



Political Recruitment of the Prosperous Justice Party in Determining Legislative Candidates for the 2024 Election in Pontianak City

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A B S T R A C T

This study aims to analyze the political recruitment process of the Prosperous Justice Party (PKS) in determining its legislative candidates for the 2024 Legislative Election in Pontianak City and to assess the extent to which this process aligns with the party's Articles of Association and Bylaws (AD/ART). Political recruitment is a crucial mechanism for ensuring the sustainability and competitiveness of political parties, particularly in selecting qualified candidates to represent the party in legislative bodies. The research employs a qualitative descriptive method, with data collected through interviews and documentation from key informants within the party's organizational structure. The findings reveal that the recruitment process in PKS applies both open and closed recruitment systems. The open recruitment process targets Indonesian citizens broadly, allowing individuals with interest and potential to register as candidates. Meanwhile, the closed recruitment process is reserved for party cadres and organizational structures who are encouraged or nominate themselves as candidates. In both mechanisms, PKS evaluates candidates based on their quality, capacity, potential, and track record. However, the study also identifies one recruitment procedure that was not fully implemented in accordance with the AD/ART. These results suggest that while PKS demonstrates a systematic approach to recruitment, there remains a need for stricter adherence to organizational guidelines to ensure consistency, transparency, and accountability in future recruitment practices.

INTRODUCTION

Indonesia is a country with a democratic political system, as mandated by Article 1, paragraph 2 of the 1945 Constitution, which states that sovereignty rests with the people and is exercised in accordance with the constitution (Tibaka & Rosdian, 2018). One manifestation of popular sovereignty is through political representative institutions established through general elections (Butt, 2019; Jamaluddin, 2020). In this context, political parties play a crucial role not only as election participants but also as a means of articulating public interests and serving as a platform for political recruitment (Antlov & Cederroth, 2021; Aulia, 2016; Labolo & Ilham, 2015).

The system of political representation is a hallmark of a modern democratic system (Bond et al., 2023; Purnama & Manitra, 2023). According to Bramson (2015) representation is a relationship between the representative and the represented, in which the representative has the authority to carry out actions agreed upon with the represented. In Indonesia, the Regional People's Representative Council (DPRD) is one such representative institution. To become a member of the DPRD, one must pass a legislative election, in which political parties participate (Gunawan et al., 2023). Political parties are an essential form of public participation in the development of a democratic society. Political parties have several functions, including political socialization, political communication, conflict management, control over the government, and political recruitment (Bobbio, 2019; Faucher, 2015; Fung, 2015; Nabatchi & Leighninger, 2015). Political recruitment is a crucial mechanism for political parties in recruiting potential leaders and

representatives (Aminah et al., 2020; Stirnemann, 2019). As Gaffar noted in Nendissa & Rahakbauw (2020) the sustainability of political parties is primarily determined by the quality of the recruitment process. However, practice often shows variations between open and closed recruitment (Makarim & Fahmi, 2022), reflecting the trade-off between the need to maintain cadre loyalty and the need to expand the electoral base (Ristyawati, 2019).

Political recruitment is essential for attracting people to join political parties. According to Ostrogorsk (2018) political recruitment is a crucial element in maintaining the continuity and sustainability of political parties. Furthermore, according to Syahidah (2021) political recruitment involves filling political positions in various political institutions, including political parties and administrations, with individuals responsible for exercising power.

The Prosperous Justice Party (PKS), as an Islamic ideology-based party, experienced an interesting dynamic in its political recruitment process. In the 2014 election, PKS failed to secure any seats in the Pontianak City Regional People's Representative Council (DPRD). However, a change in strategy in 2019 secured five seats, and this achievement was maintained in the 2024 election. This phenomenon raises fundamental questions about how the legislative candidate recruitment mechanism is internalized within the PKS structure, and to what extent the process complies with the party's Articles of Association and Bylaws (AD/ART).

Table 1. Results of the 2019 Legislative Elections in Pontianak City

| Party Number | Political Party | Number Of Seats | Percentage (%) |
|--------------|--|-----------------|----------------|
| 1 | Kebangkitan Bangsa Party | 3 | 7 % |
| 2 | Gerakan Indonesia Raya Party | 6 | 13 % |
| 3 | Demokrasi Indonesia Perjuangan Party | 6 | 13 % |
| 4 | Golongan Karya Party | 3 | 7 % |
| 5 | Nasional Demokrat Party | 6 | 13 % |
| 8 | Keadilan Sejahtera Party | 5 | 11 % |
| 10 | Persatuan Pembangunan Party | 4 | 9 % |
| 12 | Amanat Nasional Party | 3 | 7 % |
| 13 | Hati Nurani Rakyat Party | 3 | 7 % |
| 14 | Demokrat Party | 3 | 7 % |
| 19 | Bulan Bintang Party | 1 | 2 % |
| 20 | Keadilan dan Persatuan Indonesia Party | 2 | 4 % |

Source: Kalbar Online, data processed by researchers, 2024.

In the 2024 legislative elections, the Prosperous Justice Party (PKS) recruited candidates for the Pontianak City Regional People's Representative Council (DPRD). During the selection process, 45 candidates, including 30% women, passed. These candidates included 8 candidates for Electoral District 1 (Pontianak City), 10 candidates for Electoral District 2 (West Pontianak), 10 candidates for Electoral District 3 (North Pontianak), 7 candidates for Electoral District 4 (East Pontianak), and 10 candidates for Electoral District 5 (South-Southeast Pontianak). The results of the 2024 legislative elections in Pontianak City revealed that the PKS Party secured five seats in the Pontianak City DPRD, as follows:

| Party Serial Number | Political parties | Number of Seats | Percentage (%) |
|---------------------|--------------------------------------|-----------------|----------------|
| 3 | Demokrasi Indonesia Perjuangan Party | 7 | 16 % |
| 2 | Gerakan Indonesia Raya Party | 7 | 16 % |
| 4 | Golongan Karya Party | 6 | 13 % |
| 8 | Keadilan Sejahtera Party | 5 | 11 % |
| 5 | Nasional Demokrasi Party | 5 | 11 % |
| 10 | Hati Nurani Rakyat Party | 2 | 4 % |
| 1 | Kebangkitan Bangsa Party | 4 | 9 % |
| 14 | Demokrat Party | 4 | 9 % |
| 12 | Amanat Nasional Party | 2 | 4 % |
| 17 | Persatuan Pembangunan Party | 3 | 7 % |

Source: Kalbar Online, data processed by researchers, 2025

At the outset of this research, the researcher first interviewed M. Amri, Head of the Election Winning Body (Bapilu) of the PKS Party in West Kalimantan, regarding the party's legislative candidate recruitment. This information was used to gather basic information about the recruitment process and provide preliminary information for the researcher's initial study. During the interview, the researcher discovered that there is no minimum membership level for the PKS Party to become a legislative candidate. This contradicts the PKS Party's Articles of Association (AD) and Bylaws (ART), which serve as the primary foundation for its recruitment process. Therefore, the researcher focused on the PKS Party's political recruitment process in determining its legislative candidates. This study aimed to determine whether the PKS Party's political recruitment process complies with the AD/ART, which serves as the foundation for its recruitment process.

This research's original contribution lies in its in-depth analysis of PKS political recruitment practices in Pontianak City, comparing the normative provisions in the AD/ART with actual implementation in the field. This research not only describes open and closed recruitment patterns but also identifies inconsistencies in internal regulations, the involvement of external figures, and efforts to fulfill women's and youth representation. Thus, this study provides a new perspective on how ideology-based parties undertake strategic adaptation in facing electoral competition at the local level.

METHOD

This study uses a qualitative descriptive method because this approach is considered most appropriate for understanding the phenomenon of political recruitment in the internal context of the Prosperous Justice Party (PKS) in Pontianak City (Mohajan, 2018). The data used consists of primary data obtained through in-depth interviews and secondary data in the form of documentation and related literature. The selection of informants was carried out purposively with the criteria of having strategic positions in the political recruitment process, namely the Chairperson, Secretary, Head of the Election Winning Division of the PKS DPD in Pontianak City, and legislative candidates from the party. Data collection techniques were carried out through structured interviews and document analysis to strengthen the validity of the information. Next, the data were analyzed through data reduction, data presentation, and drawing conclusions using the political recruitment theoretical framework of Chaniago et al., (2024) which distinguishes between open and closed recruitment.

RESULTS AND DISCUSSION

Open Recruitment Process

Open political recruitment is recruitment that is open to all citizens. All citizens without exception have an equal opportunity to be recruited if they meet the specified requirements. Every citizen who has talent has an equal opportunity to occupy government positions. Therefore, every Indonesian citizen interested in becoming a legislative candidate can register (Rehmert, 2021). The open recruitment process carried out by the PKS Party allows all Indonesian citizens to register as legislative candidates without exception. The PKS Party itself opens opportunities for all citizens as a form of realizing the foundation of Pancasila, namely justice for all

Indonesian people, and provides opportunities for Indonesian citizens. Similarly, as stated by the Chairman of the PKS Party DPD for Pontianak City, Mr. Husin, S.P., that if the PKS Party only relies internally, it will not be strong in gaining votes in legislative seats. Therefore, the PKS Party marketed by changing its strategy where previously only internal party candidates were nominated, and starting in 2019 the PKS Party also selected external candidates. This was done based on previous experiences, specifically in 2014 when mostly internal party candidates ran, resulting in the Prosperous Justice Party (PKS) not securing a single seat in the Pontianak City Regional People's Representative Council (DPRD).

This study found that the Prosperous Justice Party (PKS) in Pontianak City used two models for legislative candidate recruitment for the 2024 Election: open and closed recruitment. Open recruitment provides ample opportunity for all Indonesian citizens to register as candidates, even those who were not previously party members. This strategy was chosen following the experience of the 2014 Election, when PKS failed to secure a seat in the DPRD due to relying solely on internal cadres. The change in strategy proved successful, as from 2019 to 2024, PKS consistently maintained five seats in the Pontianak City DPRD. These results align with the findings of Riawan (2024), who stated that open recruitment patterns and bottom-up mechanisms provide greater opportunities for parties to attract potential figures beyond their core cadres. In its recruitment process, the PKS Party has a basis that serves as a reference point for its legislative candidate recruitment process (Shachar & Hirschl, 2015). This basis is stated in Article 86, paragraph 2 of the PKS Party's Bylaws (ART), which reads:

'Recruitment for political positions for prospective members of the People's Representative Council of the Republic of Indonesia, prospective members of the Provincial People's Representative Council, and prospective members of the Regency/City People's Representative Council is carried out through a selection and screening process that takes into account: (a) Membership level; (b) Integrity, capability, and professionalism; (c) Women's representation; (d) Youth representation, and; (e) Community aspirations.'

The requirements to become a legislative candidate from the PKS party were also explained by Mr. Kurnia Wahyudi, as BP3 DPD PKS Party Pontianak City, and Mr. Muhammad Thaufani, S.E., as Secretary of DPD PKS Party Pontianak City. Mr. Kurnia Wahyudi explained that several requirements and criteria must be considered to become a legislative candidate from the PKS party, namely by paying attention to the vision, mission, quality, and capacity of each candidate. This is one of the requirements that must be considered by the PKS party when determining its legislative candidate. Especially in this open recruitment, selection is essential based on the quality and capacity of each individual in order to obtain legislative candidates who have good quality and capacity. Meanwhile, Mr. Thaufani explained that there are no specific requirements to become a legislative candidate from the PKS Party; however, in this open candidacy process, a Membership Card will still be issued as a PKS Cadre as one of the requirements for data collection at the KPU, in addition. The PKS Party also places a high priority on track record in its legislative candidate recruitment process. Community leaders are also considered a prerequisite for becoming legislative candidates. This recruitment process

requires checking the criminal history of legislative candidates to minimize the possibility of imprisonment. Paying attention to the track record also aims to garner public sympathy and interest in electing the legislative candidates. The PKS Party also considers the potential of each candidate who registers as a legislative candidate as one of the requirements and criteria in determining its legislative candidates.

The PKS Party's political recruitment process does not consider length of membership. In other words, there is no minimum membership requirement for the PKS Party in its legislative candidate recruitment process. This was stated by the Chairman of the PKS Party Regional Leadership Council (DPD) in Pontianak City regarding the minimum membership requirement. He said that there is no minimum membership requirement to become a PKS legislative candidate, so that anyone can register. This was also expressed by the BP3 (Regional Leadership Development Agency) of the PKS Party Regional Leadership Council (BP3), which stated that this recruitment is open to the public and there is no minimum membership requirement. This open recruitment was conducted to maximize the party's vote during the election by utilizing resources owned by individuals outside of PKS cadres. Therefore, even if someone has only been registered as a member for a week or a month, they can still register as a legislative candidate. Furthermore, anyone registering as a legislative candidate for the PKS party who is not a party member is automatically registered as a PKS party member when they register as a legislative candidate for the PKS party. This is said to be an administrative requirement at the General Elections Commission (KPU).

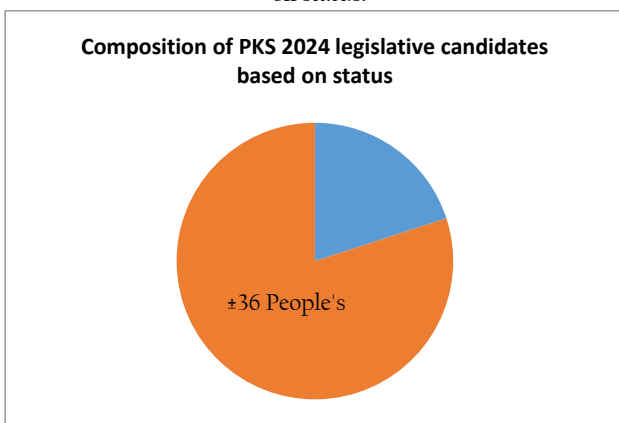
In the recruitment process for PKS Party legislative candidates, there is a provision, as stated by Mr. Kurnia Wahyudi, in the provision process provided to PKS Party legislative candidates in the form of a Political School Program. This Political School Program is a forum for legislative candidates to learn everything about politics and the political images themselves. In addition, the provision process also teaches how to improve the quality and capacity of each legislative candidate in the eyes of the public. In the provision process, each legislative candidate will be equipped with provisions for running as a legislative candidate, such as the right strategy for communicating with citizens, how to determine the right programs in each electoral district, and how to be noticed and attract the sympathy of citizens so that they will contribute votes for each legislative candidate. This also aims to ensure that legislative candidates from the PKS Party have a vision, mission, and goals to be achieved later for the common good. The provision provided by the PKS Party to its legislative candidates also aims to provide each candidate with the provisions to present their best ideas, offers, visions and missions aimed at the benefit of the people. And to gain a large number of votes and win the general election.

In the recruitment and selection process for its legislative candidates, the PKS Party employs strategies, as outlined by Mr. Husin, Mr. Thaufani, and Mr. Kurnia Wahyudi. They stated that in the candidate selection and recruitment process, the methods employed include assessing the candidates' capacity and quality. Furthermore, they also evaluate their potential, such as popularity, financial resources, or relationships. Moreover, it was stated that paying attention to the candidates' activeness and ability to attract public interest and support is crucial in the legislative election process, ensuring their vote share. Therefore,

the PKS Party places significant importance on the quality, potential, and capacity of each candidate in selecting its legislative candidates. This will help boost and increase the vote share of each individual and the party.

Furthermore, this is also crucial to producing high-quality and committed candidates with a vision and mission that can articulate the aspirations of the community for the common good. The PKS Party's legislative candidacy is known to consist of candidates from party cadres and external candidates. This was explained by Mr. Husin that in determining legislative candidates from the PKS party, there are legislative candidates from PKS Party cadres and non-cadre candidates, where of the total of 45 legislative candidates in 2024, only around 20% are PKS Party cadres and the rest are candidates from external parties. It was further clarified by Mr. Kurnia Wahyudi, who revealed that the determination of legislative candidates from the PKS party, both from cadres and non-cadres, can be seen from the serial numbers of the candidates, such as from a total of 10 legislative candidates from one electoral district, especially serial numbers 1 and 2, which are specifically for legislative candidates from party cadres. At the same time, the rest are only included for non-cadres. In this case, 20% of the number of PKS party legislative candidates are legislative candidates from PKS Party cadres themselves, and the rest are non-party cadres from external parties.

Figure 1. Composition of PKS 2024 legislative candidates based on status.

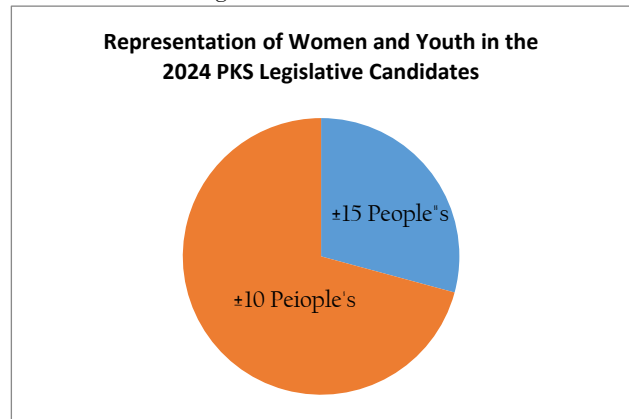


Youth involvement is also evident in the recruitment process for legislative candidates from the Prosperous Justice Party (PKS). According to Thaufani, Secretary of the PKS Party Regional Leadership Council (DPD) in Pontianak City, youth are categorized as those under 40 years old. Furthermore, Kurnia Wahyudi, Head of the BP3 (Regional Leadership Development Agency) for the PKS Party in Pontianak City, explained that youth involvement in selecting PKS legislative candidates can be helpful in attracting public attention and interest with a fresh and energetic youthful image. The PKS Party itself has conceptualized this legislative election for young people. According to data from the 2024 Legislative Candidates, the PKS Party in Pontianak City has youth involvement of nearly 22% of the total 45 candidates.

Female representation is also a key factor in selecting its legislative candidates. This is also a prerequisite for political parties to advance in both general and legislative elections. Mr. Kurnia Wahyudi revealed that the Prosperous Justice Party (PKS) is also recruiting female legislative candidates to run in the 2024 legislative elections in Pontianak City. He indicated that at least 30% of the candidates are female. This is also a requirement to meet the criteria set by the General

Elections Commission (KPU) for participation in the 2024 legislative elections in Pontianak City.

Figure 2. Bar chart of female and youth representation among PKS legislative candidates in 2024.



PKS met the requirement of 33% female representation and included 22% of its youth candidates. This achievement aligns with research by Sitorus & Nurhandjati (2025), which emphasized the importance of a campaign strategy based on youth and women's involvement in strengthening the party's legitimacy within society. Therefore, this study makes an essential contribution to the academic literature, demonstrating how PKS adapted its political recruitment strategy through a combination of open and closed models. This not only maintained the party's ideological base but also increased its electoral opportunities by recruiting potential external figures.

The requirements set by the General Elections Commission (KPU) for the registration of political parties as election participants, which also include requirements for female representation, are stipulated in Law Number 7 of 2023 concerning the Stipulation of Government Regulation in Lieu of Law Number 1 of 2022 concerning Amendments to Law Number 7 of 2017 concerning General Elections into Law Article 177, including:

"The required documents as referred to in Article 176 paragraph (3) include:

- a. The State Gazette of the Republic of Indonesia stating that the political party is registered as a legal entity;
- b. A decision from the central board of the political party regarding the provincial and district/city level administrators;
- c. A statement from the central board of the political party regarding the office and permanent address of the central board, provincial board, and district/city level administrators;
- d. A statement from the central board of the political party regarding the inclusion of at least 30% (thirty percent) female representation in accordance with statutory provisions;
- e. A statement regarding the registration of the name, symbol, and/or logo of the political party from the ministry that administers government affairs in the field of law and human rights;
- f. Proof of political party membership of at least 1,000 (one thousand) people or 1/1,000 (one per thousand) of the population in each district/city;

- g. Proof of ownership of an account number in the name of the political party; and
- h. A copy of the political party's articles of association and bylaws in accordance with statutory provisions."

The Prosperous Justice Party (PKS) has sufficient female representation in the 2024 legislative elections, according to the General Elections Commission (KPU) requirements. Data from PKS legislative candidates in Pontianak City indicates that 33% of the candidates are women. The 33% representation of women in the PKS legislative elections meets the KPU's requirement for a minimum of 30% female representation. Research shows that the Prosperous Justice Party (PKS) in Pontianak City uses two legislative candidate recruitment mechanisms for the 2024 elections: open and closed recruitment. Open recruitment allows all Indonesian citizens to register, even those not party members. This strategy was chosen to broaden the party's support base, in contrast to the pattern adopted in the 2014 elections, which prioritized internal cadres, resulting in PKS not gaining legislative seats. This strategic shift has proven positive, as PKS retained five seats in the Pontianak City Regional People's Representative Council (DPRD) in the 2019 and 2024 elections.

The PKS Party's legislative nomination process comprises several requirements, as outlined in Article 86, paragraph 2 of its Articles of Association (AD/ART), which stipulates that the selection and screening of legislative candidates must consider membership level, integrity, capability, professionalism, women's representation, youth representation, and community aspirations. Based on the research findings on the PKS Party's open legislative candidate recruitment process, it can also be concluded that the candidate selection process involves several stages, as outlined in the following table: Tabel 2. Tahapan Rekrutmen PKS.

| Recruitment Stage | Description |
|--|--|
| Recruitment and Screening | In accordance with Article 86 paragraph 2 of the Articles of Association |
| Administrative Selection | Including track record and completeness of requirements |
| Provisioning (Political School) | Education on political strategy, communication, and vision and mission |
| Determination & Deliberation | Determining legislative candidates and ballot numbers |
| Registration with the General Elections Commission (KPU) | Finalizing the official list of legislative candidates |

Source: Saripuddin & Ritonga (2024)

However, in practice, based on interviews with PKS Party officials from the Pontianak City Regional Leadership Council (DPD), several points were found to be inconsistent with those stated in the Articles of Association (AD/ART). One point not implemented in the recruitment process for PKS legislative candidates is point a concerning membership levels. This is evident in the fact that several legislative candidates who were previously not members of the PKS Party have been confirmed by the PKS Party and have successfully secured legislative seats in the 2024 Pontianak Legislative Election. A closer look reveals that the PKS Party, in its recruitment process for legislative candidates, has not adhered to the minimum membership levels

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stipulated in its own Articles of Association (AD/ART). This is entirely inconsistent with the PKS Party's Articles of Association (AD/ART).

However, besides that, the PKS Party still pays attention to other points stated in the AD/ART regarding the requirements for selecting and screening legislative candidates, such as the representation of women who have met the requirements, and there are even legislative candidates from the PKS Party who also succeeded in occupying legislative seats in 2024 in Pontianak City. In addition, in determining its legislative candidates, the PKS Party also pays great attention to the integrity, professionalism, and capabilities of each legislative candidate, and the PKS Party also pays attention to the point of youth representation by opening recruitment opportunities for legislative candidates, also for young people with vulnerable categories aged 21-40 years. The PKS Party also pays attention to all community aspirations regarding input regarding its legislative candidates, and to all the desires and needs of the community, so that later the elected candidate members can channel all these aspirations and desires in the DPRD.

Closed Recruitment Process

Closed political recruitment is when only specific individuals can be recruited to hold political or government positions (Naff et al., 2017). The closed recruitment process conducted by the Prosperous Justice Party (PKS) is a political recruitment process conducted behind closed doors and is not open to all Indonesian citizens. Only specific individuals, or only the best internal party members, are selected to be nominated as legislative candidates representing the PKS party. In this recruitment process, the PKS party selects and determines its legislative candidates by selecting and evaluating internal party members, including members and administrators, who are then nominated as legislative candidates. This recruitment is carried out to ensure that during the legislative nomination process, there are candidates who are purely from the PKS party, who have gone through the cadre development process and who genuinely understand the PKS party's vision and mission. This facilitates the realization of the PKS party's vision and mission in the Regional People's Representative Council (DPRD), which is aligned with the aspirations of the community.

In closed recruitment, the PKS continues to prioritize its long-established cadres and internal structures. This approach aligns with research by Arifin et al., (2024), which states that the majority of political parties in Indonesia continue to prioritize internal cadres because they are considered to have a better understanding of the party's vision, mission, and ideology. This study also found that in determining candidate numbers, the Prosperous Justice Party (PKS) places core cadres in strategic positions (numbers 1 and 2), while external candidates are more often placed in middle or lower positions. This pattern suggests a combination of the need to maintain the party's ideological identity with a strategy to expand electoral support.

In closed recruitment, PKS continues to prioritize internal cadres who have gone through the cadre development process. Placing core cadres in strategic numbers (numbers 1 and 2) indicates an orientation toward maintaining the party's ideological base. This finding can also be seen in the Hanura Party, where a combination of open and closed recruitment contributed to increased electability. Thus, PKS's strategy demonstrates an

effort to maintain a balance between preserving cadre loyalty and expanding its electoral base through external figures.

Mr. Thaufani and Mr. Kurnia Wahyudi stated that internal recruitment of legislative candidates is mandatory. This recruitment is also a proposal process, meaning that if a member has the potential to become a legislative candidate, they will be nominated by the party. Party members must be prioritized for candidacy, with the remainder drawn from outside the party. Furthermore, they explained that the Prosperous Justice Party (PKS) has developed cadres who already possess the foundation for candidacy. These developed cadres also possess the capacity and qualities necessary to run for office compared to external candidates or new recruits. This is the reason why the PKS Party conducts closed recruitment, placing its developed cadres for candidacy. In this case, closed recruitment conducted by the PKS Party is mandatory to recruit developed cadres with the quality and capacity to be selected and determined who can then run for office. Nominating legislative candidates from within the party itself is one of the things that is often done by most political parties, this is because most internal parties already understand the vision and mission of the party they are in and also the recruitment process is not that difficult to control because they already understand and it can also be said that they are the implementers of the recruitment process even though they are also participants in the recruitment (Tenar et al., 2024).

There are several processes carried out in the recruitment process to determine legislative candidates through closed recruitment. The closed recruitment process, as explained by the Chairman of the PKS Party DPD for Pontianak City, includes two processes: the structural process and the UPA (Member Development Unit) process. In the structural process, it is explained that cadres who are members of the party structure and have the potential to be candidates will be proposed through the DPRA Branch. Meanwhile, through the UPA process, cadres who are not included in the party structure but have the potential to be candidates can also be candidates. This is also supported by a statement made by Mr. Thaufani, who said that the recruitment process is through proposals or input from its members and cadres. Each coaching group in PKS has the right to propose any members or cadres who have the potential to be candidates. And every proposal submitted by each coaching group will be listed for further review. Furthermore, during this closed recruitment process, some candidates voluntarily nominate themselves for legislative office. Their names are then included on the list to determine who is worthy of being nominated. Furthermore, recruitment is conducted using two methods: (1) Proposals from the party structure, starting from the lowest level (recruitment by bottom-up demand); (2) Recruitment by merit, which involves scoring. These two approaches are used simultaneously to measure the political acceptability, as well as the capabilities and competencies of legislative candidates.

The previously mentioned closed recruitment process allows for proposals or self-registration. However, they must still go through the party's selection process. For example, Mr. Husin and Mr. Suharmanto, candidates for the Prosperous Justice Party (PKS), were selected through a closed recruitment process and nominated by the party. Mr. Husin and Mr. Suharmanto stated that early in the process, they were nominated by the PKS party for the legislative elections. They also indicated that they were recommended for candidacy because they are long-standing members who have grown with the party and have contributed

to the growth of PKS. They have been recommended for candidacy since 2009 and are on the list of PKS candidates from 2009 to date, a total of four times.

Prospective legislative members under the PKS party are always equipped with all the necessary education about politics and its implications. Moreover, legislative candidates recruited through closed recruitment, particularly party cadres and structure members, are undoubtedly well-versed in politics, having received all the training and education they've received since their inception. As explained by Mr. Kurnia Wahyudi, every legislative candidate from the Prosperous Justice Party (PKS) is always provided with political training to become a legislative candidate. Whether candidates are recruited through open recruitment or closed recruitment, they both receive political training in the form of political school. This political school is also described as a form of training to teach and explain what politics is like and how it should be viewed. It also seeks to provide input and insights to candidates on how to develop the qualities and capacities necessary to become legislative candidates.

In the process of selecting its legislative candidates through closed recruitment, the PKS Party employs the same strategies as it does in open recruitment. As explained by Mr. Thaufani, the PKS Party determines its candidates based on proposals and input from the list, which must still be screened. The 10-20 individuals on the list will be reviewed and screened based on their potential. After screening, prospective candidates will be determined who will qualify as legislative candidates for the PKS Party. Furthermore, Mr. Kurnia Wahyudi also stated that the internal candidate selection process must be approved by the Regional People's Consultative Assembly (MPD) chairperson. The list of names will be selected based on the quality and capacity of each individual. These capacities, qualities, and potential will be used as assessment materials in the forum to determine legislative candidates. Furthermore, the party's cadres and structure, which have been fostered since its inception and have grown, are also crucial factors in proposing and selecting legislative candidates during internal recruitment. In this candidate selection process, each name on the proposed list, before being selected, ranges from 10 to 20 individuals. However, during the selection process, the maximum number of legislative candidates will be selected from each electoral district. For example, if the quota for each electoral district is 10, then 10 will be chosen, with two additional candidates added to the list of prospective candidates, bringing the total number of candidates selected in the legislative candidate selection process to 12. However, these 12 selected candidates will then be further selected and discussed to become the final candidate list (DCT), with a maximum quota of 10.

The process for selecting legislative candidates in this closed recruitment differs from the number of candidates selected in open recruitment. As explained by Mr. Husin, the total number of members chosen in this closed recruitment is 20% of the total members and cadres who registered and were proposed as candidates. This was further clarified by Mr. Kurnia Wahyudi, who explained that the total number of cadres and members selected from all registered candidates will be placed in positions 1 and 2, especially those cadres and members who have made the party's name famous. Meanwhile, the following serial numbers will be filled by people who have just joined or also by members who are not members of the party's cadres or essential structures.

The determination of the candidate numbers for the Prosperous Justice Party (PKS) legislative candidates is carried out through an internal party mechanism, taking into account their cadre status and personal qualities. According to informants, internal cadres who occupy the highest party structures tend to be placed in strategic positions, namely numbers 1 and 2. These positions are considered essential because they offer greater electoral potential, making them suitable for long-standing cadres who have made significant contributions to the party. Meanwhile, other legislative candidates, both new and external, are placed in subsequent numbers based on an assessment of each individual's capacity, quality, and electoral potential, such as popularity, financial capability, and social networks. This pattern demonstrates an internal hierarchy aimed at maintaining party continuity while strengthening its competitiveness in the electoral arena.

This finding aligns with the political recruitment theory proposed, which states that candidate positioning is often influenced by factors such as loyalty, experience, and involvement within the party structure. Furthermore, political parties in Indonesia generally place core cadres at the top of their ticket as a strategy to ensure ideological representation, while subsequent ticket numbers can be given to external figures deemed to have electoral appeal. Thus, the ticket number determination mechanism in the Prosperous Justice Party (PKS) reflects a combination of the need to maintain party identity and a pragmatic strategy to win legislative seats.

Based on this research, in the recruitment and selection process for its legislative candidates, the PKS Party also uses a closed recruitment system to recruit cadres, members, and internal structures, who are then selected and nominated. This closed recruitment process within the party is mandatory, as it is seen as a way to maintain the continuity of the party's ideology and ensure that legislative candidates understand the organization's vision and mission. This aligns with the theory, which distinguishes between two types of political recruitment: open and closed recruitment. In the context of closed recruitment, only specific individuals, typically cadres or members who have gone through the cadre development process, are given the opportunity to be nominated.

Furthermore, this recruitment process also offers two pathways: the structural pathway and the UPA pathway. This recruitment process can be conducted through proposals or through self-registration. Each proposed name is then entered into a list, which will then be discussed in a forum to determine who will be nominated. However, each proposed name must be approved by the Head of the Regional People's Consultative Assembly (MPD). Furthermore, in the process of determining and negotiating candidates, the PKS Party continues to consider important factors such as the quality and capacity of each candidate. Furthermore, cadres and internal party structures that have joined the PKS party and been fostered since its inception are additional factors assessed in the selection process.

Each candidate selected through closed recruitment has a special privilege. If the candidate is a leader, a structural member, or even holds a position within the party, they are placed in the top positions, such as numbers 1 and 2. Similarly, cadres or other structures that also become candidates through this closed recruitment process can obtain positions below numbers 1 and 2. The PKS party does this because they believe that every legislative candidate from within the party, such as cadres and

established structures, certainly possesses the quality and capacity to run. This is also because the PKS Party places great importance on the quality and capacity of its own legislative candidates.

CONCLUSION

Based on the research conducted, it can be concluded that the Prosperous Justice Party (PKS) in Pontianak City implements two recruitment patterns: open and closed. In the open recruitment pattern, PKS accepts anyone with potential regardless of membership level, although this does not fully comply with Article 86, paragraph 2 of the Articles of Association/Bylaws. However, in the selection process, quality, capacity, and potential factors such as financial capability, popularity, and network remain primary considerations.

Meanwhile, in the closed recruitment pattern, PKS prioritizes internal cadres through structural channels and the Member Development Unit, with strategic candidate numbers (1 and 2) being assigned to senior cadres. This pattern demonstrates a combined strategy between maintaining the loyalty of internal cadres and expanding the electoral base through external figures. Practically, the results of this study indicate that PKS's flexibility in implementing open recruitment can increase the party's competitiveness in elections, but also poses challenges to the consistent application of organizational rules.

Theoretically, this study strengthens the literature on hybrid political recruitment models that combine openness with the strengthening of internal cadres, thus contributing to academic discussions on the adaptive strategies of ideology-based political parties in the context of electoral democracy in Indonesia. This study is limited in scope and number of informants, which only covers the structure of the PKS DPD in Pontianak City, so it does not represent recruitment dynamics at the provincial or national levels. Therefore, further research is recommended to expand the object of study to other political parties or conduct comparisons between ideology-based parties and mass-based parties, in order to provide a more comprehensive understanding of the variations in political recruitment strategies in Indonesia. Furthermore, future research can also explore in more depth the influence of gender factors and youth involvement on the effectiveness of legislative candidate recruitment and its impact on party vote acquisition.

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