

**ABSTRAK**

Pembentukan Panitia Pemungutan Suara Pilkada 2018 Kabupaten Lumajang

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Rekrutmen keanggotaan PPS yang profesional adalah jaminan pelaksanaan pemilu demokratik. Sebab, PPS adalah panitia pelaksana penyelenggaraan pemilu di wilayah desa yang memiliki berbagai tugas, kewajiban dan kewenangan kepemiluan. Kualitas rekrutmen keanggotaan PPS dilihat dari terpenuhinya prinsip rekrutmen dalam manajemen SDM. Penelitian ini melihat proses pelaksanaan rekrutmen PPS Pilkada Jatim 2018 di Kabupaten Lumajang oleh KPU Kabupaten Lumajang. Penelitian ini menggunakan metode kualitatif deskriptif. Teknik pengumpulan data dilakukan dengan metode wawancara mendalam dan studi pustaka. Hasil penelitian menunjukkan bahwa proses rekrutmen KPU Kabupaten Lumajang terjebak pola lama dalam rekrutmen PPS, melalui jajaran birokrasi khususnya Kepala Desa. Pengalihan kewenangan rekrutmen keanggotaan PPS memunculkan implikasi adanya resistensi birokrat. Camat dan terutama Kepala Desa telah melakukan upaya-upaya untuk melanggengkan hegemoni sebagai tokoh formal desa untuk menghambat pelaksanaan rekrutmen penyelenggara pemilu di tingkat desa/kelurahan. Selain itu, muncul aduan pelanggaran kode etik KPU Kabupaten Lumajang. Dari evaluasi pelaksanaan rekrutmen keanggotaan PPS ini, peneliti merekomendasikan desain rekrutmen berupa Pendaftaran Awal PPS Pra Pemilu dan desain rekrutmen keanggotaan PPS dalam tahapan pemilu. Pendaftaran awal PPS Pra Pemilu dapat meningkatkan KPU dalam menyosialisasikan secara luas ke seluruh wilayah desa/kelurahan dan menjangkau orang-orang yang berkualifikasi untuk berpartisipasi dalam penyelenggaraan pilkada. Desain ini mendesak untuk dijalankan KPU dalam rangka menyelenggarakan rekrutmen keanggotaan PPS dengan mekanisme seleksi terbuka sebagaimana amanat UU sesuai prinsip penyelenggara pemilu yang mandiri, independen dan profesional.

Kata kunci: *kelembagaan, rekrutmen keanggotaan PPS, seleksi terbuka.*

ABSTRACT

**The Formation of Panitia Pemungutan Suara  
Election 2018 in Lumajang District**

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The recruitment of professional PPS membership is the guarantee of democratic elections. As PPS is the organizing committee of the implementation of elections in village areas which have various duties, obligations and authority of election. The quality of PPS recruitment is seen from the fulfillment of recruitment principle in human resource management. This research sees the process of recruitment of PPS Election of East Java 2018 in Lumajang Regency by Lumajang Regency KPU. This research uses descriptive qualitative method. Technique of collecting data is done by in-depth interview and literature study. The results showed that the recruitment process of Lumajang Regency KPU was weak in the implementation of recruitment method. Lumajang Regency KPU trapped the old pattern in recruitment PPS, through the ranks of the bureaucracy, especially the Village Head. The transfer of PPS membership recruitment authority raises the implications of bureaucratic resistance. The sub-district head and especially the village head have made efforts to perpetuate hegemony as a formal village figure in order to impede the implementation of recruitment of election organizers at village level. Beside that, there were complaints about the code of ethics of KPU of Lumajang Regency. From the evaluation of PPS membership recruitment implementation, the researcher recommends recruitment design in the form of Early Registration for PPS Recruitment in Pre-Election Cycle and PPS membership recruitment design in the election stage. Early Registration for PPS Recruitment in Pre-Election Cycle may increase the KPU ability in disseminating widely throughout the village area and recruiting qualified persons to participate in the election. This design is urged to run the KPU in order to organize recruitment of PPS membership with an open selection mechanism as mandated by the Act in accordance with the principles of independent, independent and professional election administrators.

Keywords: *institutionalism, recruitment of PPS membership, opened selection.*