

# ANALYSIS OF ORGANIZATION BEHAVIOR OF MEMBER FROM POLITICAL PARTY IN INDONESIA

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**Abstract :** The purposed of this study was to analyse the behavior of political organization in Indonesia. Recently, political elites and member of political parties simply moved the other party (leafhopper). This behavior made political party become weak and difficult to build a democracy. As the study sample, would be taken from the secondary sources of election results in 2009 and the results of the 2012 election, for the first round of the Governor of Jakarta. The main consideration using this sampling, because Jakarta as the Capital of the State already became a barometer elections in Indonesia. From the results of data processing, founded the correlation coefficient to  $r = 0.393$ , which indicates the inconsistencies voters using their vote's rights based on political party. From the above phenomena, variables to be analyzed from a political party organization behavior approach was : perceptions, values and ideology, organizational understanding, commitment, and personality. From the analysis, will be found why elite party members easily switch from one party to another. Further to this, according to research result, we would given recommendations based on a behavioral approach political organization in Indonesia, including how to strengthen the party's ideology and increase members' commitment.

**Keywords:** Commitment, "leafhopper", Political Party Behavior, Values as Ideology.

## INTRODUCTION

Organization is a social unity where consciously coordinated, interaction patterns which requires its members to live in balance and harmony in order to achieve a common goal. On the social organization, the members get certain rewards such as the increasing self-esteem, social interaction and pride as members of the organization and made them enable in helping others. The bigger focus of organizational behavior with a broader definition of the effectiveness of an organization called the theory of organization. Organization theory is not only concerned with the achievement and attitude of the members, but also the overall organization's ability to adapt and achieve goals (Robbins, 1990). Interaction between members of the organization as individuals or groups within the organization, became a micro view of organizational behavior.

Organizational behavior is a discipline that studies how individual behave in groups and their impact on organizational performance. Organizational behavior is also known as the field of special academic research that studied the organization, using the methods of the various sciences. Aspects of the individual's behavior, who typically studied in organizational behavior were perceptions, values, knowledge, motivation (commitment), and personality (Robbins, 1990). In particular, the organization as a political organization is an

important part in the formation of the social order to a legitimate government territory. Political organization as a group of concerned and involved in the political process, generally called political parties. In Indonesia, political parties are a national organization and was formed by a group of volunteer citizens, on the basis of equality will and the means to fight and defend the political interests of the members, the community, state and nation as well as maintain the integrity of the Unitary Republic of Indonesia and this already described in Constitution of 1945 (Act No. 2, 2008). Functions of political parties as a means of political education, the creation of a conducive environment, the voice of politics, political participation and political recruitment.

In fact, in Indonesia, the movement of party elite members from one party to another (fleas), showed no loyalty to the party organization. Movement politicians indicate splitting sound (split voting) in election, the people who choose a particular party at the district level may not choose the same party at the central level. Transfer of the party for the sake of pragmatism, of course bad for democracy. With switch-displacement elite and members of the party, the party becomes very difficult to build a strong and doing succession planning. As the sample in this study, will be processed and compared the secondary data (indirect observation) regarding the displacement of voters from the election of members of Parliament in 2009 and the Jakarta governor election results (first round) in 2012.

The aims of this short study was to analyze the fundamental things about organization behavior of political party in Indonesia, especially in the easy moving (leafhopper) of political elite and it's members, by using secondary data from general elections in Special Regional Province of Capital City (Daerah Khusus Ibukota/DKI) Jakarta, so it can recommend the most appropriate solutions in the future.

## **THEORITICAL BACKGROUND**

### *A. The Organization Behavior in Politics*

The organization is a group of people in a container for a common cause. In the social sciences, organizations studied by researchers from various disciplines, especially sociology, economics, political science, psychology and management. The study of the organization is often called the organizational studies, organizational behavior, or the organization analysis.

Organization is a structured framework that contains powers, responsibilities and division of labor to run something specific functions. The nature of

collaboration in the organization over an associative character of cooperation (associations of people having common interests). Some of the basic requirements to form an organization is to have needs or goals that can not be met alone, have something to contribute to the organization, as a container for gathering, and fellow association members. In the political context of a political organization is a group that has an interest and get involved in the political process, and actively play a role in determining the fate of a nation. Political organizations can include many different types of organizations such as advocacy groups who are lobbying to change politicians, think some ideas to propose alternative policies and candidates in the general election. In a larger sense, a political organization is a political party that can be considered as a country's political system, and the interactions that occur within an organization political behavior. Political behavior displays regularities that need to be formulated as generalizations are then verified or verifiable truth (Somit, 1967). Organization Behavior of a political party is one of important indicators for the existence of a democratic government system. Aspects of political behavior will be discussed, including perceptions, values, understanding political organization, commitment and personality.

### *B. Perception*

If someone wants to get out of the membership of an organization, such as when a person feels the group is no longer give a positive contribution to social identity. Tajfel (1982) indicates the mode symbolically leave the group by way of psychological considers himself no longer part of the group. In the form of cognitive psychological processes that everyone in understanding the information about the environment, through the five senses is a perception. In essence, to understand the perception lies in the recognition that this perception is a unique interpretation, not a right thing for the situation. The cognitive map representation photographic is more considered instead of a physical reality, but rather a personal construction, selected according to the interests and understood according to habit. Complex cognitive process that will result in a unique picture of something that is very different from reality. Woolfolk (1993) said that the meaning we attach to the information received through our senses is called perception. This meaning is constructed partly from objective reality and partly form the way we organize the information based on our existing knowledge. An organization including political parties can achieve this goal effectively if leaders and members have the same perception.

Common perception among members of the party are forces to think and act in a coordinated manner.

### *C. Values*

Standard values are received by members of the group, including political parties, which have certain characteristics and an understanding of the agreement. Value was established as the things that are important to the party, and accepted in varying degrees by the members. Thus the value of an agreement that must be understood to be the rule among the party members. In general set of values will be organizational behavior that can be expressed as a way of thinking, ways of working, and how to act the party members in performing their job duties respectively. Activities of political parties associated with the values and behaviors that are an expression of the basic assumptions, would be the party's ideology. Political ideology is set of values, ideas, and beliefs, a person or a group, form the basis for determining problematic attitudes toward politics and political behavior (Budiardjo, 2008). Thus political ideology can be described as a set of values, norms, and behavior expression that determines how people interact and what they do in the political parties.

### *D. Understanding Political Organizations.*

Politics is an activity to develop and use their resources to obtain the desired results. Politics is defined as a pattern of strong links between people and involving the control, influence, power and authority (Dahl 1957). Elements of the internal politics of political organizations such as internal factors, culture, and management style, influence political elites in carrying out the functions of management. Political party organized as a group which have a certain ideology and formed a special purpose. The group organized its members have orientation, values, and ideals are the same. The group's goal is to gain political power and seize the political constitutional manner. Political parties as a means of financially independent in politics, have a platform, carrying interest groups, and political development as contributing political superstructure, can bridge the political elite in order to achieve political power in a country. According to Friedrich (1967), a political party, is a group of human beings, stably organized with the objective of Securing or maintaining for its leadders the control of a government, with the further objective of giving to members of the party, through such control ideal and material benefits and advantages. In addition it is also necessary political system to be clean and transparance (Healthy Party), as the functionality and quality of the relationship between the organization's

members. A healthy party has three main features: First, there is an effective integration between individual goals and objectives of the party, because the achievement of the organization, include the achievement of individual goals; Second, the ability and potential of individuals can be optimized to solve the problem of the party; Third, encourage or increase potential of individuals in the party. Health party can be measured by the ability to adjust to solve problems and react flexible to the demands of a changing environment. Health parties should also have a sense of identity, in the party of self-understanding, objectives, and tasks to be performed, and the widespread acceptance by party members.

### *E. Commitment.*

In organization, individuals can interact with all structures associated either directly or indirectly in the organization of their choice. In order to interact effectively every individual should participate as a commitment to the organization. With the participation of each individual can know what things should be done, so that participation can contribute to the group in an attempt to achieve a goal.

Some important elements of participation, among others, it serves as a mental engagement, feelings, and physical, willingness to contribute to the attainment of group goals, and responsibilities, which are accompanied by a "sense of belongingness". As a general definition of political participation is someone or a group of activities to participate actively in political life, such as choosing the head of state and influence public policy. According to Herbert (1972), The term political participation will refer to those voluntary activities by roomates members of a society share in the selection of rulers' and, directly or indirectly, in the formation of public policy. Stronger form of participation (Wagner 1998) is "The Degree to roomates people identify with the organization that employs them, commitment implies a willingness to put forth a great deal of effort on the Organizations Behalf and an intention to stay with the organization for a long time ". The nature of the individual's relationship with the party that allows a person with a high level of commitment showed a strong desire to become a member of the party, a willingness to try your best and a strong acceptance of the values and goals of the party. Commitment to the goal of the party causing them to survive as a party member. Commitment to the values, which imposes limits should or should not be done, it can give firm faith in every member of the party. Commitment refers to the issues of engagement and loyalty. According

Table 1 : The voters comparison between 2009 and 2010 election

NO	NAME of POLITICAL PARTY	THE MEMBER OF REPRESENTATIVE REGIONAL (DPRD) 2009	PERCENTAGE OF VOTER IN 2009	PERCENTAGE OF VOTER IN 2012
1	DEMOKRAT	32	43.08	21.69
2	HANURA	4		
3	DAMAI. S	4		
4	PKB	3		
5	PAN	2		
6	PKS	18	17.23	7.47
7	PDIP	11	16.28	27.14
8	GERINDRA	6		
9	GOLKAR	7		
10	PPP	7	13.4	2.97
11	INDEPENDENT 1	0	0	3.17
12	INDEPENDENT 2	0	0	1.26
13	NON VOTER	0	10.01	36.30
	TOTAL	94	100	100

Source : Commition of General Election

to this approach, commitment is Viewed as an attitude of attachment to the organization, wich leads to particular job-related behaviors. Commitment is seen as a gesture of attachment to the party, which leads to a specific job and related behaviors. Members with high commitment and loyalty will have a strong desire to join the party remained, engaged seriously with the interests of the party, and displays behavior consistent with the objectives of the party. Thus, an attitude that reflects the commitment of loyalty to the party members in the ongoing process in which members expressed concern for the success and progress of the party.

#### F. Personality

The study is a research paper about the party of personal and group dynamics in context, and the nature of the party. Whenever people interact in a party, a lot of factors might be affected, included personality. The main factors that led to the emergence of party switching behavior is the uncertainty in the organization, among other things, the purpose is not clear, achievement and performance measures are not standardized, decision-making processes are not well defined, competition between individuals and groups is high. Personality problems are very complex, including the members of the party. Most experts interpret the critical dimensions of personality is the structure and dynamics of the psyche, and its manifestations in human behavior and society. Personality theory is a science that systematically discusses humans as individuals. This knowledge is to know the individual in relation to the situation, the environment and

everyday experience. This is why the theory of personality focused on the individual properties of the human and connected in concrete situations. In other words, the personality is the characteristic habit of significant individual behavior relating to others (Rechard,1997). In general, psychology experts have no agreement on the exact definition of personality. But personality can be defined as a pattern of behavior and thinking is typical, that determines a person's adjustment to the environment (Atkinson, 1983). Typical term in the above definition, implies a consistency of behavior, that people tend to act or think in a certain way in a variety of situations. The behavior is the result of the interaction between personality characteristics and social conditions as well as the physical condition of a party environment.

#### RESEARCH METHODOLOGY

The aim of this study was to analyze why the elite and members of political parties simply moved the party. For this research, we used the secondary data which described political party voters in the general election in 2009 and 2012 (sample in Jakarta Province). We used sample in Jakarta with consideration of the State Capital, as barometer which reflects the performance of the existing voters' political party in Indonesia. The data used, is secondary data from April 2009 Parliament election results and the Regional Head Election in June 2012. The processing method using the techniques of literature study and correlational techniques using SPSS, to see the extent of the consistency of voters in each party. If the correlation coefficient (r) higher means voters from each party consistent with the

party, and the displacement is relatively low. From the analysis of the data obtained, the correlation,  $r = 0.393$ , and the  $t$  test was not significant. The correlation coefficient describing the relationship between the elections in 2009 with the election in 2012 was very low. Conclusion elites and party members are not consistent in its choice, which indicates they simply moved the party (leafhopper).

## RESULT AND DISCUSSION

In understanding the problem of membership of political parties, the tendency of the flow, and behavior. We might look on the ideology of political parties in Indonesia which were only two: the national parties and religious parties. In fact, fleas capers or transmission of politicians from one party to the other party, indicates a lack of loyalty to the party. Transfer of politicians (split voting) in elections, the one who choose certain parties at the district level, not necessarily choose the same party at the center level. Not a political organization of political parties, but the importance of putting constitutional democracy with a pattern and motif to pursue interests. No wonder if the reality of day-to-day political realities are often faced with the not politeness, as formulated Merkl (1967), Politics at its worst is a selfish grab for power, glory and rich. The logic of democracy in a country, should include three important things: a healthy election to ensure citizens' political rights, participatory decision-making process through a bottom-up mechanism, and the presence of public issues in the media as a form of socialization policy plan countries. However, events in Indonesia, political interests present without clarification process is not suitable with three important democratic orders above. Eventually, there will be privileged elite who appear lonely because he does not reflect the interests of the party and do not consider the needs of the people, and will only come on managerial leadership, not leadership people. Most of the political parties are not business-like response to the problems of our society. It is valued public as evidence of inconsistency between the party slogan and its realization, which caused the voters simply moved to another party. From the results of data analysis, concluded that  $r = 0.393$ , indicating the inconsistency electorate in the political party in Indonesia.

### A. Perception.

In a democratic system, the existence of political parties are basically very dependent on positive image in the public perception. Political parties are the "good" will be able to pan for public sympathy. Instead, political parties about the struggle for the

people tend to be left. No political system independent realizations of abuse of power, making political parties get negative prompting. Legitimacy of political parties is very worrying in Indonesia, in the case of political parties is a key instrument in the political will for preservation, processing, and updates to the political track. Perceptions are important in communication party. Misperceptions have given rise to emotional reactions such as anger, fear of losing position, and influence the way party members understand the message the party. If the surroundings, one feels threatened with the loss of power or prestige, one would lose the ability to capture the meaning of a message was received and reacted aggressively to defend them selves. This has led to an easily moved to other parties.

### B. Values

The phenomenon of politicians often moved by infecting the general election. There are push and pull factors that influence, for instance, politicians frustration at being too old oligarchic party. Political parties in Indonesia are still many who have the character of oligarchy, tend not democratic, and many decisions are determined by the elite, which makes the aspirations of grassroots cadres not accommodated. Disappointment over the old oligarchic party, or ideology that evolved into a strong push a political party politicians moved. Non-fit values and ideology between political party cadres and encourage migration to other political parties. Usually caused among other disposition does not capture ambition, the desire and passion to fulfill political ideology cadres are concerned. Finally, the community can evaluate the footsteps of politicians, whether they move because mistreated by his party or for reasons of ambitious and opportunistic. Terms "leafhopper" mostly become topic discussed in a number of front-page newspaper. The term direct pointing politicians who like to move from one party to the other party to find the permanence position in politics. Although much of the opinion about "leafhopper", the common causative factors why politicians easily moved is because political parties in Indonesia does not have a strict ideology. Without a strict ideology, recruitment of political parties tends to be inclusive and pragmatic orientation to wash many voices. Being a human nature to find the most comfortable position and secure wherever they are, including the political parties. This caused a bit of a strong ideological base. Many political party whose ideology simply print opportunistic cadres. They just make the political party as a vehicle to reach the position of public office. Member of the idealist and not happy with many of the political parties are opportunists, searching party with the same ideology

with their idealism. Every individual has a personal desire for different purposes, the task of the party to be able to menetralisasi desire of its cadres in a strong ideology. Racial opportunists who just want to find opportunity has undermined party and make shareholders regret pure ideology. Eventually some of them go isolate themselves and find rescue boat, because the old parties are considered not quite ideological. Skip ticks term certainly does not appear when each party to apply ideology and loyalty to the true system. Regular public require political parties have ideological and ability, and to be adaptive to the development of democracy.

#### *C. Understanding of Political Parties.*

After the reforms take place, the growth of political parties has been based on the free will of their members. However, the bad side of political freedom emerged, namely pragmatism. Pragmatism in political noose around money, "leafhopper", oligarchic political parties, and lack of socialization has crippled political parties. Much of the district head elections, individuals are more prominent figure, until political parties just as the political vehicle. Political education in Indonesia suffered a setback. As a result of political behavior in the state lost control and regardless of the ethical dimension. This should cause the quasi-legal way to get power, like, blasphemy and defamation, for the purpose of power. Currently there is no longer a political elite that has the ability of high politics-mannered, intelligent, and enlightening. On the other hand describes the current state of political rough lowly, lazy and selfish. Fall of civilization will happen when power is getting wider political demoralization and attitudes more politicians pursue physical pleasure, hedonitis, and komsumtif. This should cause the mind operating under the authority and material desires to pursue pleasure second. Community feeling increasingly anomanik and law follow the temporal power market transactions. Good regeneration will create a team with high militancy and a party to impart ideology, will print a loyal cadre. The lawsuit over the party cadre recruitment would be done if the process does not meet the open and democratic principle. Most of the political parties in Indonesia currently does not have a membership system, regeneration, and transparency recruitment mechanisms. Anyone who is a member of the party is not clear, because the regeneration system is not going well. Causes of migration among other members of the elite and the failure of political parties, internal conflict constellation treats that marginalize some politicians. Those that left the latter taking the rational choice to move, sooner if then they

get faster way to obtain structural position of privilege in the other party.

#### *D. Commitment*

Since reform scroll, constitutional and democratic system has been transformed from sentralistis become autonomous and from authoritarian to be a democracy. But these changes have not been followed by the commitment of political parties, seen from low keridibilitas political parties. The early form of commitment is an increased community participation. High level of participation shows that citizens follow and understand the political problems and want to engage in such activities. It also indicates that the regime in question has validity rate (Legitimacy) high. On the other hand the low participation rate, can be interpreted many citizens are not paying attention to the problems of governance. In general, the low participation indicates a lack of legitimacy. Commitment is marked by the ability to direct the behavior of a realistic aim and ability to set measurable targets. People who are strongly committed to achieving the purpose of having a better outcome in the party and not easy to move the party. Many party members who move means not yet demonstrated a commitment to the party. One should be aware that his own capacity to set a realistic target, so he will survive in a party. Low commitment to the party, because there is no courage to take risks. People who show the courage to take risks is having high aspirations and have a responsibility to pursue the ideals that have been committed, and not easy to move the party. Working for a party with the plan requires self-discipline at a high level of control. Statement at least feeling responsible for the running task incapable party program. The lack of loyalty to the party members incapable relationship with the party. Readiness for self-defense as a member of the party are important in supporting the commitment to the party. Trust members of the party, can be done by modifying the purpose, until the needs and wishes of party members in purpose.

#### *E. Personality*

In the occurrence of an interaction of parties, through a process of mutual influence with personality belonging respectively. Elite not only adjust to the demands of situations, but more proactively change the situation of parties, in particular change to be more productive members. For the elite have integrative personality, will keep faith with members of the organization need to place on their own private needs. Statement elite not do anything right, and yet shows a standard of ethics and high morals. By not motivated people to move around causing many

members of the party. The lack of interaction between the members personally and not responsive individuals and not as a private individual achievement intact, resulting in weak political parties. Elite influence and instruct members by providing models of behavior and how to interact, which is not good has influenced the outcome achievement party tasks. Heaving of the party will focus on elite personality and his member, among others, through good teamwork, a willingness to be a leader and when to be loyal subordinate, accept yourself, others accepted, efficient in work, and free from conflict within himself.

## CONCLUSION

Indonesia is still focused on political problems that have not been substantive (power play, movement and elite members) lies on the weak institutionalization of national politics. Weak political institutions caused by ambiguous constitutional system and lack of political behavior. Political behavior is still centered on the element (personalized politics) instead of institutions (institutionalized politics). In addition, there is the political psychology of symptoms referred to as "political alienation". Perceived political alineasi many people when there is a "distance" is very wide between political processes that occur at the level of elite behavior and political behavior below. People started to not understand, do not believe, can not do to change things, and getting familiar with the political processes. According to Yinger (1973) Political alienation as a form of loss of connection (loss of a relationship), participatory loss (loss of participation), and lose the ability to control (loss of control) in relation to the socio-political processes. There are four main features of political alienation (Finifter, 1977): First, start developing a sense of powerlessness in the community and the people began to doubt whether the parties are able to do something to change the socio-political reality; Second, begin to feel a political meaninglessness, since all decision-making and political processes into something "absurd" and more difficult to predict; Third, the lack of meaningful political values espoused (perceived political normlessness); Fourth, there is a sense of alienation and isolation of the political process, with the most extreme reaction is the process of withdrawing, feeling skeptic, apathetic, and do not want to know with all matters relating to common political interests. This is what happened in Indonesia, so it is difficult to push the level higher political participation and constructive. High political alienation condition likely to result in the withdrawal on the national political activities. Political-untrust can be antisenden not to participate in politics, and

easily moved from one party to another. The lack of support for a sustainable political system, is a very serious problem, it can be "dissolved" its political system of a country. Through the empowerment of civil society as a controller of the political elite, democracy will be able to run perfectly. Political elite chosen to represent the interests of the people should be nominated, selected and controlled by the people, ranging from running until they sit in representative institutions. Thus does not matter if the elected politicians suffer from pathologies of power, as long as all their political behavior for a representative of the people can be controlled by a political system that is clear, and behind a clear system, there are moral control of the "super people" (super citizen).

In developing countries the political parties, despite many flaws, is still regarded as an important means of political life. The involvement of political parties in development, it is important to build a society based on equity and social justice. If political parties are given the opportunity to flourish, may seek participation to tackle the country's problems. Management system may be able to solve problems and enhance commitment to the party: First, commitment to human values, among others, make written rules, hiring good managers and appropriate, and maintaining communications; Second, communicate the mission, among other things, clarify the mission and ideology, charismatic, and use hiring practices based on values; Third, ensure justice organization, to carry out an extensive two-way communication; Fourth, creating a sense of community, among other things, establish homogeneity based on values, fairness, cooperation, mutual support, and being together.

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