

ABSTRAK

Bate'e, Joni Putra. 2025. Analisis Seleksi Memilih Panitia Pengawas Pemilu Kecamatan Dalam Meningkatkan Kinerja di Bawaslu Kota Gunungsitoli. Skripsi. Dosen Pembimbing. Yamolala Zega, SE., M.M.

Penelitian ini membahas proses seleksi Panitia Pengawas Pemilu Kecamatan (Panwaslucam) di Bawaslu Kota Gunungsitoli, kriteria yang digunakan, serta dampaknya terhadap kinerja pengawasan. Penelitian dilakukan dengan pendekatan kualitatif deskriptif melalui wawancara dengan empat informan, yaitu Ketua Bawaslu, dua anggota Bawaslu, dan satu staf sekretariat, disertai analisis dokumen dan literatur. Hasil penelitian menunjukkan bahwa seleksi dilaksanakan sesuai prosedur melalui verifikasi administrasi, tes tertulis, dan wawancara. Kriteria seleksi mencakup integritas, pengalaman kepemiluan, kemampuan teknis, dan komitmen kerja. Seleksi yang tepat berkontribusi pada peningkatan kualitas pengawasan, kedisiplinan prosedural, dan ketepatan penyelesaian pelanggaran. Penelitian ini menyimpulkan bahwa seleksi yang transparan dan berbasis kompetensi menjadi faktor penentu keberhasilan Panwaslucam dalam menjalankan tugas pengawasan.

Kata Kunci: seleksi, kinerja, Panwaslucam, Bawaslu, pengawasan pemilu

ABSTRAK

Bate'e, Joni Putra. 2025. Analysis of the Selection of Sub-District Election Supervisory Committee in Improving Performance at the Election Supervisory Board of Gunungsitoli City. Undergraduate Thesis. Advisor: Yamolala Zega, SE., M.M.

This study examines the selection process of the Sub-District Election Supervisory Committee (Panwaslucam) in the Election Supervisory Board (Bawaslu) of Gunungsitoli City, the criteria applied, and its impact on supervisory performance. The research employs a descriptive qualitative approach through interviews with four informants, namely the Head of Bawaslu, two Bawaslu members, and one secretariat staff, supported by document analysis and literature review. The findings reveal that the selection was conducted in accordance with procedures through administrative verification, written tests, and interviews. The selection criteria include integrity, electoral experience, technical skills, and work commitment. Proper selection contributes to improving the quality of supervision, procedural discipline, and accuracy in resolving violations. This study concludes that transparent and competency-based selection is a key determinant of Panwaslucam's success in carrying out supervisory duties.

Keywords: Selection, Performance, Panwaslucam, Bawaslu, Election Eupervision