

# Implementation of Enforcement of the Integrity of Ad Hoc Election Organizers in the 2020 Sleman Regent and Deputy Regent Elections

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## Abstract

The integrity of the election administration and the integrity of the election organizers are important matters in the implementation of the general election. This paper aims to explore the enforcement of the integrity of the Ad Hoc Election organizers, especially at the sub-district level, namely the PPK (Sub-district Organizing Committee) in the implementation of the 2020 Sleman Regent and Deputy Regent Elections (Election). What are the efforts made by the KPU of Sleman Regency to enforce the integrity of the Ad Hoc election organizers. This research method uses the mix-method method (quantitative and descriptive qualitative). The findings of this study are, first, that there were no violations of the code of ethics, especially the integrity of the PPK during the implementation of the election stage. Second, the Sleman Regency KPU made several efforts to maintain the integrity of the PPK. Third, the integrity of the KDP is one of the factors that boost the public participation rate, which has increased from the 2015 election. Fourth, the KDP recruitment process has an important role in getting the PPK with integrity. The policy recommendation in this study is the need for sustainable political/voter education, and the results of this political/voter education can be used as raw materials in the KDP recruitment process.

## Keywords:

Election integrity; Sleman; Election organizer; Ad Hoc

## INTRODUCTION

General elections held based on the constitutional mandate are the ideals of the Indonesian nation as a modern democratic country (Liddle, 2000). The implementation of democratic, quality and integrity elections is basically to get candidate leaders who can carry out their mandate well. So to realize the goal of such an election, it does not only require good laws and regulations but

also requires the Human Resources (HR) of the organizing apparatus which must be well prepared as well. Because the quality of the process and the results of the implementation of the election is not solely determined by the availability of laws and regulations, but which is no less important is the quality of reliable organizers. In the development of electoral practice after 22 years of reform and with a series of formats for the implementation system in Indonesia, it is still getting public attention. There were so many problems, especially in the first experiment since the reformation,

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namely the national simultaneous elections in 2019 (Amalia et.al., 2021). The issue that became the public's spotlight was on the technical aspects of implementation which demanded so much workload—the functions of field officers such as KPPS officers. The implementation of elections in Indonesia is almost never free from fraudulent practices, whether it is carried out by participants or organizers who are directly or indirectly so that sometimes the legitimacy of the process and results experiences a crisis of trust (Muhammad, 2019a).

In the context of Indonesia, which is building a healthy political civilization, the implementation of elections without the presence of a structurally and functionally solid election organizer has the potential to result in the loss of citizens' suffrage, rampant money politics, black campaigns, and elections that are not in accordance with the rules. The impact of continued elections that do not have integrity is the emergence of disputes and claims for election results (Aspinall and Mietzner, 2014). In addition, a high-cost democratic party, but will only produce leaders whose legality and legitimacy are in doubt. The next potential danger is the growth of endless political conflicts. Elections as a democratic mechanism are actually designed to transform the nature of conflict in society into a political arena that is competitive and full of integrity through elections that run smoothly, orderly, and with quality. Elections are a means of realizing people's sovereignty in order to produce a democratic state government based on Pancasila and the

1945 Constitution, in accordance with Article 1 paragraph (2) which reads, "Sovereignty is in the hands of the people and carried out according to the Constitution" (Muhammad Ja'far, 2019).

The standard of democratic elections (elections) states that free and fair elections can be achieved if there are legal instruments that regulate all electoral processes; while at the same time being able to protect organizers, participants, candidates, voters, observers, and citizens in general from fear, intimidation, violence, bribery, fraud, and various other fraudulent practices that will affect the election results. Therefore, an honest and fair election requires electoral laws and regulations and the apparatus tasked with enforcing the electoral laws (Djangko, 2012). Of all the prerequisites for a democratic election above, it requires a good election administration and can be carried out by everyone to be involved in it voluntarily (voluntarily) and not by compulsory. The holding of elections as indicators of democratic elections is only possible if the credibility of the election organizers (in this case the KPU and its staff, as well as the Election Supervisors), is guaranteed. An ideal election is if it is capable of being held by organizers who, apart from being capable, also have high integrity. They work according to principles, based on clear rules (transparency), ensure (measurable), and easy to apply (applicable). Their credibility is also determined from the public's belief in what they do from the beginning to the end of the implementation in a series of elections that they handle (Djangko, 2012).

One of the most important factors in organizing elections is human resources, HR has an important role because humans / people are technical tools in carrying out all kinds of rules from an implementation. The quality of the leader resulting from the general election is largely determined by the availability of personality qualities and competence of each individual who makes policy in the administration of elections (organizers). The organizers are the spearhead as well as the public's hope to hold elections with quality and dignity. Because elections are not just managing the affairs of elite circulation but also an effort to create welfare based on social justice for all Indonesian people (Muhammad, 2019b).

The implementation of general elections and regional head elections cannot be separated from the problems of conflict and errors in the implementation process. The rise of electoral malpractice in the implementation of elections so far, one of which is of course the result of the less than optimal performance of the election organizers, one of which is problems at the ad hoc body level such as PPK, PPS, Panwas, and PPL. Errors that result in not optimal performance in terms of implementation or supervision are caused by the Human Resources owned by the ranks of the election organizers themselves, both at the secretariat level and at the level up to the ad hoc body recruited in the election administration (Muhammad, 2019b).

In the data reported by Media Indonesia, the statement by the Commissioner of the Indonesian Election Supervisory Body, Rahmat Badja, said

that during the 2020 regional elections in November, 23 organizers were given warnings, 7 strong warnings, 52 rehabilitation and other training or development. In the field, there are still many election organizers who violate the code of ethics. In the implementation of the 2020 Pilkada, the total number of ad hoc agency problems was 113 cases, 102 were proven and 11 were not proven. Furthermore, the problem of re-voting (PSU) in the 2020 Pilkada occurred in 103 TPS which were reported to Kompas media. The reason for the recommendation for re-voting 28 Election Supervisory Journal I Bawaslu DKI Jakarta, among others, was because the ballot papers were not signed by the chairman and members of the KPPS group.

#### *The Concept of Election Integrity*

The notion of electoral integrity has been viewed differently by different experts, either by meeting certain requirements or negatively by failing to meet certain criteria (Aghoffar et al., 2019). The definition of positive uses various phrases, ranging from free, fair and clean elections to democratic elections, as well as elections of high quality and integrity in the electoral process. (Saefulloh et al., 2020) for example, proposes a positive definition of the idea of political integrity with reference to democratic elections.

A negative definition of electoral integrity, on the other hand, includes a wide range of terminology, including electoral malpractice, manipulative elections, elections riddled with violations, corruption and falsification. Election malpractice, according to (Kusumawardani, 2011) is "the

manipulation of election procedures and results to replace personal or political gains for the public interest." The phrase "election fraud" refers to "any intentional act taken to tamper with election activities and election-related documents in order to alter election results, which may interfere with or oppose the will of the electorate," according to Lopez-Pintor (Ottoboni & Stark, 2019)

The phrase "election fraud" is used by (Sawasdee, 2020) to describe "a covert attempt to influence the outcome of an election." Based on some of the definitions given above, it can be concluded that elections with high integrity are elections that adhere to a set of standards. Elections with poor integrity, on the other hand, are elections that do not follow the prescribed standards (Sule et al., 2018). However, it should be noted that the positive definition places more emphasis on the many standards that must be followed, while the negative definition places more emphasis on the characteristics of actors, their intentions, and the consequences of election violations (Barabander et al., 2020).

Another way to understand the meaning of the idea of electoral integrity is to use a universal approach or certain criteria (Djangko, 2012). The meaning of the idea of electoral integrity based on global democratic principles such as democratic theory and/or international law, according to (Rois & Herawati, 2018) is defined by taking a universal approach to the definition of electoral integrity. Meanwhile, the definition based on certain criteria defines the integrity of the election by referring to

the issue of the participation of the people and political parties in the process (Rahmatunnisa et al., 2017a).

#### *Election and Challenges*

Election organizers who are members of the General Elections Commission (KPU) have big challenges, because every election result will have a direct impact on the quality of democracy, referring to data from the Global Commission for General Elections, Democracy and Security, there are basic challenges to creating elections with integrity. First, build legal regulations for electoral justice. Second, build a competent electoral management body. Third, create institutions and norms that will regulate multi-party competition (Global Commission on Elections, 2012).

From the side of the election organizer, Pippa Norris explained elements such as professionalism, independence, transparency, impartiality and ethics, and these five elements must be followed and implemented by the organizers in their work practices as election organizers (Norris et al., 2013), human resources (HR) in an organization is very influential to ensure every goal of the organization (Gerring et al., 2012). then the consequence of all of that is an increase in the capacity of human resources in the election management organization.

Malpractice in elections is a challenge that must be resolved by election administrators, by increasing capacity and integrity, so that even though election organizers are ad hoc, the human resources in them have a standard of expertise in election matters in order to achieve good election results

which have an impact on improving quality. democracy (Norris, 2013).

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#### *Election Organizer Integrity Issues*

The issue of the integrity of the election organizers has been regulated in the code of ethics for election organizers in which it has moral and ethical principles which are legally required to be guidelines (Muhammad, 2019). in addition, Widodo (2021) explores steps to build the integrity of election administrators. Namely with parallel studies and training which include; first, the Training of Trainers (TOT) is a training that is attended by organizers who have been given a learning module, which is then in the ToT the organizers are faced with examples of current problems that are often faced by ad hoc election management organizations. Second, Technical Guidance, which is related to performance training and management of election management organizations. Third, regarding the recruitment and selection of the election management committee which includes the KPU and Bawaslu. In this case, the

recruitment committee must consider the aspect of openness to prevent recruitment nepotism, so that the selected organizers are objective according to predetermined standards (Widodo Cahya & Pahlevi Trias, 2021). In addition to the parallel studies and training above, standardization of professionalism is important to strive for, it has been explained by Widodo (2021) that professional certification for election administrators needs to be formulated to be evidence of the skills and capacity of election administrators at all levels (Widodo Cahya & Pahlevi Trias, 2021).

#### **RESEARCH METHOD**

The approach used in this study is a mix-method approach, which combines quantitative (Smart-PLS) and descriptive qualitative to describe the phenomenon of upholding the integrity of Ad Hoc Election Organizers, namely PPK in the 2020 Sleman Regent and Deputy Regent Elections. The data sources for this research include: others: documents from the Sleman Regency KPU, questionnaires, and news in the mass media. This study aims to explore the integrity of the 2020 Election and the integrity of the Ad Hoc Election Organizer, namely PPK and to see the efforts made to uphold integrity.

#### *Sampling Technique*

Sample random sampling with the type of probability sampling was used for this study, which in more detail the respondent population was PPK in Sleman district for the 2020 period, and used the slovin sample formula with 32 respondents.

*Measurement and Analysis Technique*

This study collects data with qualitative survey statements. This study uses a Likert scale to provide a measure of answers to the questionnaire. Likert scale has a range of respondents' answers with number 1 indicating "very untrue in fact" number 2 indicating "Not true in fact" number 3 indicating "somewhat true in fact" number 4 indicating "true in fact" the number 5 shows "It is very true in fact. SEM-PLS tested the data to determine the reliability and validity, as well as regression and hypothesis testing.

**RESULTS AND DISCUSSION**

*Demographic Profile of Respondents (n = 33)*

Data percentage of the number of respondents obtained from the answers to the questionnaire, the number of male respondents is 18 (66,6%) people, and the number of female respondents is 14 (33,3%) people, each respondent is an employee of ad hoc election organizers at the sub-district level in Sleman 2020:

*Validated Research Model*

Criteria in the literature standard reliability for reflective measurement, the size of the internal consistency model supported by Cronbach's Alpha is more than 0.700. All variables in this study are reliable, as shown in table 1:

Table 1. Composite Reliability and Cronbach's Alpha

Variable	Cronbac h's Alpha	Rho_ A	Compos ite Reliabili ty	Status or Descripti on
Leadership Style	1.000	1.000	1.000	Relieble
Professional ity Work System	1.000	1.000	1.000	Relieble
Ethic Code	1.000	1.000	1.000	Relieble

*Conctruct Reliabeility and Validity*

Figure 1. Construct Reliability and Validity

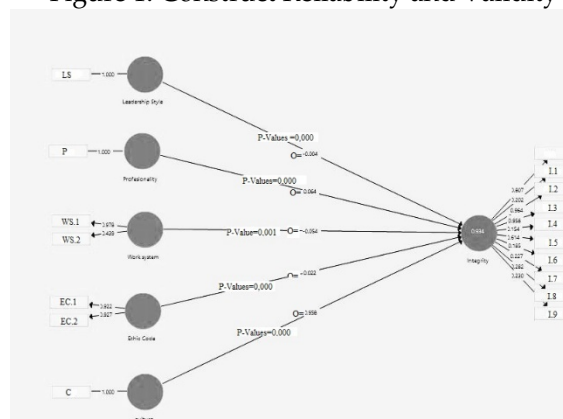
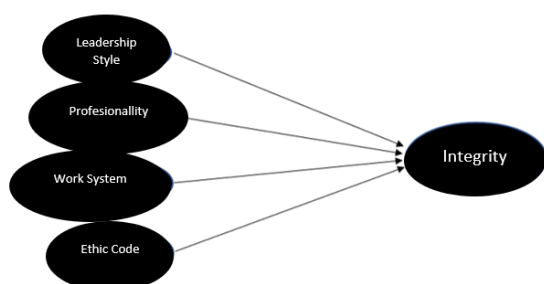


Figure 1 above is the result of

Quantitative testing through the Smart PLS research software, and shows the results of the validity of testing the hypothesis variables on the professionalism of election administrators. The validity of the hypothesis is accepted if the P Values are 0.5 or less than 0.5. The results of this study are X variables or hypotheses; independence, work system, code of ethics, and culture, have been proven to affect the Y variable (professionalism), this is evidenced by the valid P Values with information below 0.5 as shown in the figure above.

The data and images above explain the integrity of the organizers supported by four things; namely whether independence, work system, code of ethics and culture can affect the professionalism of election organizers, to answer that, the author uses samples or respondents from election administrators at the sub-district level in Sleman district. The results for that, the four variables say they have an influence on the professionalism of election organizers, and with reliable testing status as described in table 2. Of the four variables that have been determined by the author, two of them (independence and code of ethics) are regulations that must be followed by organizers. election.

Figure 2. four aspects of integrity influence



It is important for an election organizer to comply with regulations by referring to the election code of ethics in the process of work activities or activities before and after the election. Zulhadi (2021) explores the typology or mode of violation of the electoral code of ethics into seven modes, such as; First, vote manipulation. Second, violation of voting rights. Third, the treatment is not the same. Fourth, abuse of authority. Fifth, there is interest. Sixth, not careful and careful. And the seventh, threats of

violence and other law violations (Zulhadi, 2021).

In the context of elections in Indonesia, to maintain the values of integrity, professionalism and election credibility, the Election Organizing Honorary Council (DKPP) was formed which is an ethical institution designed as an ethical judiciary body (Chakim, 2014). The electoral code of ethics in addition to being an ethical reference for election organizers, in the context of the research in this article is one of the factors that affect the professionalism of election organizers, with the existence of a code of ethics, referring to statement data as many as 32 respondents said that the code of ethics is a motivational variable to become election organizers professional one.

Culture and work system are two variables that are used as hypotheses and influencing factors in the professionalism of election administrators, the result is that culture and work systems are reliable in accordance with the conclusions of statements from respondents who are the primary data in this study. Culture and work system are two interrelated things, cultural variables in this case are able to affect the work system of an election organizer, the logical principle is that a labor culture will have an impact on a bad work system, while a bad work system will result in a bad election process. In relation to the study by Pippa Noris (2013), the global election problem is divided into four, namely: The first is about public sector management related to election administration issues. Second, comparative institutions, problems related to the challenges of the global

electoral system to encourage democratization. Third, political culture, regarding electoral malpractice, institutional trust, and political behavior. And fourth, namely security studies related to election violence, political stability, and civil wars (Norris, 2013).

The four classifications of election problems described by Pippa Norris are cultural issues and work systems that are often experienced by election administrators in Indonesia. In another perspective, cultural variables and work systems in their impact on the professionalism of election administrators are not only in the process of administering elections, but at the selection stage of election administrators have represented good or bad the image and culture of selection from the election management body. The selection or recruitment of election organizers is the door of professionalism from the electoral institution in this case the KPU, the selection process for human resources to become election organizers must have standard values and reference capacities and competencies, this is the main capital to realize the professionalism of election and election organizers that have values high integrity (Sasangka & Zulkarnaen, 2019; Widodo, 2021).

Variables of culture and work system, also determine the variable of independence, in many studies, many scholars have examined the phenomenon of the independence of election administrators and their relationship to electoral malpractice. Syafriande (2019) explains the problem of the independence of election administrators in relation to malpractice

in the phenomenon of the verification process of political parties, according to him there has been an intrigue of cheating through patron-client consensus between political parties and election administrators, this phenomenon is certainly a problem regarding the degradation of the independence of election organizers (Jurnal et al., 2019). The phenomenon of electoral malpractice in the form of patron-client referring to Sarah Birc (2007) is an action taken by political elite actors who have interests and efforts to intervene in election organizers (Sarah, 2011).

#### *Integrity of Ad Hoc Election Organizers*

Ad hoc is to explain a committee/organization formed for a certain period of time in order to run or carry out a special program. Ad hoc committees are usually formed to prepare for the establishment of an agency or organization that urgently requires the handling of the special committee (Визгин, 2013).

The Ad Hoc Election Organizing Body or often called the District Election Committee is the authority that most often commits electoral fraud practices. The District Election Committee is an institution that has direct contact with election participants because it works at the lower level, is temporary in nature and is at the forefront of serving voters and election participants.

The Election Committee is often regarded as the backbone of democracy, but at the same time it is the main cause of election integrity problems, considering its very crucial role in voting and counting votes because several crucial stages of the Election are carried



out by the District Election Committee. Starting from the distribution of logistics, voter registration, updating of voter data, voting, counting of votes to recapitulation at the lower level (sub-district) carried out by the District Election Committee. All of these stages are gaps in the practice of electoral fraud (Iqbal, 2020).

In the implementation of the election that the Ad Hoc Election Organizer is like the PPK is the spearhead of the success of the election. To lead to the successful implementation of the role of ad hoc Election Organizers is the key. However, Ad Hoc Election Organizers often have weaknesses that keep recurring, one of which is the relationship with Human Resources (Muhammad, 2019b).

The principles of election management refer to a set of value systems required by law to produce election administrators with integrity. Given that their main task is related to the mechanism of converting votes into credible state administrators through elections, the election administrators must be held by people who have the qualifications to produce democratic, honest, fair, and with integrity elections. Referring to the standards of the International Institute for Democracy and Electoral Assistance (International IDEA), there are philosophical and normative foundations that become the main principles of election organizers in holding elections, namely:

a. Independent: it is imperative for organizers to behave and act independently in organizing elections. Independence is also shown from the ability of the

organizers to be free from any political interests and pressures.

- b. Impartiality: election organizers must also show attitudes and actions that do not indicate partiality to election participants, whether parties or candidates.
- c. Integrity: election administrators are also required to have a strong personality and commitment to carry out their duties and authorities to control all electoral processes in accordance with applicable legal rules and norms.
- d. Transparency: transparency is the key to democratic electoral governance. Through guarantees of transparency, election participants and the public are able to access information regarding the implementation of elections both in terms of budget, policy and accountability for all stages of election administration.
- e. Efficiency: this principle/principle emphasizes the prudence of the organizers in making election planning that is right on target, the budget is made according to the right needs, is wise, and prioritizes the quality aspect in carrying out the duties of the election administrator.
- f. Professionalism: election organizers must be figures who are experts and master electoral issues, recruited from candidates who have high qualifications as commissioners and prioritize common interests to make elections with integrity successful.
- g. Prioritizing service (service-mindedness): election organizers are required to be able to provide services that prioritize all parties

(parties, candidates, and the community) and prioritize work governance that can be accounted for from the legal aspect (legal framework) (Istikharah, 2019a).

Looking at the principles of election management discussed above, the principle of integrity is one of the most important things that every election organizer must possess. The integrity of the organizers is a condition in which election officials bind themselves in the implementation of general elections. Organizers who have integrity in their position as professionals will try to carry out their duties properly. Integrity as an election organizer makes the officers work full time so that they can be well received by the community in which they work. For this reason, it is deemed necessary to examine the integrity of the organizers more deeply, because an election organizer with integrity means that it contains elements of an organizer who is honest, transparent, accountable, careful and accurate in carrying out their duties and authorities. The integrity of the organizers is important, because it is one of the benchmarks for the creation of democratic elections. In addition, Election Integrity is also very important because this will increase public confidence in the election organizers. Elections with integrity demonstrate the qualities that a democratic country must possess (Rahmatunnisa et al., 2017b).

Integrity should be placed as the main element in every organization/institution. This must be realized, because Integrity is the spirit of an organization. The stronger the integrity, the healthier the organization

will grow. Integrity is a moral embodiment of all human resources in the organization. There are two main behaviors to be indicators of a reflection of an organization with integrity, namely: being honest, sincere and trustworthy and committed; maintain dignity and do not do despicable things (Istikhara, 2019b).

#### *Integrity Issues for Ad Hoc Organizing Bodies*

During the implementation of the election, there were a number of problems, one of which was the problem of human resources. One of the problems that continues to occur in every general election and regional head election is the human resources of Ad Hoc Election Organizers. In general, there are problems faced related to Ad Hoc Election Organizers, namely PPK, including:

1. Legal Basis, regulations that often have multiple interpretations;
2. Recruitment and selection. In this case, several problems were encountered, such as the short recruitment time, nepotism sometimes encountered, and the difficulty of regenerating;
3. Relationships with internal work procedures, lack of understanding of the main tasks and functions of KDP, and organizational structure;
4. Participation, low community participation in the supervision process and assisting the work of ad hoc agency administrators;
5. Honorarium, the low honorarium results in a less than optimal performance of the PP and has the

- potential to injure the electoral democratic process;
6. Understanding of election socialization, weak understanding of KDP in conveying information and good socialization to the community and lack of understanding related to socialization to diffable groups;
  7. Lack of proficiency in technical understanding of voting and vote counting.

The analysis of the list of problems above is obtained from the author's observations in the general election process and regional heads. First, regarding the legal basis which is often difficult to understand by ad hoc agency administrators because it often changes and has multiple interpretations in meaning. This can be handled properly by means of the Sleman Regency KPU holding regular meetings and coordination at each stage and in every new regulation emerges. On the other hand, when problems occur in the field, PPK consults with the Sleman Regency KPU so that they get solutions and can be applied in the field.

Second, recruitment of ad hoc bodies, the selection process related to ad hoc bodies is carried out by usually closing access to information on recruitment of PPK or Panwas down to the public. The sub-district head or community figure is a funnel of information in the sub-district regarding the recruitment of ad hoc bodies, but the sub-district head encourages people to register with the KPU or Bawaslu before targeting the public. At the village level, this usually occurs in connection with closing information or even intervening

in the process of recommending names of PPS. In recruiting KPPS, community leaders play a role in participating in recommending the name of KPPS or even joining into KPPS or PTPS without going through a strict selection. It is considered that it is better for KPPS to involve community leaders who understand the surrounding area than to conduct a strict selection. The culture of meritocracy in the recruitment process for lower-level election administrators is difficult to materialize. Increasingly complex with the weight of the requirements so as to reduce people's interest, and have an impact on the issue of competence and integrity. "We can say that the election issue has actually started at the Ad Hoc level.

Third, the lack of understanding and the main tasks and functions of the organization, this is reflected in the records of the Election Supervisory Body of the Republic of Indonesia, according to Ratna Dewi Pettatolo, the issue of ethical violations by ad hoc agency administrators still dominates in the 2020 Pilkada. Although the numbers are not as high as in the 2018 and 2019 elections, the number of violations Ethics still occurs in the 2020 Regional Head Election (Bawaslu RI, 2020).

The reason for this is the lack of understanding of the organizers of the ad hoc tupoksi in positioning as an independent institution and upholding the ethical values of the administration. Ethics is indispensable in political activities within the framework of democracy, freedom of expression and behavior in a country that adheres to a democratic system, cannot be used as an excuse to abandon ethics in politics.

Ethics is a science that discusses human good and bad deeds as far as the human mind can understand. And professional ethics there is a strong awareness to heed professional ethics when they want to provide professional expertise services to people who need the code of ethics for election administrators is a unity of moral, ethical, and philosophical principles that become behavioral guidelines for election organizers in the form of obligations or prohibitions, actions and/or appropriate or inappropriate remarks made by election organizers (Muhammad, 2019).

Violation of the code of ethics for election organizers is a violation of the ethics of election organizers based on oaths and/or promises before carrying out their duties as election organizers. The purpose of the code of ethics for election administrators is to maintain independence, integrity, and credibility (Frank & Coma, 2017). Fourth, low public participation in finding out information about the recruitment of ad hoc organizers makes the recruitment process closed and nepotism occurs. as a loophole to do damage to democracy.

Fifth, the problem of low honorarium and unbalanced workload. This has become a problem for the ad hoc committee to act independently due to the temptation of offers from vested interests to injure democracy. Performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned. One of the factors suspected of influencing a person's performance is the honorarium

received. Honorarium is one of the important things for every person who works in an organizational institution, because with the honorarium obtained a person can meet his needs.

Sixth, understanding of socialization, the problem faced by ad hoc level organizers is the lack of understanding of the delivery of socialization information to the community. This is because the ad hoc level organizers are busy with technical matters that are so tight with tight time. As with updating the voter list, which drains the energy of the ad hoc ranks, especially at the sub-district and sub-district levels. Increasing skills in socializing in front of the community are often not honed and understanding of the delivery of socialization to marginalized groups such as diffable is often not able to be touched due to lack of capacity.

Seventh, technical understanding, technical understanding which is often not evenly understood by all ad hoc election organizers is also a problem when carrying out technical activities such as voting and counting votes in the field. This is because Bimtek to ad hoc level organizers is too tight and not evenly distributed to all members. As a result, errors occur which result in technical or ethical violations and make it common for re-voting and recounting of votes. The research results and the discovery must be the answers or the research hypothesis or research question stated previously in the introduction part.

## CONCLUSION

Elections require the organizing body (General Election Commission) to work and comply with the principles and ethics of professionalism and integrity, this is to lead to the implementation of honest and fair elections, especially in the aspect of organizing institutions.

From the explanation above, it can be concluded that the implementation of the Sleman Regent and Deputy Regent Elections in 2020 cannot be separated from the success of holding elections with integrity. Elections with integrity in Sleman Regency in 2020 recorded their own history, this can be seen from the increasing number of community participation compared to the previous election period.

The election results are also influenced by elements of the organizers who have adequate capacity. Strengthening human resources for Ad Hoc Election Organizers such as PPK requires a breakthrough and innovation by the KPU in stages. This strengthening can be done through political education by the KPU on an ongoing basis in the community so that the public also understands the importance of elections, election integrity, and the integrity of election administrators. Considering that Ad Hoc Election Organizers such as PPK are only formed when approaching the contestation process, this political education is part of recruiting candidates for Ad Hoc Election Organizers such as PPK.

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