

ABSTRAK

Penelitian ini membahas pola rekrutmen politik yang dijalankan oleh Partai Golkar dalam proses pencalonan anggota legislatif pada Pemilu 2024. Fokus penelitian diarahkan pada bagaimana struktur partai, mekanisme seleksi internal, serta pertimbangan politik dan elektoral berperan dalam menentukan siapa yang dicalonkan sebagai legislator. Metode penelitian yang digunakan adalah kualitatif deskriptif-analitis, dengan teknik pengumpulan data melalui wawancara mendalam, observasi, dan studi dokumentasi. Informan utama terdiri dari DPD Partai Golkar (N), Badan Saksi Nasional (BSN) Partai Golkar (A), serta Golkar Institute (M).

Temuan penelitian menunjukkan bahwa Partai Golkar masih menerapkan pola rekrutmen yang bersifat vertikal, di mana seluruh calon legislatif harus terlebih dahulu menjadi bagian dari struktur internal partai. Jalur pencalonan dilakukan melalui proses penjangkaran berjenjang dari tingkat daerah hingga pusat, dengan mempertimbangkan loyalitas struktural, pengalaman organisasi, serta kapasitas elektoral. Meskipun terdapat ruang bagi kader muda dan tokoh-tokoh baru, rekrutmen tetap difilter secara ketat melalui mekanisme internal. Selain itu, kehadiran Golkar Institute menjadi instrumen baru dalam penguatan kapasitas kader, meskipun belum sepenuhnya menjadi penentu dalam seleksi caleg.

Secara menarik, penelitian ini juga menemukan bahwa Partai Golkar menjadi partai dengan jumlah anggota legislatif berlatar belakang dinasti politik terbanyak pada periode 2024–2029, yaitu sebanyak 174 orang. Meskipun elite partai menekankan pentingnya kerja nyata dan hubungan dengan konstituen, data ini mengindikasikan bahwa politik kekerabatan masih berperan penting dalam rekrutmen dan keberhasilan elektoral. Dengan demikian, pola rekrutmen Partai Golkar menunjukkan karakter hibrida antara meritokrasi dan reproduksi kekuasaan yang mencerminkan dinamika khas politik Indonesia pasca-Reformasi.

Kata Kunci: Rekrutmen politik, Partai Golkar, Pemilu 2024, kaderisasi, dinasti politik, rekrutmen vertikal

ABSTRACT

This study examines the political recruitment patterns employed by the Golkar Party in the nomination process of legislative candidates for the 2024 General Election. The research focuses on how party structure, internal selection mechanisms, and political as well as electoral considerations play a role in determining who is nominated as a legislator. A qualitative descriptive-analytical method was used, with data collected through in-depth interviews, observation, and document analysis. Key informants include representatives from the Golkar Party's Regional Executive Board (DPD), the National Witness Body (BSN), and the Golkar Institute.

The findings reveal that the Golkar Party continues to implement a vertical recruitment pattern, in which all legislative candidates must first be integrated into the party's internal structure. The nomination process is conducted through a tiered selection system from the regional to the national level, taking into account structural loyalty, organizational experience, and electoral capacity. While there is space for young cadres and emerging figures, recruitment is still strictly filtered through internal mechanisms. Additionally, the Golkar Institute has emerged as a new instrument to strengthen cadre capacity, although it has not yet become a decisive factor in the candidate selection process.

Interestingly, this study also finds that the Golkar Party has the highest number of legislative members with political dynasty backgrounds in the 2024–2029 period, totaling 174 individuals. Although party elites emphasize the importance of real work and close ties with constituents, this data indicates that familial politics still play a significant role in recruitment and electoral success. Thus, Golkar's recruitment pattern reflects a hybrid character blending meritocracy with power reproduction illustrating the distinctive dynamics of post-Reformasi Indonesian politics.

Keywords: Political recruitment, Golkar Party, 2024 Legislative Election, cadre regeneration, political dynasty, vertical recruitment