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Reconceptualizing Legislative Productivity: Human-Technical Agency, Temporariness, and the Posthuman Condition in Indonesian Parliament

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Abstract

Despite extensive research on legislative performance, there is limited understanding of how technical training and the temporary nature of political appointments affect legislative productivity. This study investigates the interplay between technical legislative training, person-job fit, self-efficacy, and productivity among Indonesian legislators. Using a quantitative survey (N = 105), we find that technical training significantly improves person-job fit and self-efficacy, both of which mediate the relationship with legislative productivity. Surprisingly, a sense of temporariness did not moderate these relationships. Our findings expand the application of job and personal resources theory to temporary roles in permanent institutions, and further provoke reflection on the posthuman dynamics of governance where legislators increasingly operate as nodes within technocratic systems rather than autonomous agents.

Keywords: Legislative Productivity, Technical Training, Person-Job Fit, Self-Efficacy, Temporariness, Posthumanism.

Introduction

Legislative productivity is a fundamental indicator of institutional performance, capturing both the volume and quality of laws produced within a given period. In democratic systems, this productivity is often scrutinized by civil society, media, and other branches of government to assess the responsiveness and efficiency of legislative bodies. Yet, this scrutiny also raises questions about what counts as productivity and who gets to define it.

In the Indonesian context, the House of Representatives (DPR) and its regional counterparts (DPRD) have faced criticism for low output and the recurring production of poorly constructed laws. These criticisms are not only technical but also political, as many of the issues arise from a disconnect between the skills of legislators and the demands of their office (Mahkamah Konstitusi, 2023).

Previous studies often emphasize institutional design, political party dynamics, and electoral systems as key drivers of legislative effectiveness. However, these macro-level explanations may overlook the micro-foundations of legislative work, including the cognitive, technical, and motivational capacities of individual legislators (Kurniawan et al., 2023).

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In this regard, technical training emerges as a promising intervention. It has the potential to improve not only legislative skills—such as legal drafting and policy evaluation but also legislators' confidence in executing their roles. Training thereby affects both competence and self-perception, which are essential to achieving meaningful legislative outcomes (Andriastuti et al., 2017).

The concepts of person-job fit and self-efficacy are instrumental to understanding how training translates into productivity. When legislators feel that their skills and identities align with their tasks, and when they believe in their ability to perform, their legislative output tends to improve (Kim & Kim, 2020; Robbins & Judge, 2021). These internal alignments are increasingly important in political environments that demand agility and adaptation.

At the same time, the structure of political appointments adds complexity. Most legislative terms are limited to five years, and many legislators do not return for a second term. This temporariness can affect motivation, learning orientation, and institutional memory (Goetz & Wald, 2021). Yet its impact remains empirically ambiguous.

From a posthumanist perspective, temporariness can be seen not as a barrier, but as a constitutive element of governance in late modernity. Posthuman theory deconstructs the idea of fixed roles and stable identities, suggesting that legislators are always already embedded in shifting networks of power, data, and technology (Braidotti, 2013; Ferrando, 2019).

This theoretical stance reframes our understanding of legislative work. Rather than viewing productivity solely as a product of individual agency, it invites us to examine how technical infrastructures, procedural codes, and institutional architectures co-produce performance. Legislators are not just human actors but participants in assemblages that include algorithms, templates, dashboards, and voting mechanisms.

This study positions itself within this interdisciplinary space. It explores how technical training, person-job fit, self-efficacy, and a sense of temporariness interact to shape legislative productivity. By combining empirical analysis with posthumanist theory, it aims to offer both practical insights for institutional reform and conceptual tools for rethinking agency in technopolitical systems.

Literature Review

Job and Personal Resources Theory

Bakker and Demerouti (2007) emphasize that job resources such as training can reduce work complexity and foster personal development. For Indonesian legislators, whose educational backgrounds often diverge from their legislative roles, technical training offers a corrective pathway. When aligned with personal competencies, such interventions increase person-job fit, a key predictor of job satisfaction and performance (Yang et al., 2019).

Self-efficacy, defined by Bandura (1986) as one's belief in their ability to execute tasks, also plays a vital role. High self-efficacy promotes confidence in performing legislative duties, especially under complex demands (Robbins & Judge, 2021). Prior research has shown that self-efficacy mediates the relationship between person-job fit and performance (Kim & Kim, 2020; Peng & Mao, 2015).

Yet from a posthumanist perspective, these psychological resources are not merely intrinsic traits but are entangled with broader systems of knowledge, power, and training technologies. As

Ferrando (2019) argues, posthuman subjects are always in-formation through socio-technical assemblages. Thus, person-job fit and self-efficacy are not only functions of internal belief and capability but of how the legislative subject is continuously reconfigured through training modules, performance metrics, and institutional discourse.

Posthumanist perspectives further destabilize the notion of a legislator as a fixed, autonomous individual, suggesting instead that cognition, authority, and institutional behavior are distributed across human and non-human agents. As Hayles (1999) posits in her seminal work *How We Became Posthuman*, institutions such as parliaments function not only through human deliberation but also through encoded procedures, software systems, regulatory frameworks, and symbolic infrastructures. Legislators, in this sense, do not merely possess competencies—they are embedded in networks that script and constrain their capabilities. Legislative self-efficacy, therefore, may emerge not as a purely internal psychological state, but as a relational outcome of the legislator's interface with digital tools, procedural scripts, and institutional logics.

In a similar vein, Wolfe (2010) challenges the humanist emphasis on self-contained rational agency, arguing that posthumanism calls for a broader view of subjectivity as always already co-constituted by language, law, media, and environment. Applying this to legislative studies, one might argue that "fit" between legislator and job should include not only formal qualifications but also adaptability to systems of machine-readable knowledge, bureaucratic automation, and algorithmic oversight. Such a view reframes training not merely as skill enhancement, but as a reconfiguration of the legislator's ontological position within technocratic governance. These insights urge scholars to explore how legislative identity and productivity are materially shaped by digital infrastructures and the epistemic conditions of the posthuman age.

Sense of Temporariness

Though legislatures are permanent bodies, many legislators serve on a temporary basis. The psychological effect of this temporariness remains underexplored in legislative studies. Some scholars argue that temporariness can diminish organizational commitment and trust (Goetz & Wald, 2021), while others highlight its neutral or even motivating effects in project-based roles (Karmowska et al., 2017). We hypothesize that a strong sense of temporariness might moderate how training and personal alignment affect productivity.

Posthumanist literature invites us to reconsider temporariness not as a psychological deficit but as an ontological feature of contemporary governance. The posthuman subject is inherently discontinuous, adaptive, and temporally fluid (Braidotti, 2013). Legislators, seen through this lens, are not autonomous decision-makers fixed in identity and time, but transient actors whose agency is co-produced by procedural systems, institutional codes, and political machinery. In this sense, temporariness may not hinder productivity but rather reflect the fluid logic of governance itself.

Methodology

A cross-sectional survey was conducted in November 2024 among 105 legislators in Riau Province, Indonesia. Respondents were selected using purposive sampling, with the inclusion criteria of having served in at least one full legislative term and having attended at least one official training session organized by the regional legislative secretariat.

Participants completed a structured questionnaire consisting of five sections: demographic information, exposure to technical training, perceived person-job fit, level of self-efficacy, and

self-reported legislative productivity. Temporariness was measured using a Likert scale adapted from Goetz and Wald (2021), which assessed the respondent's perception of their role duration and its impact on motivation and responsibility.

Each construct was measured using validated multi-item Likert-type scales ranging from 1 (strongly disagree) to 5 (strongly agree). Technical training exposure was categorized based on frequency (once vs. repeated), while legislative productivity was operationalized using a composite index that included perceived quality of contribution to law-making, responsiveness to constituents, and committee performance.

The reliability of the measurement instruments was assessed using Cronbach's alpha coefficients, all of which exceeded the threshold of 0.90, indicating excellent internal consistency. Data were analyzed using SPSS and PROCESS MACRO for mediation and moderation analysis. Mediation was tested using Model 4, and moderation using Model 1, as recommended by Hayes (2018).

This methodological approach was chosen to capture the relational structure among variables while maintaining parsimony. However, we remain aware of the critiques posed by post-qualitative research traditions, particularly the concern that statistical models may flatten or obscure the complex entanglements of agency, temporality, and technology in organizational life.

Thus, while the design is quantitatively driven, the interpretation of results incorporates a critical posthumanist lens. Rather than treating constructs like self-efficacy and productivity as static, the study conceptualizes them as emergent phenomena shaped through human-technical interactions, policy discourse, and institutional framing. This reflexive positioning allows us to better align our empirical work with the theoretical imperatives of posthuman inquiry.

Results

Quantitative analysis revealed several significant patterns. Legislators who had undergone repeated technical legislative training reported higher levels of person-job fit ($M = 3.89$) compared to those who received it only once ($M = 2.22$). The difference was statistically significant ($t = -12.45$; $p < .001$). Similar results were observed for self-efficacy ($M = 4.37$ vs. 2.66 ; $t = -12.36$; $p < .001$) and perceived legislative productivity ($M = 4.29$ vs. 2.67 ; $t = -14.03$; $p < .001$).

Variable	Training Once (Mean \pm SD)	Training Repeated (Mean \pm SD)	t-value	p-value
Person-Job Fit	2.22 \pm 0.47	3.89 \pm 0.56	-12.45	< 0.001
Self-Efficacy	2.66 \pm 0.41	4.37 \pm 0.49	-12.36	< 0.001
Legislative Productivity	2.67 \pm 0.38	4.29 \pm 0.42	-14.03	< 0.001

Table 1. Descriptive Statistics and t-tests

Table 1 summarizes the descriptive statistics and t-test results comparing these two groups. The consistency of results across variables strengthens the argument that training has a substantial effect on both internal and external markers of legislative performance.

Using PROCESS MACRO Model 4, we tested for mediation effects. The analysis showed that technical training significantly predicted person-job fit ($B = 1.67, SE = 0.14, p < .001$), which in turn significantly predicted self-efficacy ($B = 0.98, SE = 0.03, p < .001$). Both person-job fit and self-efficacy significantly predicted legislative productivity ($B = 0.44, SE = 0.09, p < .001$).

The indirect effect of technical training on productivity through person-job fit and self-efficacy was statistically significant, confirming a chain mediation model. The path training → fit → self-efficacy → productivity demonstrated the strongest indirect effect among tested models. This implies that training enhances perceived capability, which reinforces performance.

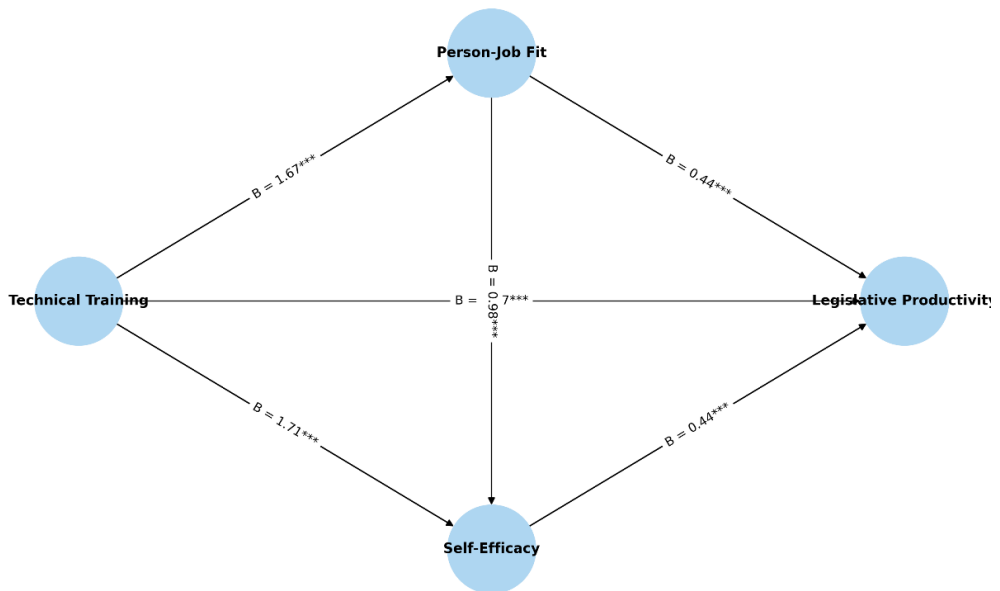


Figure 1. Mediation Model of Legislative Productivity

Figure 1 illustrates the structural mediation model based on the results. Notably, even when controlling for other variables, the direct effect of training on productivity ($B = 0.37, SE = 0.10, p < .001$) remained significant. This suggests that while mediation explains much of the variance, training has an intrinsic value beyond perceptual alignment.

When tested for moderation using PROCESS MACRO Model 1, temporariness did not significantly interact with any pathway. This indicates that the effects of training, fit, and self-efficacy on productivity are consistent regardless of legislators’ psychological perception of role temporality. Such results challenge assumptions that short-term roles reduce commitment or performance.

From a posthumanist lens, these findings suggest that productivity is increasingly a function of how well human actors are integrated into knowledge systems and institutional mechanisms. The legislators’ efficacy may derive as much from their structural positioning within data flows and procedural environments as from their personal intent or tenure. Thus, training serves not only as an educational tool but as an ontological reconfiguration of the legislative subject within the technopolitical matrix.

Discussion

The results of this study support the central thesis that technical training plays a pivotal role in improving legislative productivity by strengthening the alignment between individual capacities and institutional demands. The significant impact of person-job fit and self-efficacy as mediating variables reinforces prior findings in organizational psychology and extends them into the realm of political institutions.

From a managerial perspective, these findings highlight the importance of capacity-building programs tailored to the unique responsibilities of legislators. While technical knowledge in lawmaking is often assumed, our results reveal that its absence or insufficiency can be effectively mitigated through systematic, repeated training. Such interventions not only enhance procedural competency but also elevate legislators' confidence in fulfilling their roles.

The significance of self-efficacy in mediating productivity suggests that legislators' belief in their ability to perform is just as critical as formal knowledge. This underscores the dual function of training: it educates and empowers. Legislators who feel more competent are also more likely to engage, lead, and take initiative in committee work, public hearings, and drafting processes.

Interestingly, the non-significant moderation by temporariness challenges widely held assumptions about the demotivating effect of short tenures. In contrast, our findings suggest that even temporary legislators are capable of high performance when supported by appropriate resources and institutional scaffolding. This insight has policy implications for onboarding and mentoring processes for new legislators.

From a theoretical standpoint, the study contributes to the growing literature that questions anthropocentric models of institutional productivity. Drawing from posthumanist theory, we argue that productivity is not solely a human output but a relational achievement involving technologies, rules, routines, and discourses. Legislators become productive not only through their will or skill, but through their positioning within complex governance assemblages.

This interpretation invites a reconsideration of what it means to "train" a legislator. Rather than a linear transfer of knowledge, training should be viewed as a reconfiguration of roles, expectations, and interfaces between human and non-human actors. Legislative dashboards, digital templates, and legislative software systems play a constitutive role in shaping the conditions under which productivity emerges.

Furthermore, the data raise questions about the equity and accessibility of training. If repeated training yields significantly higher productivity, then disparities in access to such programs could exacerbate institutional inequality. Future studies should examine how gender, political affiliation, or regional disparities affect legislators' access to capacity-building opportunities.

In sum, the study not only confirms the functional value of technical training and personal alignment but also opens a space for rethinking legislative agency through the lens of posthumanism. It calls for institutional reforms that are both pragmatic focused on improving training systems and philosophical attuned to the evolving nature of governance in a technologically mediated age.

Conclusion and Recommendations

This study demonstrates that technical legislative training substantially improves legislative productivity through its effects on person-job fit and self-efficacy. These findings validate the

job and personal resources model in the political-institutional context of Indonesia and contribute to posthumanist debates about the evolving nature of legislative agency. Training is not merely a functional tool, but a mechanism of subject formation within bureaucratic-technological systems.

From a practical standpoint, legislative institutions should prioritize regular, relevant, and reflective training initiatives that are grounded in the lived realities of legislators. Programs must also be monitored for quality, as excessive or misaligned training can lead to disinterest and corruption risks. Training design should consider not only content mastery but also alignment with evolving digital tools and procedural systems that constitute modern legislative work.

Furthermore, institutions must reconsider how legislative effectiveness is measured. Rather than focusing solely on quantifiable outputs such as the number of laws passed, assessments should incorporate qualitative metrics that reflect responsiveness, equity, collaboration, and ethical awareness. This aligns with the posthumanist perspective that productivity is not purely numerical but ecological and systemic.

The study also underscores the need to rethink the role of temporariness in legislative engagement. The absence of moderation effects suggests that temporariness does not inherently hinder productivity. Instead, it should be embraced as a feature of dynamic governance, where temporary roles can generate innovative and flexible modes of engagement if supported by appropriate infrastructure and recognition systems.

In moving forward, recommendations include:

- 1) Implement data-driven training needs assessments before designing interventions.
- 2) Integrate critical reflection and ethical considerations into training modules.
- 3) Move beyond counting laws to assessing legislative responsiveness, inclusivity, and sustainability.
- 4) Explore posthumanist indicators of productivity and engagement in legislative settings.
- 5) Foster institutional cultures that view legislators as co-actors within technopolitical ecosystems, rather than isolated agents.

By adopting these recommendations, legislative institutions can move toward more adaptive, inclusive, and technologically attuned models of governance better suited to the complexity of contemporary political life.

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