

ANALYSIS OF THE LOYALTY OF CADRES GERINDRA PARTY IN BLITAR

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ABSTRACT

This study is to find out how much cadre loyalty to Gerindra party in Blitar. The object of the research is the Gerindra party cadres. A sample is a set or part of a population unit. The sample selection is done by using purposive sampling which is the direct appointment of respondents according to research needs. So the sample size in this study determined 23 respondents. The results of quantitative descriptive statistical analysis conducted using SPSS 16.00 for windows, the loyalty of cadres Gerindra Party Blitar Regency PT. Griya Asri Mandiri Blitar: 50% have a tendency of good loyalty and 50% have a tendency of unfavorable loyalty, it seen in the results of the frequency of loyalty scores of cadres Gerindra Party in Blitar the highest statement.

Key words: Loyalty, Cadres, Gerindra Party

1. Introduction

Humans are social creatures who cannot live independently. Humans are creatures that have the desire to unite with others and the natural environment around them (Nofiauwaty, 1996). Humans need to be together in their lives. All of that is in context of mutual giving and mutual benefit. Rich people cannot live without poor who are their helpers, such as their employees, their drivers, and so on. Likewise the poor cannot live without the rich who employ and pay their services. Today the role of the rich to build various economic and welfare facilities is increasingly important. So humans need to live in groups.

Need for grouping is a very intense primary trait in essence, psychologists call it natural instincts. With this main characteristic, there are bonds of various groups and cooperation, both in ancient humans and those who lived in modern times. We know of kinship ties, family ties, tribal ties, and in modern humans there are professional or alumni ties, state or national ties, lovers' ties and ties of civilization or religious ties. In relation to humans, they always live together, greatly influenced by what is called social loyalty.

Today political parties are very familiar in our environment. According to Suhery, Lubis & Putra (2017) "Political Parties are organizations that are national in nature and are formed by a group of Indonesian citizens voluntarily on the basis of the common will and ideals to fight for and defend the political interests of members, society, nation and state, and maintain the integrity of the Unitary Republic of Indonesia based on Pancasila and the 1945 Constitution of Republic of Indonesia." As a political institution, a party is not something directly born. His birth has a long history, although it is not old enough. It can be said that political parties are new organizations in human life, far younger than state organizations. And he was only in a modern country. As a subject of scientific research, political parties are relatively young. Only at the beginning of the 20th century the study of this problem began. The scholars who have been instrumental in pioneering include M. Ostrogorsky (1902), Robert Michels (1911), Maurice Duverger (1951), and sigmund Neumann (1956). After that, some behaviorist scholars, such as Joseph Lapalombara and Mayron Weiner, specifically looked into the party's problems in its relationship with

political development. From the results of these scholars, appears to be a serious effort towards developing a comprehensive theory of political parties. However, until that time, the results achieved were still far from perfect, it could even be said to be lagging behind, when compared to research in other fields of political science.

Gerindra political party in Blitar is a way for citizens to participate in the process of managing the country. If there is a cadre who is serious about taking care of the organization, and everyone knows that it has nothing to lose, then the cadre has demonstrated his extraordinary dharma services. Cadres who are true-hearted to the party mean loyal. Utomo (Tommy et al., 2010) Loyalty can be said as "someone's loyalty to something that is not only in the form of physical loyalty, but rather in non-physical loyalty such as mind and attention". The higher loyalty of employees in an organization, it is easier for the organization to achieve organizational goals predetermined by the owner of the organization, and vice versa (Maharani, 2001). It is not easy to build loyalty and integrity of a party cadre. A cadre in a political party must have integrity because the integrity of a party is also determined by the integrity of each political party cadre (Indriyani, 2010). This needs the maturity of smart party concepts and policies and is fully supported by all party members. However, in the writer's view, there are at least 5 (five) major steps in efforts to build loyalty party and integrity. The five major steps are first, to instill ideology party neatly and deeply; second, providing full support to members or cadres in every party activity (both morally and spiritually); third, forming a network of members, cadres who are representative, qualified and professional; fourth, organizing a training program for members or cadres in an integrated, equitable and sustainable manner; and finally, fifth, optimally empowering members or cadres in the midst of the community.

From the explanation above, this study takes the title "Analysis of the Loyalty of Cadres Gerindra Party in Blitar"

2. RESEARCH METHODS

This research was conducted by taking a place of the Gerindra Party secretariat in Blitar, because related to the purpose of the study was to explain about phenomena and social facts that occur objectively in the field, the type of research that fits the purpose of the study was descriptive qualitative, as a research which describing the level of Gerindra Party Cadre Loyalty in Blitar seen from the perspective of the process approach.

1. *Variable, Operasional Definition, Indicator and Variable Measurement*

a. *Research Variable*

The concept of Cadre Loyalty of Gerindra Party can be translated into variables, namely variable of Cadre Loyalty of Gerindra Party in Blitar is the obedience or loyalty or true-hearted as Gerindra Party members.

b. *Operasional Definition*

According to Oliver (1997: 392), the definition of loyalty is loyalty as a commitment to continue to use faithfully to one party without being influenced by other parties carried out by competitors.

Cadres are human resources as members of the organization that conduct the selection process that is trained and prepared to have skills and disciplines.

According to Carl J. Friedrich (Miriam Budiharjo, 2002: 161) a political party is a group of people who are stably organized with the aim of seizing and

maintaining control of the government for the leadership of their party and based on this supervision gives its party members an ideal and material benefit.

c. Indicator of Research Variable

The indicators measured are:

1. Loyalty cadres will always be members of the Gerindra Party whatever negative issues are circulating outside.
2. Relationships between members are very solid in the Gerindra party
3. Obey all regulations and policies of the Gerindra Party.
4. Cadres recommend the Gerindra Party to the people around.
5. Cadres will not move to other parties even if given a lucrative offer.
6. Cadres always try to maintain the Gerindra Party's image
7. Cadres assume that Gerindra Party is the best choice in Blitar
8. Cadres feel that they belong to the Gerindra Party
9. Cadres believe that the Gerindra is a clean political party
10. Cadres believe that the Gerindra party is very defending the people

3. DISCUSSION

1. The Highest Descriptive Statistical Analysis of Each Item of Loyalty of Gerindra Party Cadre in Blitar

Table.1

The Highest Frequency of Respondent Responses of Each Item of Loyalty of Gerindra cadre in Blitar

No. Item	% highest	Mean	Respond (Shows the majority of respondents)
1	47,8	3,4783	Respondent agreed that they will always be members of the Gerindra Party whatever negative issues are circulating outside.
2	60,9	3,4348	Respondent agreed that Relationships between members are very solid in the Gerindra party
3	65,2	3,3478	Respondent agreed that they will obey all regulations and policies of the Gerindra Party.
4	47,8	3,1739	Respondent agreed that they will recommend the Gerindra Party to the people around.
5	73,9	3,1304	Respondent agreed that they will not move to other parties even if given a lucrative offer.
6	43,4	3,3043	Respondent agreed that they always try to maintain the Gerindra Party's image
7	78,3	3,1304	Respondent said they assume that Gerindra Party is the best choice in Blitar
8	52,2	3,2174	Respondent agreed that they belong to the Gerindra Party
9	69,6	3,0435	Respondent agreed that they believe Gerindra is a clean political party

10	47,8	3,4783	Respondent agreed that they believe Gerindra party is very defending the people
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Based on table.1 it is known that overall responses of 23 respondents to item statement number 7 ie 78.3% of respondents stated agree that respondents assumed that the Gerindra Party was the best choice in Blitar included in the category of respondents' responses to the highest variable.

While the responses of 23 respondents to item statement number 6 ie 43.4% of respondents said they agree even strongly agree that respondents always try to keep the Gerindra Party's image in the category of respondents' responses to the lowest variable.

From the results mentioned above, it can be concluded that the loyalty of cadres from Gerindra Party in Blitar Regency, PT. Griya Asri Mandiri Blitar: 50% have a tendency of good loyalty and 50% have a tendency of unfavorable loyalty, it seen in the results of the frequency of loyalty scores of cadres Gerindra Party in Blitar the highest statement. The following table.2 shows the interpretation of the Gerindra Party Cadre Loyalty in Blitar.

Table.2
 Interpretation of the Loyalty of Gerindra Party Cadres in Blitar

% highest	No Item	Frequency	Rating
78,3	7	1	Good
73,9	5	1	Good
69,6	9	1	Good
65,2	3	1	Good
60,9	2	1	Good
52,2	8	1	Not Good
47,8	1, 4, 10	3	Not Good
43,4	6	1	Not Good
Total		23	

4. CONCLUSSION

Based on the results of quantitative descriptive statistical analysis conducted using SPSS 16.00 for windows, it is known from the 23 respondents who have submitted it in Chapter IV, the following conclusions are obtained:

1. It is known that the analysis of the difference in power of the results of the instruments test of the Gerindra Party cadre loyalty in the first round did not result in any items being dropped. Analysis of the different power of the results of the instruments test of the Gerindra cadre loyalty instrument in the first round obtained the item that has the highest validity is item 9 with a total item corrected 0.531 and the lowest is the item number 4 with a total item corrected correlation of 0.123.

It is the first round result as the final result that are 10 valid items, namely item

number 1, 2, 3, 4, 5, 6, 7, 8, 9, and 10.

2. Control test program using the Alpha Cronback technique, the reliability score of the Alpha Gerindra Party cadre loyalty in Blitar is 0.662. A variable is said to be reliable if it gives a cronbach 'alpha value > 0.60.
3. The results of the quantitative descriptive analysis revealed overall responses of 23 respondents to statement item number 7, namely 78.3% of respondents agreed that the respondent assumed that Gerindra Party was the best choice in Blitar included in the category of respondents' responses to the highest variable. While the responses of 23 respondents to item statement number 6 ie 43.4% of respondents said they agree even strongly agree that respondents always try to keep Gerindra Party's image in the category of respondents' responses to the lowest variable.

From the results mentioned above, it can be concluded that the loyalty of the Gerindra Party cadres of Blitar Regency, PT. Griya Asri Mandiri Blitar: 50% have a tendency of good loyalty and 50% have a tendency of unfavorable loyalty, seen in the results of the frequency of loyalty scores of cadres Gerindra Party Blitar in the highest statement.

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