

ABSTRAK

Falih Azhar Luqman Sadad (2026). Dari Voting ke Konsensus: Analisis Pergeseran Pola Suksesi Kepemimpinan HIMA PERSIS KBB Dalam Perspektif Institusionalisme. Skripsi. Program Studi Ilmu Politik. Fakultas Ilmu Sosial dan Ilmu Politik.

Penelitian ini dilatar belakangi oleh terjadinya pergeseran mekanisme suksesi kepemimpinan di Himpunan Mahasiswa Persatuan Islam (HIMA PERSIS) Kabupaten Bandung Barat dari sistem voting menuju musyawarah mufakat. Pergeseran tersebut menjadi menarik untuk dikaji karena tidak hanya menunjukkan perubahan prosedur pemilihan pemimpin, tetapi juga mencerminkan dinamika kelembagaan, perubahan nilai organisasi, serta transformasi dalam membangun legitimasi kepemimpinan. Penelitian ini menganalisis perubahan tersebut melalui perspektif institusionalisme untuk memahami bagaimana faktor historis, normatif, dan strategis memengaruhi proses pengambilan keputusan dalam organisasi.

Penelitian ini bertujuan untuk mendeskripsikan proses pelaksanaan musyawarah mufakat dalam pemilihan Ketua Pimpinan Daerah HIMA PERSIS Kabupaten Bandung Barat, menjelaskan faktor-faktor yang menyebabkan pergeseran mekanisme suksesi kepemimpinan dari voting menuju konsensus, menganalisis faktor-faktor institusional yang memengaruhi penerapan musyawarah tanpa voting, serta mengkaji implikasi politik internal terhadap dinamika kekuasaan dan legitimasi kepemimpinan organisasi.

Penelitian ini menggunakan pendekatan kualitatif dengan metode studi kasus. Data diperoleh melalui wawancara mendalam, observasi, dan studi dokumentasi terhadap pengurus, kader, serta pihak-pihak yang terlibat dalam Musyawarah Daerah (MUSDA) HIMA PERSIS Kabupaten Bandung Barat. Analisis data dilakukan menggunakan model interaktif Miles dan Huberman melalui tahapan reduksi data, penyajian data, dan penarikan kesimpulan. Analisis penelitian menggunakan perspektif Institusionalisme Baru yang mengintegrasikan *Historical Institutionalism*, *Sociological Institutionalism*, dan *Rational Choice Institutionalism*.

Hasil penelitian menunjukkan bahwa pergeseran dari mekanisme voting menuju musyawarah mufakat merupakan proses perubahan institusional yang dipengaruhi oleh pengalaman historis organisasi, internalisasi nilai-nilai musyawarah, budaya kaderisasi, norma kelembagaan, serta pertimbangan rasional untuk menjaga stabilitas organisasi. Musyawarah mufakat dipandang mampu memperkuat legitimasi kepemimpinan, mengurangi potensi konflik dan polarisasi internal, serta meningkatkan penerimaan kolektif terhadap hasil suksesi kepemimpinan. Dengan demikian, perubahan mekanisme tersebut tidak hanya merupakan perubahan prosedural, tetapi juga mencerminkan transformasi institusional dalam membangun demokrasi internal yang sesuai dengan identitas organisasi.

Kata Kunci: Institusionalisme Baru, Suksesi Kepemimpinan, Musyawarah Mufakat, Voting, HIMA PERSIS.

ABSTRACT

Falih Azhar Luqman Sadad (2026). *From Voting to Consensus: An Analysis of the Shift in the Leadership Succession Pattern of HIMA PERSIS West Bandung Regency from an Institutionalism Perspective*. Undergraduate Thesis, Department of Political Science, Faculty of Social and Political Sciences.

This research is motivated by the shift in the leadership succession mechanism within the Islamic Student Association (HIMA PERSIS) of West Bandung Regency from a voting system to consensus-based deliberation (*musyawarah mufakat*). This shift is significant because it represents not only a procedural change in leadership selection but also reflects institutional dynamics, organizational value transformation, and changes in the construction of leadership legitimacy. This study examines the phenomenon through the perspective of New Institutionalism to understand how historical, normative, and strategic factors influence organizational decision-making processes.

This study aims to describe the implementation process of consensus deliberation in the election of the Regional Chairperson of HIMA PERSIS West Bandung Regency, explain the factors behind the shift from voting to consensus, analyze the institutional factors influencing the adoption of deliberation without voting, and examine its political implications for internal power dynamics and leadership legitimacy within the organization.

This research employs a qualitative approach using a case study method. Data were collected through in-depth interviews, observation, and document analysis involving organizational leaders, members, and participants in the Regional Deliberation (MUSDA) of HIMA PERSIS West Bandung Regency. Data were analyzed using the interactive model of Miles and Huberman, consisting of data reduction, data display, and conclusion drawing. The analysis is grounded in the perspective of New Institutionalism by integrating Historical Institutionalism, Sociological Institutionalism, and Rational Choice Institutionalism.

The findings indicate that the transition from voting to consensus-based deliberation represents a process of institutional change influenced by the organization's historical experience, the internalization of deliberative values, cadre development culture, institutional norms, and rational considerations aimed at maintaining organizational stability. Consensus deliberation strengthens leadership legitimacy, minimizes internal conflict and polarization, and increases collective acceptance of leadership succession outcomes. Therefore, the shift reflects not merely a procedural adjustment but also an institutional transformation in developing an internal democratic system that aligns with the organization's identity.

Keywords: New Institutionalism, Leadership Succession, Consensus Deliberation, Voting, HIMA PERSIS.