

ABSTRAK**ANALISIS SISTEM REKRUTMEN ANGGOTA BARU
PARTAI SOLIDARITAS INDONESIA (PSI)
KABUPATEN OGAN KOMERING ULU****OLEH:****VINCENCIA KOMANG TRI ELSA
NPM:1952030**

Modal awal kemajuan organisasi terletak dari ketersediaan sumber daya manusia yang berkualitas. Kualitas diartikan terdidik sesuai dengan tugas dan kewajiban, atau mempunyai pengalaman praktek atau fungsional. Serta dengan rekrutmen dilakukan seleksi kesesuaian antara karakter anggota dengan sistem nilai dan ideologi partai politik. Adapun yang dimaksud dengan rekrutmen politik adalah dimana proses oleh partai politik dalam mencari anggota baru dan mengajak orang berbakat untuk berpartisipasi dalam proses politik. Masalah dalam penelitian ini adalah bagaimana sistem rekrutmen yang dilakukan PSI Kabupaten Ogan Komering Ulu dalam melakukan perekrutan anggota baru.

Jenis penelitian ini adalah deskriptif kualitatif, penelitian ini dilaksanakan pada tanggal 2-30 November 2022. data yang dikumpulkan melalui observasi, wawancara dan dokumentasi. Hasil analisis data wawancara diperoleh dan disusun secara teratur dan metodis.

Berdasarkan hasil olah data di lapangan diperoleh kesimpulan bahwa sistem rekrutmen anggota baru Partai Solidaritas Indonesia Kabupaten Ogan Komering Ulu, lebih mengedepankan sistem patronik, artinya dipilih karena adanya faktor kedekatan pertemanan, kekerabatan ataupun kekeluargaan antara pengurus partai dengan anggota baru di mana dalam proses rekrutmen pengurus Partai Solidaritas Indonesia membagikan bantuan sosial. Namun kedepannya diharapkan PSI akan melakukan rekrutmen dengan cara membuat platform sesuai prinsip yang ada di PSI dan memperoleh anggota yang berkualitas sesuai dengan ideologi PSI.

Kata Kunci: Sistem Rekrutmen, Partai Solidaritas Indonesia

ABSTRACT

***Analysis Of The Recruitment System For New Members
Of The Indonesian Solidarity Party (PSI)
In Ogan Komering Ulu Regency***

BY:

**Vincencia Komang Tri Elsa
NPM: 1952030**

The initial capital of organizational progress lies in the availability of quality human resources. Quality is defined as being educated in accordance with duties and obligations, or having practical or functional experience. As well as with this recruitment, a selection is for suitability between the character of the members and the value system and ideology of the political party. As for what is meant by political recruitment is where the process by political parties in seeking new members and inviting talented people to participate in the political process. The problem in this research is how is the recruitment system carried out by PSI Ogan Komering Ulu Regency in recruiting new members.

This type of research is a qualitative descriptive. This research was conducted on November 2-30 2022. Data was collected through observation, interviews and documentation. The results of the analysis of interview data were obtained and arranged regularly and methodically.

Based on the results of data processing in the field, it was concluded that the recruitment system for new members of the Indonesian Solidarity Party in Ogan Komering Ulu Regency prioritized the patronic system, meaning that they were selected because of the closeness of friendship, kinship or kinship between party officials and new members where in the process of recruiting party officials Indonesian Solidarity distributes social assistance. But in the future it is hoped that PSI will carry out recruitment by creating a platform according to the principles of PSI and obtaining quality members according to PSI ideology.

Keywords: Recruitment System, Indonesian Solidarity Party