

The Role of Political Party Commitment in Improving Cadre Performance through HR Quality, Education, and Training

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ABSTRACT

This study aims to determine the effect of resource quality and training on political party commitment, the effect of resource quality, training and commitment on cadre performance, the effect of resource quality and training on political party commitment through cadre commitment. This study used a quantitative approach, by taking a sample of 128 cadres. Data collection techniques using questionnaire distribution, while data analysis techniques using path analysis and sobel test testing. The results of the research findings that resource quality has a positive and significant effect on commitment, training has a positive and significant effect, resource quality has a positive and significant effect on cadre performance, training has a positive and significant effect on cadre performance, commitment has a positive and significant effect on cadre performance. The results of the mediation test found that commitment can mediate the effect of resource quality and training on cadre performance at the Golkar party Dpw office in Southeast Sulawesi province.

Keywords: quality of resources, education and training, commitment and performance

INTRODUCTION

The development of the political world in Indonesia continues to grow along with reforms to legal products, government, and freedom of the press. Facing these conditions, each political party makes various efforts and ways to win the election. A political party or organisation can be said to be successful by looking at various factors, one of which is seeing good and bad performance.

Performance according to Fadli (2022) is a combination of ability, effort and opportunity that can be assessed from the results of its work. Performance is the result of work both quality and quantity that a person has achieved in carrying out duties, functions and responsibilities in his job. Performance is the result of employee work seen from the aspects of quality, quantity, work time, and cooperation to achieve the goals set by the organisation. (Sutrisno, 2020:172).

To improve performance in political parties, it requires work commitment from its cadres Mukson *et al.*, (2021:100) explains that organisational commitment is an attitude that reflects loyalty, loyalty or a level of trust on an ongoing basis. Organisational commitment is an encouragement from within a person to do something in order to achieve organisational success in accordance with predetermined goals and prioritise the interests of the organisation over their personal interests Vivi *et al.*, 2023: 25). Vivi *et al.*, 2023:25).. Research by Hariyanto *et al.*, (2023), Simbolon *et al.*, (2022) proves that organisational commitment has a significant effect on performance. However, it is not in line with research Kurniawan & Mulyadin, (2020) that work commitment has no positive and significant effect on employee performance.

The importance of a sense of work commitment that must be owned so that it can improve the performance of cadres, the quality of human resources is needed. According to Rahardjo (2022 : 18) The quality of human resources is not only

determined by aspects of skill or physical strength, but also determined by education or knowledge levels, experience or maturity, and attitudes and values. The higher the quality of human resources, the higher the work values. Research by Gerhana *et al.*, (2019) shows that the quality of human resources has a direct effect on organisational commitment..

Pasolong (2023:5) that the quality of human resources is a workforce that has high competence in knowledge, skills and morals. The quality of human resources is very important for the continuity of an organisation, human resources who have the ability and skills must be adjusted to their fields in order to produce maximum performance. Research by Simbolon *et al.*, (2022) proved that the quality of human resources has a significant effect on performance. Some forms of activities that can be carried out to help foster and improve intentions in the community through counselling, training and even direct practice. (Abdullah *et al.*, 2021)

In addition to the quality of human resources, education and training affect commitment and performance. Iswan, (2021:1) says that the education and training process is a systematic effort organised, designed and created by society to convey knowledge, values, attitudes and skills. The better the job training in the organisation, the stronger the organisation will be. The importance of the role of HR in the company to respond

The development of the business environment that occurs causes the company to pay attention to the importance of HR management programmes to improve the quality of human resources. (Agus suyatno, Akmal Abdullah, 2020). It is thus recognised that on-the-job training is an essential part of organisational management, and is inherent to an employee.. Jelatu & Ibrahim, (2024) and Maryanto & Hadiyanti (2020) proved that education and training have a significant effect on work commitment.

This study determines commitment as a mediating variable in influencing the quality of human resources on performance, as follows Gerhana *et al.*, (2019). In addition, commitment can mediate the effect of training on performance, which is evidenced by research Putra *et al.*, (2020) findings that commitment can mediate the effect of human resource quality on performance.

Every party needs to carry out regeneration because every party needs quality cadres, because only with such cadres can the party become a party that has a greater opportunity to develop itself.

The problem that has occurred so far is that the specified performance has not been achieved as expected. The occurrence of these problems is due to the lack of quality human resources owned by the internal cadres run by the DPW Golkar Party. Where pragmatism makes the party not see its cadres objectively, so that cadres who are not seen objectively will feel disappointed in the organisation they join and ultimately make cadres not give maximum performance in carrying out party duties. Another problem is related to the lack of education and training organised by the DPW of the Golkar Party of Southeast Sulawesi Province related to technical guidance and functional cadre training, this needs to be done because with the education and training, each cadre will have knowledge for cadres to go into the community to garner support.. There is a lack of commitment from political parties in realising corruption-free politics. As the engine of democracy, the Golkar political party is expected to produce national and regional leaders who are free from corruption so as to give

confidence to the community, in order to influence the achievement of cadre performance.

The purpose of this study is to analyse the role of political party commitment in improving the performance of cadres through human resource quality, education, and training.

METHOD

The research approach used in this study is a quantitative approach, because basically the quantitative approach uses numbers as a measure of data. Quantitative research is research whose data is numerical and analysed with statistical procedures using SPSS Version 26. This research uses a questionnaire whose results will be analysed to determine the effect of human resource quality, education and training on cadre performance through political party commitment. This research was conducted at the DPW Office of the Golkar Party of Southeast Sulawesi Province. The time of this research is in approximately 2 months starting from September to October 2024.

The analytical method used to discuss the problem is path analysis, used to analyse the pattern of relationships between variables. This model is to determine the direct or indirect effect of a set of independent variables (exogenous) on the dependent variable (endogenous), with the formula equation in path analysis according to Supriyanto & Maharani, (2019 : 74)/

RESULTS AND DISCUSSION

The identity of respondents in this study aims to analyse and describe the profile of Golkar Party cadres in Southeast Sulawesi Province as the research sample. Golkar Party cadres are individuals or groups who are nurtured to support the party's tasks and functions. This study involved the entire population consisting of 128 cadres. Based on the distribution of questionnaires, all 128 questionnaires have been filled in completely and correctly, so they can be used for further analysis in this study.

Path analysis examines the influence of human resource quality, education and training on cadre performance through cadre commitment. So that from the results of multiple linear regression testing (model 1 and model 2) that have been presented through the analysis of research data previously stated, a path analysis will first be presented which can be shown through Figure 2, namely:

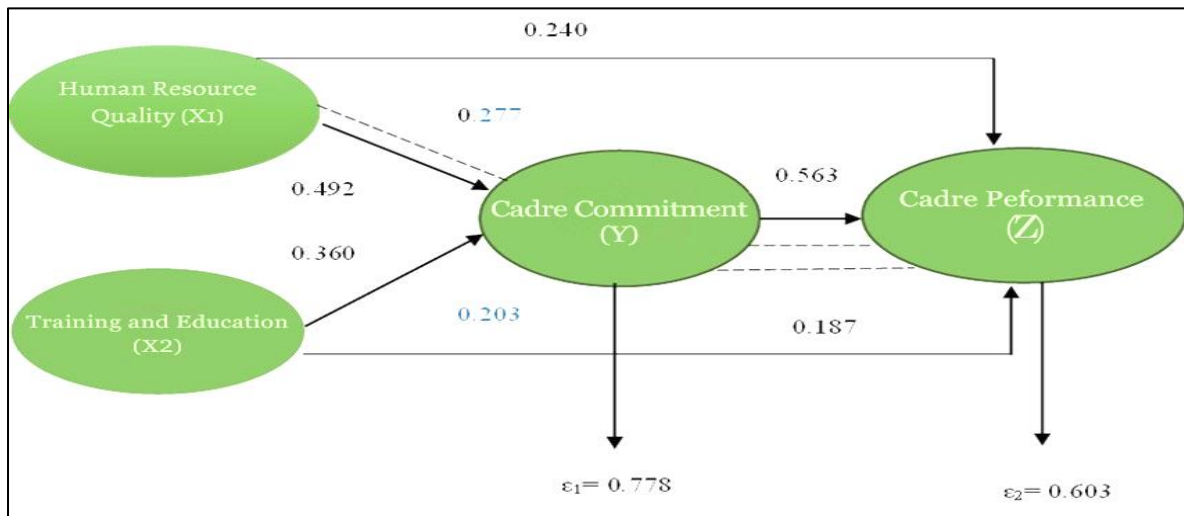


Figure 1 Results of Path Analysis between human resource quality, education and training on cadre performance through cadre commitment

From the picture of the path test results between the quality of human resources, education and training on cadre performance through cadre commitment, there is a direct effect and indirect effect. The direct effect of independent variables on the dependent variable can be presented through this table 8:

Table 1 Direct Influence between Research Variables

No.	Variabel eksogen	Variabel endogen	Koefisien regresi	p value	Description
1.	Resource quality	Parpol Commitment	0,492	0,000	Positif/significant
2.	Education and training	Parpol Commitment	0,360	0,000	Positif/significant
3.	Resource quality	Cadre performance	0,240	0,000	Positif/significant
4.	Pendidikan dan pelatihan	Cadre performance	0,187	0,002	Positif/significant
5.	Parpol Commitment	Cadre performance	0,563	0,000	Positif/significant

Source: Results of data processing

Based on the table above, it shows that the direct influence between the quality of human resources, education and training has a positive and significant effect on political party commitment and cadre performance, then political party commitment has a positive and significant effect on cadre performance at the Golkar Party DPW office in Southeast Sulawesi province.

Discussion

1. The effect of resource quality on cadre commitment

Based on the results of the path analysis on the effect of resource quality on cadre commitment, the findings show that resource quality has a positive and significant effect on cadre commitment at the Golkar party DPW office in Southeast Sulawesi province. This indicates that the higher the quality of human resources owned by

cadres, the higher the work commitment of cadres at the Golkar party DPW office in Southeast Sulawesi province.

2. The effect of education and training on cadre commitment

From the results of the path equation analysis regarding the effect of education and training on cadre commitment, it is found that education and training have a positive and significant effect on commitment at the Golkar party DPW office, Southeast Sulawesi. These results indicate that the better education and training attended by Golkar party cadres will affect cadre commitment to the Golkar party Dpw office, Southeast Sulawesi province.

3. Effect of resource quality on cadre performance

Based on the results of the recapitulation of respondents' answers regarding the quality of human resources on the performance of cadres, it is included in the high category. It can be seen that the perception of cadres who make the highest contribution in shaping the quality of cadres' human resources is that cadres are able to complete tasks properly as cadres at the Southeast Sulawesi Golkar DPW office, this continues to be done by the Dpw office to improve the quality of cadres, the reason is because cadres are not only in politics, but also in terms of ability are qualified, so that the Golkar party can win the election.

4. The effect of education and training on cadre performance

The recapitulation of respondents' answers regarding education and training on cadre performance is included in the high assessment category. Where it can be seen that the perception of cadres who make the highest contribution is the training instructor, it can be seen that the training instructor has a professional attitude and adequate skills, where the instructor is likened to a teacher who has the task of educating in order to form a character who becomes a future leader.

5. The effect of cadre commitment on cadre performance

From the results of the path equation analysis regarding the effect of commitment on cadre performance, it was found that commitment has a positive and significant effect on cadre performance at the Golkar party DPW office, Southeast Sulawesi. These results indicate that the higher the commitment of cadres, the higher the performance of cadres at the Golkar party DPW office, Southeast Sulawesi province.

6. The effect of human resource quality on cadre performance is mediated by political party commitment.

The results of the analysis of the mediation test that has been carried out, the research findings obtained that political party commitment can mediate the effect of human resource quality on cadre performance at the Golkar party DPW office in Southeast Sulawesi province. This indicates that the higher the quality of human resources or the quality possessed by the cadres, it will have an influence on increasing cadre commitment, thus affecting the improvement of cadre performance at the Golkar Party Dpw office in Southeast Sulawesi province.

7. The effect of education and training on cadre performance is mediated by political party commitment

Based on the results of the sobel test on the effect of education and training on cadre performance mediated by political party commitment, the research findings show that political party commitment can mediate the effect of education and training

on cadre performance at the DPW office of the Southeast Sulawesi provincial working group party.

CONCLUSION

From the results of the research conducted, it can be concluded that the quality of resources has a positive and significant influence on the commitment and performance of Golkar Party cadres in the DPW office of Southeast Sulawesi Province. Similarly, education and training has a positive and significant effect on cadre commitment and performance. In addition, cadre commitment is also proven to have a positive and significant influence on cadre performance. The mediation test results show that cadre commitment is able to mediate the effect of resource quality on cadre performance, as well as mediate the effect of education and training on cadre performance in the DPW office of the Golkar Party of Southeast Sulawesi Province.

Suggestions

Several suggestions can be given to improve the performance and commitment of Golkar Party cadres in the DPW office of Southeast Sulawesi Province. Firstly, it is necessary to increase cadres' knowledge related to the political world in order to have a broad insight into political developments in Indonesia. Second, each cadre is expected to have relevant skills to support the success of party programmes. Third, the training provided by DPW should be tailored to the needs of cadres and contain relevant material. Fourth, the duration of training needs to be extended to maximise the delivery of material. Fifth, each cadre should increase their commitment to the tasks and vision of the Golkar party, as well as the organisation as a whole. Finally, cadres are encouraged to establish good cooperation with fellow team members to support the regeneration process of national leaders.

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