

ABSTRAK

Tahun 2020, Indonesia menyelenggarakan Pilkada secara Serentak untuk keempat kalinya. Berbeda dengan Pilkada serentak sebelumnya, Pilkada serentak tahun 2020 diselenggarakan berbarengan dengan merebaknya wabah Covid-19 di Indonesia. Pelaksanaan Pilkada di tengah pandemi Covid-19 memberi dampak pada setiap tahapan, tak terkecuali tahapan rekrutmen KPPS. KPU membuat kebijakan-kebijakan baru yang adaptif dengan kondisi pandemi Covid-19. Adapun kebijakan adaptif terkait rekrutmen KPPS yaitu persyaratan usia KPPS paling rendah 20 tahun dan paling tinggi 50 tahun serta tidak mempunyai penyakit penyerta (komorbiditas). Ketentuan lainnya adalah wajib melakukan pemeriksaan yang berkaitan Covid-19. Persyaratan KPPS yang semakin berat serta pelaksanaan pemilihan di masa pandemi Covid-19 menjadi tantangan besar bagi KPU Kabupaten/Kota dalam mendapatkan petugas KPPS yang berkualitas, berintegritas dan profesional.

Penelitian ini mengkaji dinamika yang terjadi dalam proses rekrutmen KPPS pada Pilkada Serentak Tahun 2020 yang dilaksanakan dalam masa pandemi Covid-19. Ada tiga hal yang akan dianalisis terkait proses rekrutmen KPPS yaitu permasalahan yang terjadi, faktor yang mempengaruhi proses rekrutmen serta solusi yang telah dilakukan dalam mengatasi masalah dalam rekrutmen KPPS pada masa pandemi Covid-19. Penulis menggunakan pendekatan kualitatif dengan metode studi kasus. Penentuan narasumber menggunakan *purposive sampling* dimana para narasumber merupakan orang-orang yang berperan dan terlibat langsung dalam proses rekrutmen KPPS pada Pilkada 2020 di Kabupaten Bantul. Data dikumpulkan menggunakan tiga cara yaitu observasi, wawancara dan dokumentasi.

Hasil penelitian menunjukkan bahwa proses rekrutmen KPPS di Kabupaten Bantul pada Pilkada Tahun 2020 di tengah masa pandemi Covid-19 berlangsung sesuai dengan peraturan yang berlaku. Namun demikian bukan berarti rekrutmen KPPS berjalan tanpa kendala. Ada berbagai dinamika yang mewarnai pelaksanaan proses rekrutmen KPPS yaitu (1) Terdapat permasalahan pada tahapan persiapan dan tahapan pelaksanaan rekrutmen KPPS yaitu keterbatasan sosialisasi, persyaratan KPPS yang memberatkan, kesulitan model rekrutmen terbuka serta penolakan pemeriksaan rapid test. Sebagian besar permasalahan yang muncul merupakan permasalahan yang sama pada pemilu maupun pemilihan sebelumnya, hanya permasalahan terkait penolakan pemeriksaan rapid test yang timbul karena adanya situasi pandemi covid-19. (2) Faktor yang mempengaruhi terjadinya masalah dalam proses rekrutmen KPPS dibagi menjadi dua yaitu pertama, faktor internal meliputi kebijakan Lembaga, persyaratan jabatan, metode pelaksanaan rekrutmen, soliditas Lembaga. Kedua, faktor eksternal meliputi kondisi lingkungan eksternal. (3) Solusi yang dilakukan oleh KPU Kabupaten Bantul beserta PPK dan PPS dalam mengatasi masalah dalam rekrutmen KPPS sudah adaptif dan efektif. Adaptif dengan menyesuaikan perkembangan kondisi pandemi Covid-19 yaitu dengan menerapkan protokol kesehatan yang ketat. Efektif mengatasi masalah yang terjadi sehingga kuota pendaftar KPPS dapat terpenuhi tepat waktu.

Kata Kunci: *Rekrutmen, KPPS, Pilkada Tahun 2020, Pandemi Covid-19*

ABSTRACT

In 2020, Indonesia will hold simultaneous regional elections for the fourth time. Unlike the previous simultaneous regional elections, the 2020 simultaneous regional elections were held in conjunction with the outbreak of the Covid-19 outbreak in Indonesia. The implementation of the Pilkada in the midst of the Covid-19 pandemic has an impact on every stage, including the KPPS recruitment stage. The KPU makes new policies that are adaptive to the conditions of the Covid-19 pandemic. The adaptive policy related to KPPS recruitment is the minimum age requirement for KPPS is 20 years and the highest is 50 years and does not have comorbidities (comorbidities). Another provision is that it is mandatory to carry out examinations related to Covid-19. The increasingly tough KPPS requirements and the implementation of elections during the Covid-19 pandemic are a big challenge for Regency/City KPUs in getting qualified, integrity and professional KPPS officers.

This study examines the dynamics that occur in the KPPS recruitment process in the 2020 Simultaneous Regional Head Elections held during the Covid-19 pandemic. There are three things that will be analyzed related to the KPPS recruitment process, namely the problems that occur, the factors that affect the recruitment process and the solutions that have been carried out in overcoming problems in KPPS recruitment during the Covid-19 pandemic. The author uses a qualitative approach with a case study method. Determination of sources using purposive sampling where the speakers are people who play a role and are directly involved in the KPPS recruitment process in the 2020 Pilkada in Bantul Regency. Data were collected using three ways, namely observation, interviews and documentation.

The results showed that the KPPS recruitment process in Bantul Regency in the 2020 Regional Head Elections in the midst of the Covid-19 pandemic took place in accordance with applicable regulations. However, this does not mean that the recruitment of KPPS will run without problems. There are various dynamics that characterize the implementation of the KPPS recruitment process, namely (1) There are problems at the preparation and implementation stages of KPPS recruitment, namely limited socialization, burdensome KPPS requirements, difficulties with open recruitment models and rejection of rapid test examinations. Most of the problems that arose were the same problems in the general election and the previous election, only problems related to the rejection of rapid test examinations that arose due to the COVID-19 pandemic situation. (2) The factors that influence the occurrence of problems in the KPPS recruitment process are divided into two, namely first, internal factors include institutional policies, job requirements, recruitment implementation methods, and institutional solidity. Second, external factors include external environmental conditions. (3) The solutions carried out by the Bantul Regency KPU along with PPK and PPS in overcoming problems in KPPS recruitment have been adaptive and effective. Adaptive by adjusting to the development of the Covid-19 pandemic, namely by implementing strict health protocols. Effectively solve problems that occur so that the quota for KPPS registrants can be fulfilled on time.

Keywords: *Recruitment, KPPS, Pilkada 2020, Covid-19 Pandemic*