

IMPLEMENTATION OF E-LEARNING AND ORGANIZATIONAL COMMITMENT TOWARDS THE PERFORMANCE OF KPPS MEMBERS (VOTING ORGANIZING GROUP) IN THE 2024 ELECTION IN CIREBON REGENCY



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Abstract

This study aims to analyze the effect of E-Learning and Organizational Commitment on the Performance of KPPS (Polling Organizing Group) members in the implementation of the 2024 Election in Cirebon Regency. In the context of increasing challenges and complexities in the implementation of elections, strengthening human resource capacity through digital training and strengthening commitment to the organization is crucial. The research method used is quantitative with data collection techniques through questionnaires to 150 KPPS member respondents. The results of the analysis show that both E-Learning and Organizational Commitment partially and simultaneously have a significant effect on the performance of KPPS members. E-Learning has been shown to improve understanding of material and work efficiency, while Organizational Commitment encourages emotional involvement and moral responsibility for tasks. These findings indicate that the combination of technology-based training and internalization of organizational values can increase the effectiveness and professionalism of election organizers. This study suggests the importance of optimizing e-learning platforms and strengthening commitment strategies to support the success of future elections.

Keywords: E-Learning, Organizational Commitment, Performance, KPPS, 2024 Election

INTRODUCTION

The development of science and technology is very fast and easy to access, resulting in tight competition in the business world. This is a benchmark that many business circles are improving the quality of their performance. Human resource development in a company is an effort to develop the quality of human resources that aims to improve the quality of workers. The company's goals can be achieved if supported by good performance from employees. To get good and more productive performance in accordance with the company's goals, employees must get structured and effective direction from the Company (Adinda et al., 2023).

At this time, performance is very much needed and supported to be better because if a performance weakens it will result in something that will cause them to experience physical and psychological conditions. Employee performance is of course directly related to the productivity and profit of the company because this is entirely the result of work, processes and dynamics within the company (Amri et al., 2021).

Human Resources (HR) is one of the parts that has an important role in the company, because with good performance results from employees the company can achieve goals that are in accordance with what has been planned previously. In an organization or company, not all performance produced by employees always gets good results, because the level of performance of each employee is different, and each employee also has their own way to improve their performance (Afrian et al., 2023).

Performance is influenced by many factors, it has two factors, namely external factors and internal factors in itself. Internal factors are knowledge, skills and competencies that are owned, work motivation, personality, attitudes and behaviors that have an influence on its performance. Then, external factors include a leadership style, relationships between individuals, and the work environment where he works.

Maintained and growing performance will have a positive impact on the organization or business institution concerned. For public organizations, it will improve and increase trust, and also gradually increase company profits, and if it can continue to be maintained and improved, it will produce sustainable profits (Hakim 2014). This is so, that some of the things that we have held and tried. Implementing it in an organization will create a picture or benchmark for carrying out its performance very well.

The 2024 overseas elections will be held in 128 countries representing Indonesia, with 64 representatives in Asia and Australia, 35 in Europe, 19 in America, and 10 in Africa (Ulum et al., 2018). The method of voting abroad remains the same as the 2019 Election, namely by voting at the designated polling stations (TPS), mobile ballot boxes (KSK), or using the post. The enthusiasm of voters abroad is influenced by various factors such as work activities, voting time, sending postal ballots, and permission from the employer or company where the voter works (N. Allen & J. Meyer, 1990).

E-learning has become a picture and something that we will determine in an electronic learning. It has been widely accepted in all fields of education and academic institutions. There is a wide debate about the general definition of the concept of e-learning. As a construct, it covers a variety of learning methods, applications, processes and academic fields (Yulianti, 2021). In the context of elections, e-learning can be an effective solution for digital

training for election organizers, enabling easy and flexible access and human resource development.

In the 2024 election, the General Election Commission (KPU) provides services in the form of the Information and Recapitulation System (SIREKAP) application to ensure that the voting results from voters can be recorded properly simultaneously.

Organizational commitment is a form of employee involvement in the organization, so that organizational commitment shows the level of employee confidence and their attachment to the organization (Muis et al., 2018).

The researchers conducted a study to discuss the implementation of e-learning and organizational commitment to the performance of KPPS (Voting Organizing Group) members in the implementation of the General Election (Pemilu) in February 2024 in Cirebon Regency.

REVIEW OF LITERATURE

E-Learning

E-learning is an effort to create a transformation of the teaching and learning process, which is carried out digitally with the help of an internet network (Ayu et al., 2024). Usability is the ability that has been given by software to users in completing something that will be done. Usability can be interpreted as the usefulness of software that provides a level of convenience provided by a device or system to be used by users. Usability itself has five dimensions that can be used by users of a software itself, these usability dimensions are, learnability, efficiency, memorability, error, and satisfaction.

First, there is something called Learnability, which emphasizes the ease of learning the software used or the ease provided by the software in completing tasks for users. Then the second is Efficiency, which refers to the efficiency or speed of users in operating a system used. Third, there is Memorability, which emphasizes more on how the software used is easy for users to remember after not using it for a long time. Fourth, there is Error, which refers to an error found by users when operating the software directly. Finally, there is Satisfaction, which is the satisfaction of a user when using the software (Harwindito & Aisyah, 2020). In this case, the indicators that are included in e-learning are: web quality, material presentation, program interaction, user interaction, guides, learning design, and e-learning facilities.

Organizational Commitment

Organizational commitment in organizational behavior is an important aspect in an organization because it can be understood as a pattern of behavior, a set of behavioral intentions, motivational strength or attitude. Organizational commitment is the level of employee feeling of having a psychological connection with the job and function to what extent employees adopt or internalize the characteristics and values of the organization. Organizational commitment indicates a psychological state that identifies the organization and various things that affect the organization and behavior. When there is a high level of individual commitment to an organization, the phenomenon leads to good outcomes for both individuals and the organization, such as more productive behavior, lower employee turnover, and higher employee retention (Klein, 2012). In the context of organizing elections, especially for public volunteers as a KPPS member, organizational commitment plays an

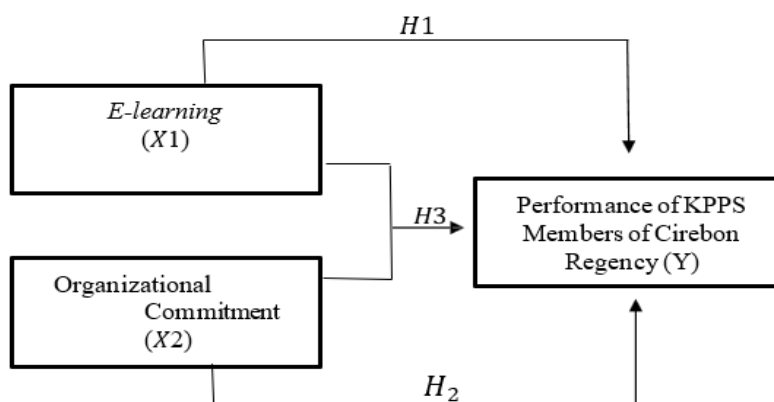
important role in bridging the influence of factors such as training, leadership, or organizational support on real performance on the field.

Organizational commitment has three dimensions of attitude perspective, namely value commitment which is a firm belief in, and acceptance of, the goals and values of the organization; effort commitment which is a strong willingness to dedicate greater effort to benefit the organization; and retention commitment is a strong desire to remain a member of the organization (Khan et al., 2021). The dimensions of organizational commitment are affective commitment, emotional commitment, and sustainable and normative commitment. Indicators of organizational commitment are emotional relationships, identification and involvement, awareness of members, having needs, attachment and continuing to be in the organization.

Performance

According to (Agus Triansyah et al., 2023) Employee performance is a measure of the extent to which an employee can carry out his/her duties and responsibilities well and effectively. Performance is the result of employee work as seen from several aspects such as quality, quantity, working hours, and cooperation to achieve a goal that has been set in an organization (Susijawati et al., 2019). According to (Vuong & Nguyen, 2022), employee performance is the level of achievement or work results obtained by an employee in carrying out his duties and responsibilities in accordance with the standards set by the company. The following are dimensions of employee performance according to (Diamantidis & Chatzoglou, 2019) including productivity, work quality, initiative and creativity, competence, and contribution to organizational goals.

Framework



Based on the theoretical study and framework of thought explained above, the hypothesis in this study is:

H1: E-learning has an effect on the performance of KPPS (Voting Organizing Group) members in the 2024 election in Cirebon Regency.

H2: Organizational Commitment has an effect on the performance of KPPS (Voting Organizing Group) members in the 2024 election in Cirebon Regency.

H3: E-learning and Organizational Commitment both have an influence on the performance of KPPS (Voting Organizing Group) members in the 2024 election in Cirebon Regency.

RESEARCH METHOD

In this study, the researcher used a quantitative method because this study aims to analyze the relationship between variables and describe the results of the study. The research method used is quantitative research. Quantitative research is a type of research that aims to obtain conclusions by using data in the form of numbers (Sugiyono, 2016).

The data collection technique in the research conducted was by distributing questionnaires in the form of self-identity and questions related to variables to respondents. The population in this study were members of the KPPS (Voting Organizer Group) in Cirebon Regency. The sample taken was 150 respondents. The researcher chose this data to be used in a study, the data was primary data and secondary data. The primary data in this study were the results of a questionnaire and the results of direct observation from several members of the KPPS (Voting Organizer Group) to obtain the information that would be needed.

RESULTS AND DISCUSSION

Validity Test

Indicator	R table	R count	Conclusion
X1_1	0.1603	0.769	Valid
X1_2	0.1603	0.690	Valid
X1_3	0.1603	0.702	Valid
X1_4	0.1603	0.793	Valid
X1_5	0.1603	0.632	Valid
X1_6	0.1603	0.760	Valid
X1_7	0.1603	0.742	Valid
X2_1	0.1603	0.732	Valid
X2_2	0.1603	0.658	Valid
X2_3	0.1603	0.758	Valid
X2_4	0.1603	0.763	Valid
X2_5	0.1603	0.670	Valid
X2_6	0.1603	0.732	Valid
X2_7	0.1603	0.768	Valid
Y1_1	0.1603	0.767	Valid
Y1_2	0.1603	0.726	Valid
Y1_3	0.1603	0.634	Valid
Y1_4	0.1603	0.743	Valid
Y1_5	0.1603	0.747	Valid
Y1_6	0.1603	0.719	Valid

Based on the results of the validity test, the correlation figure (r-count) obtained shows that all statement results are greater when compared to the required r-table of 0.1603. This will allow it to be used for further analysis.

Reability Test

Variables	Cronbach's Alpha	Conclusion
X1	0.853	Realizable
X2	0.851	Realizable
Y	0.818	Realizable

Because the threshold value for reliability is 0.70 to be able to say that the variable is reliable and based on the results of the analysis, all variables exceed the threshold or Cronbach's Alpha value > 0.7 so that the data is said to be reliable.

Classical Assumption Test

Multicollinearity Test

		Coefficientsa						
		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
Model		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	1,786	,850		2,101	,037		
	E-Learning	,550	,061	,660	8,973	,000	,186	5,387
	Organizational Commitment	,239	,062	,283	3,855	,000	,186	5,387

a. Dependent Variable: Performance

Because the Tolerance value > 0.100 and VIF $< 10,000$, it is concluded that there are no symptoms of multicollinearity.

Normality Test One-Sample Kolmogorov-Smirnov Test

		Unstandardize dResidual Ed.
N		150
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1.10002007
Most Extreme Differences	Absolute	,061
	Positive	,057
	Negative	-,061
Test Statistics		,061
Asymp. Sig. (2-tailed)		,200 ^{c,d}

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Because the Asymp. Sig. (2-tailed) value is $0.200 > 0.05$, it is concluded that the data is normally distributed.

Heteroscedasticity Test

		Coefficients ^a		t	Sig.
Model		B	Std. Error		
1	(Constant)	2,037	,552	3,691	,000
	E-Learning	,014	,040	,066	,727
	Organizational Commitment	-,053	,040	-,250	,186

a. Dependent Variable: ABS_RES

The test result above shows a Sig. value for E-Learning is 0.727 and Organizational Commitment is 0.186, because both values are greater than the significance limit of 0.05, then this means that the data does not show symptoms of heteroscedasticity or the assumption of the heteroscedasticity test has been met.

Autocorrelation Test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,923a	,853	,851	1,10748	2,190

a. Predictors: (Constant), Organizational Commitment, E-Learning

b. Dependent Variable: Performance

Because the Durbin-Watson value is 2,190, where $DL < DW < (4-DU)$ or $1,706 < 2.190 < 2.240$, then it can be concluded that the data does not experience autocorrelation.

F Test

Anova

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1042,697	2	521,348	425,067	,000b
	Residual	180,297	147	1,227		
	Total	1222,993	149			

a. Dependent Variable: Performance

Because the Sig. Value is $0.000 < 0.05$ and the calculated f value is $425.06 > f$ table value 3.06. Thus, it can be concluded that there is a significant influence of E-Learning and Organizational Commitment simultaneously on Performance.

T Test

Coefficients^a

Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.
1	(Constant)	1,786		2,101	,037
	E-Learning	,550	,660	8,973	,000
	Organizational Commitment	,239	,283	3,855	,000

a. Dependent Variable: Performance

- Analysis of the Influence of E-Learning on Performance
The significance value of E-Learning is $0.000 < 0.05$ and the calculated t value is $8.973 >$ the t table value of 1.976. Thus, it can be concluded that there is a significant influence of E-Learning on Performance
- Analysis of the influence of organizational commitment on performance
The significance value of Organizational Commitment is $0.000 < 0.05$ and the calculated t value is $3.855 >$ t table value of 1.976. Thus, it can be concluded that there is a significant influence of Organizational Commitment on Performance.

Discussion

The Impact of E-Learning on Performance

The results of the analysis show that E-Learning has a significant effect on the performance of KPPS members, with a significance value of 0.000 (<0.05) and a t-count value of 8.973 ($> t$ table 1.976). This finding shows that the implementation of electronic-based training or learning can effectively improve the performance of KPPS in carrying out its duties.

This is in line with the theory of usability and its dimensions (learnability, efficiency, memorability, error, satisfaction) explained earlier. E-learning makes it easier for KPPS members to understand election materials, increase the efficiency of learning time, and reduce errors when running the voting process. Support from the digital learning system allows officers to obtain information anytime and anywhere, so that they are better prepared to carry out their duties on voting day.

In research (Afrian et al., 2023) shows the results of the t-statistic value which is greater than the t-table, namely $4.362 > 1.96$, which means that E-Learning has a significant influence on performance. In addition, there are also research results (Ayu et al., 2024) which shows that e-learning has a positive and significant effect on performance.

The influence of Organizational Commitment on Performance

Organizational commitment is also proven to have a significant effect on the performance of KPPS members, as evidenced by a significance value of 0.000 and a t-count value of 3.855 ($> t$ table 1.976). This shows that the higher the individual's commitment to the organization (in this case as part of the election organizers), the better the performance.

Organizational commitment in this study includes three main dimensions: affective commitment (emotional connection to the organization), continuance commitment (awareness of the benefits of remaining in the organization), and normative commitment (moral obligation to remain in the organization). In the context of KPPS, when members feel that their duties are an important part of the democratic process and feel emotionally and professionally connected to the task, they tend to work more earnestly, responsibly, and disciplined.

According to (Edmizar et al., 2024) And (Rudi, 2024) stated in his research that organizational commitment has a positive relationship with performance.

The Simultaneous Influence of E-Learning and Organizational Commitment on Performance

Through the F test, the results obtained that E-Learning and Organizational Commitment simultaneously have a significant effect on performance, with a calculated F value of $425.067 > F$ table 3.06 and a significance of 0.000. This shows that collaboration between technology-based training and internal motivation from members of the organization can together create optimal performance.

Good performance is not only determined by how complete the information or training received, but also by the individual's attitude and commitment to the organization. Therefore, it is important for election organizers to not only provide an effective digital learning platform, but also build a sense of belonging, attachment, and responsibility in each KPPS member.

CONCLUSION

This study aims to analyze the influence of E-Learning and Organizational Commitment on the Performance of KPPS members in the 2024 Election in Cirebon Regency. Based on the results of data analysis and statistical tests, several important findings were obtained:

E-Learning has a significant impact on the performance of KPPS members. Electronic-based training makes it easier for KPPS members to understand the material and improve their readiness to carry out their duties. This is supported by usability dimensions such as ease of use, efficiency, and user satisfaction.

Organizational commitment also has a significant influence on the performance of KPPS members. The higher the emotional attachment, sense of responsibility, and loyalty to the task as election organizers, the higher the quality of performance displayed by KPPS members.

E-Learning and Organizational Commitment simultaneously have a significant effect on performance. The combination of effective digital training and strong internal motivation provides a positive contribution to increasing the productivity and effectiveness of KPPS members.

Overall, it can be concluded that to improve the performance of election officials such as KPPS, a comprehensive strategy is needed, namely through the provision of an effective technology-based learning platform and efforts to build a strong organizational commitment in each member.

Based on these findings, the KPU as the election organizing institution is advised to develop a special e-learning platform for KPPS that is interactive and can be accessed across areas with content that is tailored to the understanding and needs in the field, then it is necessary conduct regular evaluations of the effectiveness of digital training through user feedback as well as post training performance measurement.

Theoretically, this study strengthens the literature on the relationship between problem-based training technology and organizational commitment in the public sector. For further researchers it is recommended to can explore other variables such as field leadership or literacy levels digital KPPS members and also conduct comparative studies with public institutions based on other volunteers, such as the Indonesian Red Cross (PMI) or the National Narcotics Agency (BNN), to test the consistency of these findings outside the context of elections. Thus, the results of this study can be the basis for designing training policies and strengthening human resources for election organizers more strategic and sustainable.

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