

# Factors Affecting Sumedang Regency Bawaslu Performance in 2022 Panwascam Selection Activities

Lalas Sulastri\*, Chaerul Raharjo, Della Cahyani Yasinta, Rosyada Fikfi,  
Siti Sa'adah & Widiastuti

Public Administration Study Program, Faculty of Social and Political Sciences,  
Universitas Sebelas April Sumedang, Indonesia

Submitted: 2023-02-24; Reviewed: 2023-04-23; Accepted: 2023-05-04

Email: [uptppm.stiasas@gmail.com](mailto:uptppm.stiasas@gmail.com)

## Abstrack

This study aims to find out and analyze data regarding the performance of Sumedang Regency Bawaslu members in the 2022 Panwascam selection activities. This research was conducted using a qualitative method. The sampling technique used was purposive sampling, with five informants. Data collection techniques include observation, interviews and documentation. Research data were obtained through techniques: data reduction, data presentation, conclusion drawing which aims to obtain data to support the final research results. The results of the research conducted on the performance of the Sumedang Regency Bawaslu in Panwascam selection from the dimensions of service quality, responsiveness and accountability can be said to be good, seen from the ability of Bawaslu to provide services, provide assistance to prospective members, and have clear guidelines and sanctions. However, from the dimensions of productivity and responsibility it is still said to be lacking due to the lack of representation of women, the presence of members of political parties who have registered and the lack of clarity about the division of individual tasks within the working group. Suggestions in this research include increasing work effectiveness by carrying out socialization activities for women related to Panwascam activities, improving the quality of Bawaslu officers to minimize the participation of political parties and making written rules regarding the division of individual work in working groups. For written research sources, further research regarding the implementation of staffing policies in improving employee performance.

**Keywords:** Performance; Panwascam; Sumedang Regency Bawaslu

**How to Cite:** Sulastri, L., Raharjo, C., Yasinta, D.C., Fikfi, R., Sa'adah, S., & Widiastuti, (2023), Factors Affecting Sumedang Regency Bawaslu Performance in 2022 Panwascam Selection Activities, *Journal of Education, Humaniora and Social Sciences (JEHSS)*, 5(4): 2627 -2636



## INTRODUCTION

Indonesia is one of the countries that adopts a democratic system. The system of government is organized from the people, by the people and for the people. In this case, the people have freedom in various lines of life, including political activities. Democracy is explained by holding general elections (pemilu). Elections are a means of implementing the people's defeat which is carried out directly, publicly, freely, confidentially, honestly, and fairly in the unitary state of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Elections are also a means of the people to run government and are democratic institutions. Elections are the earliest stage of various modified constitutional life sequences. So that elections are also the driving force behind the mechanism of the Indonesian political system.

The integrity of the election process will be successfully achieved if all stages of the election are held according to the applicable regulations. The efforts to realize elections with integrity and democracy include ensuring that election organizers are professional, ensuring that all election participants, both political parties and candidates, must comply with all regulations in elections, that there is contribution from the government either through regulations made or neutral in elections, and participatory supervision from the community. The community as one of the parties involved must take part in supervising both during the pre-election, election implementation, and post-election. Then a general election supervisory body (bawaslu) was formed as an election supervisory body in Indonesia.

Based on Law Number 15 of 2011 concerning the Implementation of General Elections, the Election Supervisory Board needs to compile procedures for selection and determine candidate members for the Regency/Municipal Election Supervisory Committee, Sub-District Election Supervisory Committee, Field Election Supervisor, and Supervisory Board, the Election Supervisory Board also needs to compile procedures for forming and determining candidates for Overseas General Election Supervisory members.

Election supervisory institutions were strengthened through Law Number 22 of 2007 concerning election organizers. The Bawaslu apparatus in carrying out supervision is up to the sub-district/village level, with the order of the provincial election supervisory committee, district/city supervisory committee, sub-district supervisory committee and field election supervisory committee (PPL) at the sub-district/village level.

In order to oversee the stages of the 2024 simultaneous election, in accordance with article 101 of Law Number 7 of 2017 concerning General Elections, one of the authorities of regency/city Bawaslu is to form District Panwaslu and appoint and dismiss Sub-District Panwaslu members by taking into account Provincial Bawaslu input, then Sumedang Regency Bawaslu held a selection activity for the Sub-District Election Supervisory Committee (panwascam). The implementation of the Sub-District Election Supervisory Committee (panwascam) Selection activities is one form of Sumedang Regency Bawaslu accountability for its implementation and functions.

As Article 90 of Law Number 7 of 2017 concerning General Elections states that Panwascam, Panwas Sub-district/Village, and Overseas Panwas no later than 1 (one) month before the Election Implementation Stage begins and ends no later than 2 (two) months after all stages of the Election Implementation are completed. Based on statistical data from the General Election Supervisory Agency (Bawaslu) of Sumedang Regency, it can be seen that the number of participants who registered in the selection activity for the Sub-District Election Supervisory Committee (Panwascam) in 2022 are as follows:

**Table 1. Number of Participants Registered**

No	Gender	Number of Registrants
1	Man	396 People
2	Woman	155 People
Total		551 People

Data Source: Sumedang Regency Bawaslu, 2022



One of the factors that is considered important in carrying out tasks well is the existence of good organizational performance. Organizational performance is a description of the level of achievement of the implementation of tasks in an organization, in an effort to realize the goals, objectives, vision and mission of the organization. According to Bastian (in Tangkilisan, 2005) "organizational performance is a description of the level of achievement of the implementation of tasks in an organization, in an effort to realize the goals, objectives, mission and vision of the organization".

Ideal organizational performance is an organization that is able to do a lot with limited resources, has maximum public service quality, has good responsiveness, namely by recognizing the needs of the community and compiling service agendas and priorities, and accountability, which must prioritize the public interest. The dimension of performance according to Dwiyanto (in Sudarmanto, 2014) which is used as a reference in this study suggest five dimensions that can be used as benchmarks or indicators in assessing organizational performance, namely:

1. Productivity. It is the relationship between input and output that can encourage the government to be able to do more with limited resources.
2. Service quality. A relatively high indicator, it can be a measure of public bureaucracy performance that is easy and cheap to use. Public satisfaction can be an indicator to assess organizational performance.
3. Responsiveness. It is the ability of the bureaucracy to recognize the needs of the community, develop service agendas and priorities and develop public service programs in accordance with community needs and community aspirations.
4. Responsibility. It explains whether the implementation of public bureaucratic activities is in accordance with correct administrative principles with explicit and implicit bureaucratic policies.
5. Accountability. The level of responsibility of a person or a certain institution related to the administrative system it has. Accountability is an evaluation of the process of implementing activities or organizational performance to be accountable and as feedback for organizational leaders to further improve organizational performance in the future.

In accordance with the Decree of the Chairman of Bawaslu Number 314/HK.01.00/k1/09/2022 concerning Guidelines for the Implementation of the Formation of Panwasdam in the 2024 Simultaneous Elections signed by the Chairman of Bawaslu RI Rahmat Bagja, which was addressed to the Regency/City Bawaslu on 9 September 2022, the Regency / City Bawaslu must form a Working Group (Pokja) for the Formation of Panwasdam. Which the working group has the main principles of work procedures as follows: Guided by the principles of organizing elections, namely independent, transparent, fair, legal certainty, orderly, public interest, openness, proportionality, professionalism, accountability, efficiency and effectiveness; Pay attention to women's representation; Carry out formation based on calendar days; Conduct selection with a minimum number of participants of six people; and Conduct formation for one month.

However, in reality, what has happened in the field so far is still found several problems, including supported by indications of the following problems:

1. From the perspective of Productivity, there is a ratio of applicants for the selection of Panwasdam members, almost most of which are dominated by men, there should be representation of the number of women who register for Panwasdam selection members by 30% in accordance with the results of the Pokja Plenary.
2. From an Accountability perspective, there are several registrants who are still members of political parties even though after being confirmed they have received a rebuttal letter from KPU, but based on Bawaslu RI Regulation Number 08 of 2019, it is stated in the eighth point that the applicant for panwasdam selection members has never been a member of a political party or has resigned from political party membership for at least 5 (five) years at the time of registration.



3. From the perspective of Responsibility, due to the assumption of Bawaslu working group members in Panwascam selection activities where the working group is only temporary so that there are difficulties in the division of tasks that result in miscommunication between working group members.

Limbong's research (2019) on the performance of the Batam City Election Supervisory Agency in Handling Simultaneous Election Violations in 2019 in Batam City is categorized well by using indicators of productivity, responsiveness, and accountability, but on the indicator of service quality Bawaslu's performance has not been maximized because there are still people who do not receive information.

Puspitasasri, et al. (2021) revealed that, organizational commitment has a positive and significant effect on Bawaslu performance, work ethic has a positive and significant effect on Bawaslu performance, team work has a positive and significant effect on Bawaslu performance and simultaneously organizational commitment, work ethic and team work affect Bawaslu performance.

Meanwhile, Parima (2020) stated that the causes of the non-optimal performance of the General Election Supervisory Committee in carrying out its duties in the 2019 Presidential Election were caused by internal factors and external factors. Internal factors are simultaneous elections and membership which make supervision difficult, as well as technology which causes slow vote counting and other matters. Furthermore, external factors are the work environment, community fanaticism (campaign team) on the candidate or candidate pairs supported and lack of support from the community caused by the community being busy to become a campaign team.

The results of the study are expected to explain the factors that influence the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities both from the perspective of productivity, service quality, responsiveness, accountability responsibility.

## RESEARCH METHOD

In this study, the method used is qualitative research methods or often called naturalistic methods, because the assessment of natural conditions (natural settings). The definition of qualitative research methods according to Sugiyono (2017) is as follows: Qualitative research methods are research methods based on the philosophy of postpositivism, used to research on natural object conditions, (as opposed to experiments) where the researcher is the key instrument, data collection techniques are triangulated (combined), data analysis is inductive / qualitative and qualitative research results emphasize meaning rather than generalization. With qualitative methods, it is hoped that more complete, definitive data can be obtained, so that it has high credibility so that the research objectives can be achieved.

In carrying out research, every data collection activity is always dealing with objects to be studied, both in the form of people, objects and activities or events where a problem can be for the overall characteristics of this research object called the research object. In qualitative research does not use the term population, but by Spradey quoted by Sugiyono (2017) it is called "social situation" or a social situation consisting of three elements, namely: place, actors, and activities that interact synergistically. The social situation in this study, namely in the Sumedang Regency Bawaslu, is 23 people.

Meanwhile, the sampling technique used in this research is purposive sampling, which is a data source sampling technique with certain considerations (Sugiyono, 2017). This means that those who are used as data sources in this study are those who have something to do with the research on the factors that influence the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities. After paying attention to these two opinions, those who were used as research informants can be seen in the following table.

**Table 2. Research Informants**

No.	Position	Total
1	Head of the HR, Organization and Training division as well as the chief executive of the Pokja Panwascam activities	1 people
2	Head of the Prevention, Community Participation, Public Relations division as well as a member of the Panwascam Working Group	1 people
3	Head of the Legal and Dispute Resolution division and member of the Panwascam Pokja	1 people
4	Staff and member of the Panwascam Pokja	1 people
5	Technical executor as well as a member of the Panwascam Pokja	1 people
<b>Total</b>		<b>5 people</b>

Source: Sumedang Regency Bawaslu, 2022

Based on table 2, the researcher took a total of 5 people who became research informants, the employees who were sampled as research informants were based on the researcher's consideration that the sample of research informants concerned was considered capable, competent and responsible for the implementation of Panwascam selection activities in 2022.

The data needed in this study include facts or information about factors that affect the performance of Sumedang Regency bawaslu in panwascam selection activities in 2022.

Data collection techniques are the most strategic step in research, because the main purpose of research is to get data. To support the methods used to obtain information in this study, the authors used data collection techniques according to Sugiyono (2017), as follows:

1. Literature Study, namely data collection techniques by studying literature, scientific books, applicable regulations, reports, archives and written documents related to the problem to be studied which can support the smooth search for data.
2. Field Studies, namely techniques for collecting data obtained directly in the field, by means of:
3. Direct observation, that is, the researcher collects data by making direct observations at the General Election Supervisory Agency of Sumedang Regency to obtain the data needed for research.
4. Interviews, namely data collection by asking for explanations from the Human Resources Organization and Training Division, Public Relations Community Participation Prevention Division, Legal and Dispute Resolution Division, Technical Implementers, and Staff related to the problem under study.
5. Documentation, namely the collection of data in the form of recorded interviews, photographs, field diaries which are a complement to the results of the interview observations.

To process data from interviews, observations and documentation, researcher carried out data processing by referring to the basic operations that produce important outputs from the Miles and Huberman Model (in Sugiyono, 2017), which includes data reduction, data display, conclusion drawing/verification and triangulation.

## RESULTS AND DISCUSSION

Organizational performance as explained by Bastian (in Tangkilisan, 2005) "Organizational performance is a description of the level of achievement of task implementation in an organization, in an effort to realize the goals, objectives, mission and vision of the organization". Meanwhile, according to Etzioni (in Keban, 2008) defines organizational performance as "describing how far an organization realizes its ultimate goal". Based on the above understanding, researcher can conclude that organizational performance is the level of good or bad work results obtained in carrying out tasks in an organization. Where the task is in accordance with its responsibility and authority in achieving a goal in the organization. According to Dwiyanto, to produce good organizational performance it is necessary to pay attention to five aspects, namely, productivity, service quality, responsiveness, responsiveness and accountability (Sudarmanto, 2014).



First, productivity is a comparison between the results achieved (output) and the overall required resources (input). According to Riyanto, productivity implies a comparison between the results achieved and the role of labor per unit time (Elbandiansyah, 2019).

The results of interviews related to productivity in panwascam selection activities carried out by Sumedang Regency Bawaslu show the following results.

**Table 3. Productivity Interview Recapitulation**

No	Dimension	Indicator	Conclusion
1	Productivity	Work effectiveness	Bawaslu's work effectiveness in Panwascam selection activities can be said to be not good, this is due to the lack of women's representation in this activity. To get good results in Panwascam selection activities in accordance with the direction of Bawaslu RI, namely by paying attention to applicable procedures, including paying attention to women's representation of at least 30%, but it has not been achieved. Although the enthusiasm of the community in registering as members was high and reached approximately 500 registrants.
		Work efficiency	The work efficiency of the Sumedang Regency Bawaslu in the Panwascam selection activities can be said to be good because the time for completing the Panwascam selection activities for approximately 2 months is per the timeline set by Bawaslu RI. And in the process, Panwascam selection activities did not have many fatal mistakes.
		Work result	The work results in the Panwascam selection activity were good, with the results obtained in the activity producing 3 people from each sub-district who qualified to become Panwascam members for the upcoming general election.

Source: Interview Results, 2022

Based on the results of the above recapitulation, the performance of Bawaslu Sumedang Regency in the Panwascam selection activities in 2022, from a productivity perspective as a whole, can be said to be good. Work effectiveness, work efficiency and work results in productivity can be assessed as good even though there are still deficiencies, namely the lack of 30% representation of women in this 2022 Panwascam selection activity. Bawaslu Sumedang Regency works in accordance with the directions and procedures from Bawaslu RI where it must pay attention to women's representation of at least 30%, but because the percentage is not reached, the target that has been determined cannot be met.

Second, Service Quality is the level of service related to meeting the expectations and needs of the community/customer, meaning that a service can be called quality if it meets most of the expectations of the community/customer. Service quality is very important in an organization, therefore the organization must improve the performance of its employees so that the quality of service increases.

The results of interviews related to service quality in the Panwascam selection activities carried out by the Sumedang Regency Bawaslu show the following results.

**Table 4. Recapitulation of Service Quality Interviews**

No	Dimension	Indicator	Conclusion
1.	Service Quality	Reliability	The reliability of the Sumedang Regency Bawaslu in providing services to prospective Panwascam members can be said to be good and optimal. It is proven that everything has been served, everything can be completed on time and so far there have been no complaints, which is related to the quality of Sumedang Regency Bawaslu services.

Quick Response	The responsiveness or speed of providing services owned by Bawaslu employees in Panwascam selection activities is good, but in responding to the wishes of prospective Panwascam members to be passed as Panwascam members, Bawaslu employees cannot respond more, because the provisions are in accordance with the established criteria, and the decision is in Bawaslu RI.
Empathy	In the selection activities, nothing is prioritized to prospective Panwascam members because Bawaslu Sumedang Regency employees work according to regulations and guidelines only. However, Bawaslu informs Panwascam selection activities as much as possible using various social media both online and offline media, this is a concern from Bawaslu for selection activities and the public to easily get information.
Assurance	There are no special guarantees given by Bawaslu Sumedang Regency to prospective members of the Panwascam selection. However, Bawaslu made it clear that if the candidates follow the entire series of activities in accordance with the procedure, they will be elected as members of Panwascam in 2022.
Tangible	The facilities / facilities and infrastructure provided by Bawaslu Sumedang Regency can be said to be quite good, such as providing computers for CAT test activities, wifi and consumption provided from the beginning of the activity until the formation of Panwascam members.

Source: Interview Results, 2022

Based on the recapitulation results, the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities, from the perspective of service quality as a whole, can be said to be good. Reliability, responsiveness, empathy, assurance, tangible (facilities / facilities and infrastructure) in service quality can be assessed as good, although in the process there are still things that need to be improved / improved in providing services. Improving services aims to produce good service quality.

Third, responsiveness greatly affects the performance of the organization in carrying out its duties. Responsiveness is the organization's ability to recognize community needs, develop service agendas and priorities, and develop public service programs in accordance with the needs of community aspirations. Responsiveness is included as one of the performance indicators because responsiveness directly describes the ability of public organizations to carry out their missions and objectives, especially to meet community needs.

The results of interviews related to responsiveness in panwascam selection activities carried out by Sumedang Regency Bawaslu show the following results.

**Table 5. Recapitulation of Responsiveness Interviews**

No	Dimension	Indicator	Conclusion
1.	Responsiveness	Ability to Respond	Sumedang Regency Bawaslu employees in responding or dealing with complaints from candidate members are quite good. This is evidenced when a candidate participant who has difficulty immediately takes action and provides an explanation as clearly as possible. In addition, the Sumedang Regency Bawaslu provides a public complaint forum related to this activity which is not only for candidate participants but also for people who want to complain about their complaints.
		Speed of Service	In solving problems, the Sumedang Regency Bawaslu can be said to be good. This is evidenced when there is a problem, it is immediately dealt with and never delays the problems that are present.



Activities

Service Accuracy	The action taken by the Sumedang Regency Bawaslu in overcoming complaints from candidate participants is to immediately take action and anticipate them by providing direction and information related to what was complained about.
Carefulness of Service	The ability of the Sumedang Regency Bawaslu employees is quite good. This is evidenced when there is a problem there is always a solution to solve it.
Ability to Handle Complaints	The ability of Sumedang Regency Bawaslu employees to handle complaints is very good.

Source: Interview Results, 2022

Based on the recapitulation results above, the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities, from the perspective of Responsiveness as a whole, can be said to be good. The response and willingness of the Sumedang Regency Bawaslu staff as service providers in helping to provide assistance to candidate participants is considered good. The responsiveness of Sumedang Regency Bawaslu employees is very much needed in public services because it is evidence of the organization's ability to recognize community needs.

Fourth, Responsibility greatly affects the performance of the organization in carrying out its duties. Responsibility is the organization's ability to regulate the extent to which service delivery has proceeded in accordance with the rules that have been enacted or procedures that have been set. Responsibility measures the level of participation of service providers in carrying out their duties. Responsibility is also a measure that shows the extent to which the process of providing public services is carried out in accordance with the principles or conditions of the organization that have been properly established. Lack of responsibility in public servants will reduce the quality of employee performance results.

The results of interviews related to responsibility in panwascam selection activities carried out by Sumedang Regency Bawaslu show the following results.

**Table 6. Recapitulation of Responsiveness Interviews**

No	Dimension	Indicator	Conclusion
1.	Responsibility	Following instructions	Sumedang Regency Bawaslu in Panwascam selection activities is in accordance with the procedures and requirements set by Bawaslu RI. In carrying out the Panwascam selection activities, Bawaslu formed a working group (Pokja) in which there were few obstacles in the division of tasks, this could be caused by the unclear duties of individual members of the Pokja. The requirements that must be completed by Panwascam selection members are adjusted to the requirements set by Bawaslu RI, but the point of attention in the requirements is the age of the prospective Panwascam selection members who must be 25 years old when registering as Panwascam members and also not registered as members of political parties for at least 5 years at the time of registering as Panwascam members.
		Completing tasks and fulfilling responsibilities under the specified time	The job description is in accordance with the responsibilities because Bawaslu in the implementation of Panwascam selection activities forms a Working Group (pokja). Although there are still limitations on the part of Sumedang Regency Bawaslu regarding human resources and there is also a lack of clarity in individual job





descriptions, the job description can still be carried out properly.

Source: Interview Results, 2022

Based on the recapitulation results above, the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities, from the perspective of overall responsiveness, can be said to be quite good. Following instructions and completing tasks and fulfilling responsibilities in accordance with the specified time in responsiveness can be assessed as good even though there are still shortcomings, namely the limitations of the Sumedang Regency Bawaslu regarding human resources, in the formation of the task division Working Group, namely the lack of clear individual job descriptions, but the job descriptions can still be carried out properly. The external problem is that there are still applicants for Panwascam selection candidates who are registered as members of political parties and have not yet reached the age of 25.

Fifth, accountability greatly affects the performance of the organization in carrying out its duties. Accountability is an obligation to provide accountability or answer and explain the performance and actions of a legal entity or leader of an organization, to the party authorized to receive the information or accountability. Accountability is useful and important in the performance process within an organization, namely to prevent corruption and abuse of authority and to increase efficiency and effectiveness.

The results of interviews related to accountability in panwascam selection activities carried out by Sumedang Regency Bawaslu show the following results.

**Table 7. Recapitulation of Accountability Interviews**

No	Dimension	Indicator	Conclusion
1.	Accountability	Compatibility between implementation and standard implementation procedures  The existence of sanctions established for errors or omissions in the implementation of activities	The implementation of selection activities is in accordance with the standard implementation procedures because in this activity Sumedang Regency Bawaslu is only an executor and follows the provisions of Bawaslu RI procedures. Bawaslu uses online media social media and websites and uses offline media to install banners in each sub-district and socialization.  Candidates who do not meet the requirements are immediately dropped. Mistakes made by candidates will be sanctioned, but the sanction is seen from the mistake if the mistake can still be corrected then the sanction is light. However, if the mistake has consequences for the candidate, the Bawaslu will certainly hold a hearing.

Source: Interview Results, 2022

Based on the results of the above recapitulation, the performance of the Sumedang Regency Bawaslu in the Panwascam selection activities in 2022, from an accountability perspective as a whole, can be said to be good because the implementation of selection activities is in accordance with standard implementation procedures such as the schedule for the implementation stages, dates for the administrative stages, CAT tests, and interview schedules have been determined, because in this activity the Sumedang Regency Bawaslu is only an implementer and follows the provisions of Bawaslu RI procedures. However, if in the implementation process the candidate for Panwascam members do not meet the requirements, they will be immediately dropped. If an error is made by a prospective Panwascam member, Bawaslu has the authority to impose sanctions in the form of an ethics hearing.

## CONCLUSION



The results showed that the factors affecting the performance of the Sumedang Regency Bawaslu in the 2022 Panwascam selection activities either from the perspective of productivity, service quality, responsiveness, responsibility and accountability were quite good. First, from the perspective of productivity including effectiveness, efficiency and work results. Second, from the perspective of service quality including reliability, responsiveness, empathy, assurance and tangibles. Third from the perspective of responsiveness includes the ability to respond, speed of service, accuracy of service, carefulness of service and the ability to handle complaints. Fourth, from the perspective of responsibility, including following instructions and completing tasks and fulfilling them according to the specified time. Fifth, from the perspective of accountability, including the compatibility between implementation and standard implementation procedures and the existence of sanctions set for errors or omissions in the implementation of activities.

## REFERENCE

- Elbadiansyah. (2019). *Manajemen Sumber Daya Manusia*. Malang: IRDH.
- Keban, Y.T. (2008). *Enam Dimensi Strategis Administrasi Publik: Konsep, Teori Dan Isu*. Bengkulu: Gava Media.
- Keputusan Ketua Bawaslu Nomor 314/HK.01.00/k1/09/2022 tentang Pedoman Pelaksanaan Pembentukan Panwascam dalam Pemilu Serentak 2024
- Limbong, A.S., (2019). Kinerja Badan Pengawas Pemilu Kota Batam dalam Pelanggaran Pemilu Serentak Tahun 2019 di Kota Batam. *Scientia Journal: Jurnal Ilmiah Mahasiswa*. 3 (2): 1-10. [Dikutip 3 Mei 2023]. Tersedia dari: [https://ejournal.upbatam.ac.id/index.php/scientia\\_journal/article/view/2859](https://ejournal.upbatam.ac.id/index.php/scientia_journal/article/view/2859)
- Parima, P.R., (2020). Analisis Kinerja Panitia Pengawas Pemilihan Umum Kecamatan Kapur IX Dalam Pilpres 2019 Berdasarkan Undang-undang Nomor 7 Tahun 2017 tentang Pemilihan Umum (Studi Kasus Panitia Pengawas Pemilihan Umum Kecamatan (Panwascam) Kapur IX. *Institusional Repository State Islamic University of Sultan Syarif Kasim Riau*. [Dikutip 3 Mei 2023]. Tersedia dari: <https://repository.uin-suska.ac.id/26354/>
- Peraturan Badan Pengawas Pemilihan Umum Republik Indonesia Nomor 8 Tahun 2019 tentang Perubahan Kedua Atas Peraturan Badan Pengawas Pemilihan Umum Nomor 19 Tahun 2017 tentang Pembentukan, Pemberhentian, Dan Penggantian Antar Waktu Badan Pengawas Pemilihan Umum Provinsi, Badan Pengawas Pemilihan Umum Kabupaten/Kota, Panitia Pengawas Pemilihan Umum Kecamatan, Panitia Pengawas Pemilihan Umum Kelurahan/Desa, Panitia Pengawas Pemilihan Umum Luar Negeri, dan Pengawas Tempat Pemungutan Suara
- Puspitasari, C.D.A., dkk. (2021). Kinerja Badan Pengawas Pemilu Ditinjau dari Komitmen Organisasi, Etos Kerja dan Team Work. *Jurnal Bening*. 8 (1): 143-151. [Dikutip 3 Mei 2023]. Tersedia dari: <https://journal.unrika.ac.id/index.php/beningjournal/article/view/143/pdf>
- Sudarmanto. (2015). *Kinerja Dan Pengembangan Kompetensi SDM*. Yogyakarta: Pustaka Pelajar.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: CV. Alfabeta.
- Tangkilisan, H.N.S., (2005). *Manajemen Publik*. Jakarta: Grasindo.
- Undang-undang Dasar Republik Indonesia Tahun 1945
- Undang-undang Nomor 15 Tahun 2011 tentang Penyelenggara Pemilihan Umum
- Undang-undang Nomor 22 Tahun 2007 tentang Penyelenggaraan Pemilihan Umum
- Undang-undang Nomor 7 Tahun 2017 tentang Pemilihan Umum

