) CALEG Education Level.

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