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Leadership and Loyalty in Strengthening Civic Engagement

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Abstract: Leadership, Loyalty and Civic Engagement in the Golkar Party DPP is a shared commitment to realizing democracy in political parties. The aim of this research is to determine and analyze leadership styles and loyalty in strengthening civic engagement using qualitative research. The data collection technique involves conducting interviews with informants who have been selected based on their direct relationship with the Golkar Party DPP. The results of this research are that Leadership in political parties certainly has a dynamic process of selecting the general chairman, especially the Golkar Party DPP, where there is a direct election process by central, provincial and city/district level administrators. Issues related to loyalty will definitely be an internal discussion, where the chairman and administrators must have loyalty to continue fighting for the political and democratic process in this country. Moreover, it is associated with civic engagement (*Civic Engagement*) which has become a culture within the Golkar Party.

Keyword: Leadership, Loyalty, & Civic Engagement.

INTRODUCTION

Political parties (political parties) have a big role in building and maintaining democratic stability. Because political parties are one of the most influential pillars of democracy in democratic life in a country. So it can be said that a country without political parties is not worthy of being called a democratic country because political parties are one of the main features of a democratic country (Ghofur and al Arif 2017).

Based on Law Number 2 of 2008 Jo. Law Number 2 of 2011 concerning Political Parties, the specific aim of forming political parties is to increase the political participation of members and public in order to maintenance political activities and government. This goal actually stems from the assumption that by forming an organizational platform they can unite people who have similar thoughts so that thoughts and orientation they can be consolidated (Razaqtar 2016).

That way they can have greater influence in making and implementing decisions. Because in a democratic country, it is the people who have the highest sovereignty to govern their country and through political parties the recruitment of the people to be placed as state administrators will be carried out. Solikhin (2017) political parties have a very important

position (status) and role in every democratic system. Parties play a very strategic liaison role between government processes and citizens. In fact, political and constitutional experts are of the opinion that political parties are what actually determine democracy, as stated by Schattsneider (1942) "political parties created democracy". Therefore, political parties are a very important pillar to strengthen the degree of institutionalization in every democratic political system (Kadir 2014).

The influence of political parties on the democratic system will become clearer if you look at the functions attached to them. Miriam Budiardjo mentions four functions of political parties, political communication, political socialization, political recruitment, and conflict management. Considering the importance of the role and function of political parties in a democratic system - especially in a representative democratic system - it would not be wrong to say that the functioning and working of a democratic state is very dependent on the existence of its political parties.

But unfortunately, as an institution supporting democracy which strategically, the institutional development of political parties in Indonesia is very worrying. Apart from the fact that most of them have been torn apart by cases of corruption and dishonorable behavior by their cadres in parliament, both at the center and in the regions. Political parties are also often considered the most problematic instruments of democracy (Sandi et al. 2023).

Leadership in political parties certainly has a dynamic process of selecting the general chairman, especially the Golkar Party DPP, where there is a direct election process by central, provincial and city district level administrators. Issues related to loyalty will definitely be an internal discussion, where the chairman and administrators must have loyalty to continue fighting for the political and democratic process in this country. Moreover, it is associated with civic engagement (*Civic Engagement*) which has become a culture within the Golkar Party. That is why the author is interested in conducting qualitative research to find the root of the problem related to the dynamics of changing party officials so quickly before the end of the term (Wibowo, Setiyanto, and Bahtiar 2022).

Based on the background that has been stated, the focus of this research is Leadership and Loyalty in Strengthening Civic Engagement, with sub-focus, Leadership Style of the General Chairperson of the Golkar Party DPP, Loyalty of the Management to the General Chairperson of the Golkar Party DPP, Application of Civic Engagement to Golkar Party DPP Management, Based on the background that has been described, the formulation of this research problem is as follows, What is the Leadership of the General Chair of the Golkar Party DPP? What is the Management's Loyalty to the General Chair of the Golkar Party DPP? How is Civic Engagement Implemented by Golkar Party DPP Management?

Based on the problem formulation above, the objectives of this research are as follows, Analyzing the Leadership of the General Chairperson of the Golkar Party DPP, Analyzing the Management's Loyalty to the General Chairperson of the Golkar Party DPP, Analyzing the Implementation of Civic Engagement in the Golkar Party DPP Management

METHOD

This research was conducted based on a qualitative approach. The qualitative approach is a research method that crosses several scientific disciplines and materials, involving a deep understanding of human behavior and the reasons that govern that human behavior. Qualitative research methods are carried out by collecting, presenting and analyzing answers from interviews as well as data based on the results of documentation which can provide a clear picture of the object under study, which is then processed and analyzed to then draw conclusions (Pakpahan et al. 2021).

Research design is all the processes required in planning and implementing research. The research design used in this research is a qualitative descriptive research design because the

researcher wants to find facts and interpret leadership styles and loyalty in strengthening civic engagement in the Golkar Party DPP.

Research subjects are sources or informants who can be used as data sources or respondents. The characteristics of informant selection in this study were based on purposive sampling, namely determined in line with the study objectives. The method for taking informants in qualitative research is as follows, Does not pay attention to the quantity aspect like quantitative research, but places more emphasis on the quality of the informants who are specific to the problem being studied, Not determined rigidly from the start, but can change along the way to suit existing needs, It is not directed at representation but at suitability to the problem context (Suryana 2013).

Informants are people who are used to provide information about the situation and conditions of the research background. and explains that sources of information in qualitative research are informants or sources who relate to the researcher's problems and are able to convey information according to the situation and conditions of the research setting. There are several basic principles in determining subjects in qualitative research. In this research, interviews were conducted with three participants as sources, namely: Chairman of the Golkar Party DPP Advisory Board, Chairman of the DPP Golkar Party, Secretary of the Golkar Party DPP.

Data collection is the most strategic step in research, because it aims to obtain data. The data collection techniques in this research are as follows, the interview technique is carried out by obtaining data and information directly from respondents regarding the problems being studied through questions and answers. Interview techniques are used to determine the relationship between data sources in order to obtain the necessary information. Interviews were conducted in depth but were flexible. The wording can be changed during the interview, according to the needs and conditions of the interview. The interview technique used in this research is unstructured interviews (Kriyantono 2020).

Unstructured interviews are free interviews where the researcher does not use an interview guide that has been arranged systematically and completely for data collection. The interview guide used is only an outline of the problems that will be asked. This technique was chosen because researchers can explore data more widely and get more data from sources. Interviews were conducted with two sources providing information regarding the required data, namely the informant and key informant.

In this research the author used in-depth interviews. In-depth interviews are a way of collecting data and information that is carried out face to face with informants in order to obtain complete and in-depth data. According to Moleong in the journal, he describes "research subjects as informants, which means people who are used to provide information about the situation and conditions of the research site."

Observation is a technique or method for collecting data by observing ongoing activities. This method is used as a first step by looking directly at the research object to obtain the necessary data. This data includes data regarding the condition of Air Squadron 21 personnel at Abdurahman Saleh Malang Air Base, relating to motivation and work discipline.

Documentation is written material or a record of events that have passed and are related to a particular event or activity. The documents used in this research are information that is stored or documented such as documents, soft files, authentic data and other archives related to human resources which can be used as a complement to the data obtained in interviews and observation activities.

According to Kriyantono, the documentation method can be used for qualitative and quantitative research. The documentation method is used to explore past data systematically and objectively, *framing*, *semiotics*, discourse analysis, qualitative content analysis. Mass media news, textbooks, inscriptions, legal regulations, magazines, police reports, memos, personal letters, telephone records, individual diaries, or websites are types of documentation.

When carrying out observation methods, questionnaires or interviews, it is also equipped with documentation search activities. This aims for information that can support data analysis and interpretation.

RESULTS AND DISCUSSION

Mechanisms and Requirements for Leadership Succession in Group Parties Work

The institutionalization of political parties in a democratic system plays a role is important in building democratic stability in a country, therefore if political parties become increasingly polarized then democratic stability will be shaken. Likewise, internal solidarity within political parties in developing political party organizations also contributes to forming a stable democracy. Article 1 number 1 of the Law Number 2 Year 2011 about Party Politics, defines a political party as an organization that is national in nature and is formed by a group of Indonesian citizens voluntarily based on the same will and ideals to fight for and defend the political interests of members, society, nation and state, as well as maintaining the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and The 1945 Constitution of the Republic of Indonesia.

However, what is called a political party organization is different from other social organizations in that it has a political ideology and always fights for the realization of ideas about society and the country. This means that as an organization, political parties act as intermediaries in retrieval processes decisionstate, which connects citizens with state institutions. According to Robert Michaels in his book, Political Parties, a Sociolegal Study of the Oligarchial Tendencies of Modern Democracy states that organizations are the only economic or political means for forming collective will. As an organization, political parties cannot be separated from leadership succession mechanisms for the continuity of a party's management. It is through this leadership succession that the sustainability of political parties as a determinant of democratic stabilization can be maintained. However, what happens is that it is not uncommon for political parties that are carrying out leadership succession to experience divisions, giving rise to leadership dualism. This is what the Golkar Party experienced. In this chapter, we will describe the mechanisms and requirements for leadership succession in the Golkar Party in order to find the root causes of dualism in leadership or management.

Golkar Party Leadership Succession Mechanisms and Requirements

Leadership succession in political parties It's like organizations in general whose arrangements and mechanisms are determined in an Articles of Association (AD) and Bylaws (ART). This is as stated in Article 22 of the Political Party Law which states that: "Political Party Management at every level is elected democratically through deliberation in accordance with the AD and ART." According to the provisions of Article 30 paragraph (1) of the Golkar Party AD, there are two types of deliberation that used as a forum for leadership succession, namely the National Conference and the Extraordinary National Conference. What is meant by the National Conference is the party holding the highest authority which is held once every 5 years. Meanwhile, the Extraordinary National Conference is a National Conference held in extraordinary circumstances, held at the request and/or approval of at least 2/3 of the Provincial Regional Leadership Council.

The method used to carry out leadership succession under normal conditions is through a National Conference, while holding a National Conference Extraordinary Nationals can only be held with special (not normal) requirements. Deliberation The Extraordinary National Conference is a deliberation forum, one of which is to elect a general chairman in emergency situations. Leadership succession in a political party is a form of change in the management of a political party in general, therefore, as a follow-up to the AD above, the Golkar Party's ART further regulates several requirements for becoming a party administrator, including the requirements for becoming general chairman in particular. The terms and conditions for

becoming a party administrator are generally regulated in Article 12 paragraph (1) and paragraph (2) of the Golkar Party ART. Meanwhile, the specific requirements for becoming general chairman are regulated in paragraph (3) of the same article, namely: (a) Have been a Golkar Party administrator at the central level and/or at least have been a Golkar Party administrator at the provincial level and/or have been a central administrator. Founding Organization and established for 1 full period, and supported by a minimum of 30% of Voting Rights Holders; (b) Continuously active as a member of the Golkar Party for at least 5 years and has never been a member of another political party; (c) Have attended basic cadre education and training; (d) Have achievement, dedication, discipline, loyalty; and beyond reproach; (e) Have capability and acceptability; (f) Never involved G 30 S PKI; (g) Willing to spend time and be able to collaborate collectively within the Golkar Party. As for the mechanism for selecting the general chairman, it is further regulated in the Election Committee Work Guidelines.

This work guide regulates procedures networking method, nomination and election leader general. Succession to the leadership of the Golkar Party starts from the selection stage. Based on the provisions of Article 4 of the regulations on nomination and election of the general chairman/head of the formation and members of the Extraordinary National Conference (Munaslub) of the 2016 Golkar Party, the selection process is carried out through (a) registration of prospective candidates, (b) socialization and campaigning in 5 zones, (c) public debate, (d) verification of prospective candidates and (d) ethical assessment of the entire selection process.

Next, at the nomination stage, it includes activities (a) reading the names of the prospective general chairman/prospective chairman of the formation, (b) announcement of the results of the ethical assessment of the prospective general chairman/prospective chairman of the formation, (c) election candidates for general chairman through a direct, free, secret (closed) voting process to meet the minimum requirement of 30% support from voting rights holders, and (d) election of formation members. Regarding the election of the general chairman or chairman of the formation, it is regulated in Article 5. There are several regulatory mechanisms related to the election of the general chairman. Among these are (a) voting, (b) election of the general chairman/head of the formation, and (c) election of members of the formation.

Phenomenon in fact, the dual management within the Golkar Party lies in the difference in interpretation of the implementation of the National Conference between the recommended version of the 2009 Riau National Conference and the version of the Party's AD. Based on Article 30 paragraph (2) letter a of the Golkar Party AD, it is regulated that, "The National Conference is the party's highest authority which is held once every 5 years". That means, based on this provision, the 2009 Riau National Conference which provides the opportunity for a 1 year extension of the management of the Golkar Party DPP at first glance has a legal basis because whatever is decided in the national meeting as the highest authority holder of the Golkar Party can be taken any decision provided that decision get majority support of at least 50+1 votes. However, all decisions made in the National Conference forum must remain within the framework of the law, which in this context must be in accordance with the Golkar Party's AD/ART. Even though the Golkar Party's AD does not explicitly state the leadership period, based on Article 30 letter (a) and letter (b) number iv it can be concluded that the leadership period of the Golkar Party is 5 years. The article reads: (a) The National Conference is the Party's highest authority which is held once every 5 (five) years, (b) The National Conference has the authority to: (iv) elect and appoint the General Chair.

Thus, it is very clear that the decision of the 2009 Riau National Conference which gave the Golkar Party leader the opportunity to extend his term of office by 1 (one) year is contrary to the Golkar Party's AD/ART so that the decision should be null and void. This disregard for the rules of the Golkar Party's AD/ART then triggered conflict within the Golkar Party which led to the emergence of dual leadership between Aburizal Bakrie who was elected based on the results of the Bali National Conference and Agung Laksono who was elected based on the

results of the Ancol National Conference. In fact, a solution has been provided by the Political Parties Law.

As far as the mechanism for resolving political party disputes is concerned, it has been regulated in the Political Party Law in Article 32 and Article 33. In accordance with the mandate of Article 32 paragraph (1) of the Political Party Law, it is stated that Political Party Disputes are resolved by internal Political Parties as regulated in the AD/ART, So the Golkar Party's ART in Chapter Internal conflict within the Golkar Party is in accordance with the mandate of applicable laws and regulations and AD/ART. For example, the Golkar Party has formed a Party Court.

This is in accordance with Article 32 of the Political Parties Law which states that the authority to resolve internal party disputes is the Party Court. However, the decision of the Golkar Party Court (MPG) did not reach an agreement so that the resolution of party disputes must be resolved through the District Court as mandated by Article 33 of the Political Party Law which reads "in the event that the resolution of the dispute as intended in Article 32 is not achieved, the dispute resolution shall be carried out through the district court "The deliberation process which was initially hoped to end the conflict within the Golkar Party did not produce results so that the feud between the pro-Ical and anti-Ical camps culminated in the implementation of the Bali National Conference which elected Ical as General Chair of the Golkar Party by acclamation, and Where is the Ancol National Conference? Agung Laksono was elected as General Chair of the Golkar Party.

Both parties then jointly submitted registration of the new Golkar Party management composition to the Ministry of Law and Human Rights. 19 However, through the Decree of the Minister of Law and Human Rights No: M.HH-01.AH.11.01 of 2015, the Ministry of Law and Human Rights ratified the general management of the Golkar Party DPP version of the Ancol National Conference. Responding to this, Ical's camp filed a lawsuit with the State Administrative High Court (PTUN) on March 23 2015 and their lawsuit was granted. However, the PTUN's decision still cannot resolve the Golkar chaos because the Ancol National Conference's Golkar Party administrator (Agung Laksono) immediately filed an appeal. After waiting, finally the PTTUN decision came regarding the Ancol National Conference appeal. And it turns out that the PTTUN's decision was in favor of the Ancol National Conference by granting the Agung Laksono camp's appeal. Responding to this decision, Ical's camp filed an appeal to the Supreme Court (MA). The Supreme Court's decision was to accept the cassation submitted by the General Chair of the Golkar Party resulting from the Bali National Conference (Aburizal Bakrie). The panel of judges in their trial decided to return to the PTUN decision.

Furthermore, the Minister of Law and Human Rights, Yasonna Laoly, on December 30 2015, officially signed a decision letter regarding the revocation of Golkar's management as a result of the Ancol National Conference. However, the revocation of the decree was not accompanied by endorsement by the Bali camp, so there was no legitimate management of the Golkar Party. The attitude of the Minister of Law and Human Rights in only canceling the Decree on the management of the Ancol National Conference Golkar Party and not recognizing the management of the Bali National Conference Golkar Party has caused its own uproar.

The reason is that the Minister of Law and Human Rights' attitude is considered as government intervention and partiality towards one party. This means that the Minister of Law and Human Rights is not neutral but is more inclined to side with the Golkar Party administrators resulting from the Ancol National Conference. Apart from the issue of differences in interpretation regarding the holding of the National Conference which was the initial cause of the emergence of internal conflict in the Golkar Party, Siti Zuhroh is of the opinion that sociologically the recurring conflicts that occur in the Golkar Party are partly caused by the long queue for regeneration within Golkar. Until now the New Order generation still dominates.

This causes confusion and commotion. Regeneration seems to be blocked. Awareness from the older generation to hand over leadership circulation to the next generation is a necessity. Rules regarding leadership success also need to be made in a measurable manner. Also regarding nutrition, the political use of money in the National Conference has caused a lot of controversy. In fact, this issue has not only raised pros and cons within Golkar, but has also been sharply highlighted by the public.

CONCLUSION

Leadership in political parties certainly has a dynamic process of selecting the general chairman, especially the Golkar Party DPP, where there is a direct election process by central, provincial and city/district level administrators. Issues related to loyalty will definitely be an internal discussion, where the chairman and administrators must have loyalty to continue fighting for the political and democratic process in this country. Moreover, it is associated with civic engagement (*Civic Engagement*) which has become a culture within the Golkar Party.

Civic engagement includes actions in which individuals participate in private and public care activities that are individually mutually enriching and socially beneficial to society. Civic engagement has been defined as the process of believing that one can and should make a difference in improving one's community. To improve society, a person needs the knowledge, skills, and values needed to make a difference. Possession and demonstration of knowledge, skills and values are expressed through attitudes and behavior. Civic engagement has been defined as the process of believing that one can and should make a difference in improving one's community. To improve society, a person needs the knowledge, skills, and values needed to make a difference. Possession and demonstration of knowledge, skills and values are expressed through attitudes and behavior

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