

THE ROLE OF GOLKAR INSTITUTE IN STRENGTHENING THE COMMITMENT OF YOUNG CADRES OF THE GOLONGAN KARYA POLITICAL PARTY IN THE REGIONAL POLITICAL ARENA

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ABSTRACT

Muhammad Kholid Syaifullah, Faculty of Teacher Training and Education, Mulawarman University. The Role of Golkar Institute in Strengthening the Commitment of Young Cadres of the Golkar Party in Regional Politics. under the guidance of Dr. Jamil., S.Pd., MAP as Supervisor I and Mrs. Endang Herliah., S.Pd., M.Pd as Supervisor II. The purpose of this study is to analyze the role of the Golkar Institute and the obstacles encountered by the Golkar Institute in strengthening the commitment of young cadres, identifying solutions through programs and activities outlined in the work program and measuring the impact of the program on young cadres in contesting in the regional political arena. This type of research is descriptive qualitative. This research was conducted from August to October 2024. The subjects of this research were the Chairman of the Board of Directors, Academic Manager, and several alumni of the Golkar Institute who are dynamic in regional politics. Data collection techniques used observation, interviews, and documentation. Data analysis techniques used the Miles and Huberman model. Data validity used data triangulation. The results of the study show that the growth of commitment and awareness of dynamics in the regional political arena is supported by the quality and capabilities of young cadres. Golkar Institute as an educational and training institution has a great responsibility in providing knowledge and skills. Various obstacles both internally and externally are faced with various optimizations of work programs such as training, Executive Education Program For Young Political Leaders and so on. These various efforts are made to prepare quality cadres who are ready to serve in the region through direct contributions.



INTRODUCTIONS

Based on social science terminology, human personality is defined as an organization to determine how to socialize with other individuals followed by other ways of adapting oneself to one's environment. This form of interaction then underwent development, which is poured into various social concepts such as the leadership system that applies in the interaction process. Basically, leadership is a process of interaction that occurs between individuals with individuals, groups, or communities to achieve common goals (Kariyadi & Suprpto, 2017). In general, leadership can be seen through various forms, such as family leadership, community leadership, or organizational leadership. In the context of this research, one manifestation of this form of leadership is the birth of a political party.

Judging from its meaning, the party comes from the Latin word "Partire", which means to divide (Setiawan, 2018: 351). etymologically according to Jimly (in Muhammad Ali Syafa'at, 2011: 30) Assiddiqie comes from the word part which means part or group that refers to the meaning of grouping people based on certain similarities such as goals, ideology, religion, or even interests. According to Miriam Budiarmo, a Political Party is a structured organization with members who have the same goals, values and vision (Mana, 2023). This political party has a proactive desire in the process of government development while also carrying out supervision, and fill public positions in government structures (Sumarzan, 2021).

According to Law Number 2 of 2011 concerning amendments to Law Number 2 of 2008 concerning Political Parties, it provides an understanding related to political parties which explains that a political party is an organization that is national in nature and is formed by a group of Indonesian citizens voluntarily on the basis of a common will and ideals to fight for and defend the political interests of members, society, nation and state, as well as maintain the integrity of the Unitary State of the Republic of Indonesia based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Legally, it provides an understanding that Political Parties are formed to fight for and defend common interests. In other words, Political Parties can be a tool to ensure that democracy and all members of society have equal opportunities to contribute to the Indonesian nation.

Political parties play a role in the process of political socialization to obtain attitudes and orientations towards political phenomena that apply in society (Belladonna, 2018). In general, this is what will shape political culture and support political principles and culture in the community. To provide legitimacy to the concept of attitudes and orientations, political parties must function as a means of political recruitment, in other words the process of party movement, the process of recruiting quality cadres to become internal and national leaders (Yusri, 2020). The quality of these resources greatly determines the success of the party in facing challenges and adapting to changing times (Azeem Marhendra Amedi, 2022). In other words, the cadre process that applies in a political party can be the lifeblood of a political party. Based on this view, political parties that have a strategic role in today's democratic life need to make improvements in the cadre development system (Ristiyawati, 2019).

The Golkar Party (Golkar) is one of the leading political parties in Indonesia which has a long history and a difficult journey (Farhan, 2023). In a political party it is known as a young cadre. Young cadres are a reserve asset for political parties in facing various political challenges by optimizing their abilities and potential. As one of the parties that is struggling in various general election processes, Golkar realizes the importance of having ownership of the quality and potential of quality cadres in facing increasingly complex political challenges in Indonesia. The quality of human resources as the driving force of political parties is an undeniable factor in determining the direction of movement and political party cadre formation process. Based on the various dynamics and problems that have emerged in the political order in Indonesia, an idea was born from the Golkar Party by establishing an education and training body, namely the Golkar Institute, as a means of strengthening and developing the capacity of cadres on September 8, 2020 (Golkar's official website, January 2, 2023).

In order to produce quality and competitive cadres, Golkar Institute is committed to producing future leaders, optimizing the formation of character and competent young generation as policy holders in Indonesia in general and in the regions in particular. Golkar Institute has a vision to achieve innovative political leadership, integrity, high work ethic and globally competitive in carrying out the mission of realizing good governance. The mission of Golkar Institute is to become a leading political party educational institution that aims to regenerate transformative, competent,

innovative, integrity political leadership, has a high work ethic and is able to compete in realizing Indonesia's progress. Golkar Institute plays an important role in providing comprehensive political education and character formation to young cadres by relying on in-depth knowledge and understanding in various disciplines.

As a form of response to various progress and demands that occur, Golkar cadre regeneration has its own challenges and obstacles. The free flow of globalization and the rampant deviation and abuse of power give a negative label to a political party. Not to mention the rampant *trend of* practical politics and the struggle for power between political parties that increasingly shift the realm of cadre formation creating various forms of threats that increasingly shift the values that are the mainstay of political parties. The problem that is no less crucial is related to the presence of a shift towards a higher output priority compared to the outcome and various other problems that ignite problems in the process of giving birth and forming young cadres of the Golkar political party also provide dark notes that must be followed up as soon as possible. Based on these problems and considerations, the author conducted research by identifying and analyzing how "The Role of the Golkar Institute in Strengthening the Commitment of Young Golkar Party Cadres in the Regional Political Arena" as one form of effort and product of scientific research based on scientific considerations with various leading sources.

RESEARCH METHOD

This study uses a qualitative approach with the type of research conducted being descriptive qualitative with the focus of the research being the Role of the Golkar Institute in Strengthening the Commitment of Young Cadres of the Golkar Party in the Regional Political Arena. The research was conducted for approximately 2 (two) months, namely from August to October 2024. This research was conducted at the Golkar Institute activity location located at the DPP Partai GOLKAR, Mezzanine Floor Jl. Anggrek Neli Murni 11 A, Kemanggisan, Palmerah, West Jakarta 11480 and several additional locations that were selected because of the presence of Golkar Institute alumni who are involved in politics and government such as Samarinda City and Bandung City. Data collection techniques in this study were by conducting observations, interviews, and documentation studies. While data analysis techniques were through data collection, data reduction, data presentation, and drawing conclusions.

RESULT AND DISCUSSION

1. The role of the Golkar Institute in strengthening the commitment of young Golkar party cadres

a. Role as political education

Based on the recommendation of the 10th Golkar Party National Conference in 2019 to increase the capacity of party cadres, it is necessary to establish an educational and training institution, namely the GOLKAR INSTITUTE. This ideal is also realized in the participant recruitment process which is not only focused on party cadres in particular but also provides open opportunities for the general public. Based on the results of an interview with AH as Chairman of the Golkar Institute Board of Directors on August 20, 2024 regarding the establishment of the Golkar Institute and openness as a means of general political education, as follows;

"Golkar Institute was born from the recommendation of the results of the 2019 Golkar Party National Conference with the main focus of increasing the capacity of Golkar cadres and providing opportunities for the general public who want to know and learn politics, public policy directly from political parties, namely at the Golkar Institute."

The author also conducted an interview with BJ as Member of the Bandung City DPRD who is an alumni of GI Batch 14 on September 12, 2024 regarding the form of Political education implemented by the Golkar Institute for young cadres. The following are the results of the interview;

"The implementation of education by the Golkar Institute was carried out for approximately 7 (seven days) where every day each participant was presented with very high-quality materials and of course filled by resource persons who are *experts* in their fields. Each session is certainly filled with various kinds of discussion dialectics for each participant to be actively involved, this experience certainly makes scientific insight wider and of course gives birth to its own awareness as a stimulus to play an active role in political spaces."

Based on the results of interviews conducted by the author related to political education *items*, several important pieces of information were obtained, namely that; 1) The main focus that the Golkar Institute wants to build is not only focused on increasing the capacity of party cadres but also education for the general public, 2) one form of political education is by providing a discussion space with *expert speakers* in the relevant field.

b. Political recruitment

In general, the purpose and objective of establishing the Golkar Institute is to produce the best cadres in Indonesia and the Golkar Party who have transformative leadership accompanied by management competence in managing public institutions, especially government institutions. This is in line with interviews conducted by researchers with several key informants. Based on the results of an interview with AH as the Chairman of the Golkar Institute Board of Directors on August 20, 2024 regarding the Urgency of the Golkar Institute in implementing young cadre development as a means of political recruitment, as follows;

"Golkar Institute with full awareness has the responsibility to produce a quality political axis. This awareness is what then made the Golkar Institute a political forum that is open to various developments in the science of politics and government."

Based on the results of the interview conducted by the author, there is one important point in the political recruitment process carried out by the Golkar party through the Golkar Institute through various positive activities and this coaching is intended to accelerate the goal of the Golkar party as a quality political axis in realizing *Good governance* towards Advanced Indonesia.

c. Cadre development

Cadres in a political party are the main energy to continue to progress and work. As a product of a party that has goals and ideals of a long history in Indonesia, there is a growing awareness of the importance of having quality cadres in facing various forms of increasingly limitless political challenges. The process of cadre development efforts carried out by the Golkar Institute is reflected through various programs and activities that lead to increasing capacity and quality.

Implicitly, the concept of the role in terms of increasing capacity was stated by the Chairman of the Golkar Institute Board when interviewed by the author on August 20, 2024 as follows;

"The Golkar Institute is in the form of a foundation that is formed autonomously and managed by professionals, not just by politicians. From here the main goal is to increase the capacity of party cadres and young people."

Based on the brief presentation given by *the key informant* to the author, several important notes were obtained regarding the improvement of cadre capacity, namely; 1) Golkar Institute is an autonomous foundation, 2) the orientation of coaching and improving cadre capacity should be directed as much as possible towards the vision of Golkar Institute, namely towards political leadership that is transformative, innovative, has integrity, has a high work ethic and is competitive and has a global perspective in realizing *good governance*.

d. Inclusivity

This concept refers to the principle of providing the widest possible opportunity for all generations with potential, regardless of background, ethnicity, religion, race, gender, disability, or internal party political views. This means creating a fair and equal environment where every young cadre has the same opportunity to develop, learn, contribute, and lead.

As an opening step to the concept of inclusivity, the author conducted an interview with AH on August 20, 2024, who is the chairman of the Golkar Institute board, who stated that;

"We realize inclusive political education with open participation, both party and non-party cadres through various programs. The main point is how to realize more inclusive political education."

2. Obstacles encountered by the Golkar Institute in increasing the commitment of young cadres

a . Factors Causing Internal Obstacles

Internal factors causing obstacles faced by Golkar Institute in increasing the commitment of young cadres are born from the body of Golkar Institute itself. These factors include the condition of Human Resources that manage and develop as well as the structured system implemented by Golkar Institute.

The following are the results of the author's interview with RA as the Academic Manager of the Golkar Institute on August 25, 2025 regarding the Relevance of the Curriculum and training methods used by the Golkar Institute;

"Actually, this is related to the main tasks and functions of the field that I am in charge of where the academic manager is responsible for determining how the material is delivered, compiling the learning curriculum, to determining who the speakers are and the participants under supervision. Sometimes what becomes difficult is related to the relevance of the curriculum used in each batch, which can be different. The approach taken must be ensured to be implemented in the post-forum process or practical political field"

Based on this, important information was obtained that the relevance of the curriculum and inappropriate training methods will affect the implementation of values when being dynamic in practical politics by Golkar Institute alumni when they return to their respective regions.

b . Factors Causing External Barriers

External factors that must be faced by the Golkar Institute refer more to the social and political situation in Indonesia. This is based on the fact that changes in the social and political climate in Indonesia will affect how the concept of politics and government is formed in an intellectual forum.

This situation is in line with the interview conducted by the author with AH as Chairman of the Golkar Institute Board when interviewed by the author on August 20, 2024;

"Basically, the social and political conditions and situations in Indonesia will more or less greatly influence the process of developing young cadres. For example, related to public perception. How is the public perception of the Golkar Party and politics in general? Negative perceptions can make young cadres reluctant to get involved or even have no interest in the Golkar Institute."

The author also obtained supporting information obtained through the results of interviews with members of the Bandung City DPRD as alumni of GI Batch 14 who stated that;

"Actually, this external factor should be a serious concern. For example, something as simple as Golkar Institute should be able to measure how current issues are developing today. How high is the level of political participation among the younger generation? And the things that may accompany it. Because basically, a low level of participation can reduce the interest of young cadres to be actively involved."

Based on the information from the interview results conducted by the researcher, initial information was obtained regarding external factors that provide obstacles faced by the Golkar Institute in increasing the commitment of young cadres, there is some important information as follows, including: 1) Social and political turmoil, and 2) the level of political participation.

3. Golkar Institute's work program in supporting young cadres to overcome the obstacles they face

Golkar Institute was created as a medium for every cadre or community who wants to deepen their understanding of politics and public policy that will ideally be optimized in the future. In forming young militant cadres who have quality and capacity, Golkar Institute has several programs and policies with various focuses and objectives. However, in this study the author has a focus on discussions related to training and education.

a. Executive Education Program for Young Political Leaders

Political Leaders in the program initiated by the Golkar Institute refer to individuals who have the potential and aspirations to progress and have a strong desire in the world of politics, especially those referring to the understanding and skills of the ideological framework and struggle platform of the Golkar Party.

This concept is of course in line with the understanding that is instilled as a result of an interview conducted by the author together with AH, Chairman of the Golkar Institute Board on August 20, 2024 as follows;

"That everyone has the potential to exceed their current abilities. Armed with the belief and passion to form and give birth to transformative political leadership, innovative towards development and have other things that have the potential to help realize good governance. Therefore, Golkar Institute does not only provide a place for cadres but also young people who have an interest, want to learn and are willing to follow the stages until finally they can be declared as alumni of Golkar Institute."

Based on the information, it was obtained that Golkar Institute pays more attention to forming and producing transformative political leadership, innovative towards development and has other things that have the potential to help realize good governance. In general, Political Leaders here can include young members of the Golkar party, young political activists, young professionals who are interested in politics as well as students and alumni of social and political sciences.

b. Public Lectures

Public Lectures is a medium created by the Golkar Institute to accommodate and facilitate the process of public dialogue which is an open forum organized by the Golkar Institute to bring together experts, practitioners, and influential figures from within and outside the country with the general public. Additional information related to the Public Dialogue organized by the Golkar Institute was obtained by the author through an interview between the author and AH who is the Chairman of the Golkar Institute Board of Directors;

"All work programs implemented by the Golkar Institute have very important support for the formation of young cadres who are militant and have the capacity to understand the world of politics, one of which is the implementation of public dialogue activities with national and international sources.

Based on the interview results, it was found that the Public Lecture work program is an important forum for participants to meet leading national and international socio-political figures.

4. The Impact of the Golkar Institute Program on the Participation and Commitment of Young Cadres in Regional Politics

The program designed by the Golkar Institute systematically aims to increase active participation and strengthen the commitment of young cadres in the political arena [in general and in the regions in particular. Directly through various activities, Golkar Institute contributes to improving the quality of democracy by training cadres to have knowledge and capacity as a leader. These cadres will become agents of change who encourage more transparent, accountable, and participatory political practices.

a. Short-term

One of the targets of the Golkar Institute program implementation with various existing work programs is the honesty of progress that can be identified directly. In general, the short-term impacts that are present can be in the form of several things related to increasing the knowledge and capacity of young cadres in the intellectual forum that is implemented. The emergence of increased self-confidence and motivation possessed by young cadres. The presence of mentoring from various lines, both by senior political figures and interactions that arise with inspiring speakers will create strong motivation and self-confidence. This increase in self-confidence can be seen through various indicators that show the involvement of young cadres in political discussions and debates presented in the forum.

b. Long-term

Investment in the development of young cadres through the Golkar Institute will ensure sustainable leadership regeneration both in the Golkar Party and in the regions. Competent and integrated young cadres will be ready to replace the previous generation of leaders and lead the party towards a better future. In addition, the active participation of young cadres in the regional political process will improve the quality of democracy in the regions. Young cadres will bring fresh ideas, new perspectives, and a positive spirit of change.

The concept above is the answer to the question related to why the Golkar party must have a forum for developing and fostering human resources. In line with the results of the author's interview with BJ, a member of the Bandung City DPRD as an alumni of GI Batch 14 :

"The Golkar party arena is a party that focuses on the space of cadre formation and regeneration, therefore young cadres become the hope and support, where they are the most important entity, how the output can become superior to be able to provide the best for the people."

To try to look deeper into the long-term movement of the Golkar Institute, especially in the East Kalimantan region, the researcher asked about the existence of the Golkar Institute specifically for the East Kalimantan region :

"Previously, there was a Golkar Institute specifically for the East Kalimantan region, but it was seen as not being as effective as when it was centered in Jakarta. So the Golkar Institute specifically for the East Kalimantan region was abolished and centered in the center, namely Jakarta."

Based on the above explanation, the Golkar Party's future projections are expressed through the development of quality cadres who will compete in their respective regions. Thus, the Golkar Institute program has a significant impact both in the short and long term on the participation and commitment of young cadres in regional politics. Through capacity building, encouraging active participation, and strengthening commitment, the Golkar Institute contributes to creating the next generation of the party who are ready to lead and develop their respective regions throughout Indonesia .

CONCLUSION

The growing commitment and awareness that the sustainability and glory of the party in the future will be supported by the quality and capability of human resources, especially its young cadres. Commitment and the willingness to continue to improve are the main foundations that support ideological struggle, dedication to public service, and loyalty to the party and the dynamics of the journey of the political world in Indonesia. With the awareness of fulfilling these obligations, the Golkar Institute is present by providing quality forums. Thus, the Golkar Institute becomes a strategic investment to ensure the sustainability of the Golkar Party as a relevant political force and contributes positively to the progress of Indonesia through the various strategic roles of the Golkar Institute.

Golkar Institute as an educational and training institution of the Golkar party, has a great responsibility to equip young cadres with various general knowledge, skills in individual and political leadership, and the values needed to become future leaders. The obstacles faced by Golkar Institute are influenced by internal and external factors of the institution. Internal factors refer to elements that are under the direct control and management of the Golkar Institute, such as the use of a curriculum that must be adapted and updated. Meanwhile, at the external factor level, it is influenced by the dynamics of national political changes and the socio-cultural conditions of society.

An effort is needed in the form of optimizing the work program by the Golkar Institute in order to support young cadres in overcoming various obstacles. Some efforts made by the Golkar Institute are the presence of programs such as the Executive Education Program For Young Political Leaders or YPL is one form of educational program that has a focus on three important areas, namely leadership, politics and economics, Public Lecture is a means of processing and dynamics using interactive discussion methods with experts, practitioners and inspiring figures in various fields at national to international levels.

Golkar Institute organizes various programs that have outputs in increasing the capacity and capabilities of young cadres, especially in preparing quality cadres to serve in their respective regions.

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