

## Generation Z's and Pancasila Democracy: The Impact of Political Parties and Political Leadership

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**Abstract:** Generation Z in the current situation is quite interesting to discuss because this age group grew up and developed amid the development of digital and information technology. The entry of Generation Z as civil servant candidates marks a shift in the dynamics of Indonesian government bureaucracy because amid demands that the basic values of Pancasila ideology be strongly instilled along with regulations that bind the civil service. This study answers how perceptions of political parties and political leadership can influence Generation Z to implement Pancasila democracy. This study was designed using a survey and data processed with a quantitative approach using Partial Least Squares - Structural Equation Modeling. This study concludes that perceptions of a political party can have a positive influence on political leadership. Indirectly, this also supports the idea that party ideology will have an impact on the political leadership of future public officials. Thus, perceptions of political leadership among future public officials have a significant influence on how respondents express Pancasila democracy. Thus, this study recommends intensive political education for political parties and their leaders to support the internalization of Pancasila values among public officials and party cadres.

**Keywords:** Democracy of Pancasila; Generation Z; Political Parties; Political Leadership.

### 1. Introduction

In the contemporary Indonesian context, Generation Z has become an important subject of discussion, as they are the first generation to grow up entirely within the era of rapid digital and information technology development. Born between the mid-1990s and early 2010s, this cohort possesses distinctive characteristics in terms of mindset, behavior, social preferences, and modes of participation in political and social life. Generation Z is widely recognized for being more critical, adaptive to change, and highly sensitive to global concerns such as environmental sustainability, social justice, and human rights.

Their visibility in the public sphere, particularly through social media, plays a significant role in shaping public opinion and driving social movements in the digital age. This phenomenon is not unique to Indonesia; globally, Generation Z has demonstrated a remarkable capacity for political mobilization through digital platforms, often rallying around transnational issues such as climate justice and social equity (Boulianne et al., 2020). Understanding this global dynamic underscores that Indonesian Gen Z's active and values-driven orientation reflects a broader international trend, which nevertheless requires contextualization within the framework of Pancasila Democracy.

Recognizing the perspectives and behavioral patterns of Generation Z is crucial, as it directly informs the formulation of policies, communication strategies, and educational approaches that are responsive to their needs. By aligning these strategies with the values of Pancasila, the state can ensure that the energy and idealism of Generation Z are channeled productively toward strengthening democracy and addressing Indonesia's future challenges.

As a generation born in the digital age, Generation Z possesses distinctive characteristics, including rapid access to information, advanced technological skills, and a high degree of digital literacy. Unlike previous generations, Generation Z places strong emphasis on authenticity, inclusivity, and diversity in various aspects of life. In the socio-political sphere, they demonstrate active participation through social media and digital platforms, positioning themselves as a potential new force in shaping the trajectory of societal change (Boulianne et al., 2020; de Zúñiga & Diehl, 2021).

Understanding these characteristics is particularly important in designing responsive policies, communication strategies, and approaches across multiple domains, including education, governance, and social development. Each generation faces its own challenges, and in the present era, societies continue to grapple with issues of equality, inclusivity, and democracy (Nababan, 2020; Pickard, 2019).

The entry of Generation Z as candidates for civil servants marks a shift in the dynamics of Indonesia's government bureaucracy. Their presence brings both challenges and opportunities in the process of bureaucratic reform, particularly in efforts to create a more innovative, responsive, and service-oriented government. However, on the other hand, there is a need to ensure that fundamental values such as loyalty to the state, public service ethics, and appreciation of the Pancasila ideology remain firmly embedded amid the spirit of change brought about by this generation. This research studies how the characteristics of Generation Z as candidates for civil servants can influence the work culture of the bureaucracy and how government institutions can accommodate and guide them in realizing better governance, especially in implementing Pancasila democracy. In the context of statehood, the involvement and understanding of Generation Z regarding the values of state ideology, especially Pancasila, is very important. Amidst the tide of globalization and the flood of digital information that is not always in line with national values, the main challenge is how to shape the ideological awareness of Generation Z so that they remain steadfast in their adherence to the basic principles of the state.

Pancasila, as the foundation of the state and ideology of the Indonesian nation, plays a fundamental role in shaping character, development direction, and national and state life. Amidst the dynamics of globalization and the rapid flow of digital information, challenges to the existence of Pancasila are becoming increasingly complex, especially in terms of internalizing its values among the younger generation. Generation Z is currently expected to be a strategic group in maintaining the continuity of the Pancasila ideology in preserving the integrity of the unitary state of the Republic of Indonesia. Civil servant candidates who will soon become civil servants should be regulated in Law No. 20 of 2023 of the Republic of Indonesia and are required to uphold the ideology of Pancasila (Undang-Undang RI, 2023).

Similarly, Government Regulation of the Republic of Indonesia Number 94 of 2021 stipulates that civil servants must be loyal and fully obedient, including to Pancasila (Peraturan Pemerintah RI, 2021). This is an interesting study for Civil servant candidates who meet the criteria of Generation Z to be loyal to Pancasila as an effort to implement these regulations. Looking at the current situation, the challenges of exposure to various global ideologies, local parties, and instant lifestyles can influence their views on national values. Therefore, a study on how Generation Z accepts, understands, and practices the democratic values of Pancasila as civil servants in their daily lives, as well as what strategies can be implemented by the state, educational institutions, and society in instilling the ideology of Pancasila, needs to be conducted in a relevant and contextual manner in the current situation.

Democracy in the context of Pancasila is not merely a political system but a reflection of the noble values of the Indonesian people, who uphold deliberation, justice, and popular sovereignty. As an open ideology, Pancasila accommodates democratic principles rooted in mutual cooperation (*gotong royong*) and respect for diversity. These values are explicitly reflected in the fourth principle of Pancasila, “*Democracy guided by the inner wisdom in the unanimity arising out of deliberations among representatives*”, which emphasizes the importance of collective decision-making through dialogue and consensus (Törnquist, 2019).

In practice, embodying Pancasila democracy means encouraging active community participation, safeguarding the right to express opinions, and preventing domination by particular groups. This distinguishes Pancasila democracy from liberal democracy, as it places a greater emphasis on balancing individual rights with the common good (Mietzner, 2020). Strengthening these values is therefore essential to fostering a harmonious, just, and civilized society.

In today’s media landscape, political leadership is increasingly shaped by post-truth communication and populist narratives, which often oversimplify complex issues and exploit public sentiment (Waisbord, 2018). Such global challenges highlight the urgent need for Indonesian leaders to anchor their leadership in the substantive, deliberative, and ethical values of Pancasila, thereby cultivating a more resilient and authentic democratic culture.

Political parties also play a strategic role in translating and realizing the democratic values of Pancasila, particularly the fourth principle that emphasizes deliberation and representation. As arenas of political participation, parties serve as intermediaries between the people and the government in shaping public policy. Through mechanisms of political recruitment, political education, and the articulation of citizens’ aspirations, parties can strengthen democracy grounded in ethics, justice, and social responsibility in line with the spirit of Pancasila (Aspinall & Berenschot, 2019).

Nevertheless, challenges persist when political parties prioritize elitist or pragmatic interests, leading to the neglect of core Pancasila democratic values such as deliberation, honesty, and social justice. Therefore, enhancing the institutional capacity, accountability, and integrity of political parties is vital to ensuring that they fulfill their role in building a civilized democracy as envisioned by Pancasila (Mietzner, 2020).

In addition to political parties, political leadership plays a central role in articulating and realizing democracy based on the values of Pancasila. A political leader is not only responsible for running the government but also serves as a role model in practicing the principles of democracy, justice, and deliberation as enshrined in the fourth principle of Pancasila. Within the Pancasila democratic framework, ideal leadership is characterized by ethics, wisdom, and a commitment to the interests of the people rather than the mere pursuit of power.

Leadership rooted in Pancasila must be capable of embracing diversity, fostering active public participation, and promoting decision-making through dialogue and consensus. Such leadership is essential for building a democracy that is inclusive, dignified, and just. In this regard, it is imperative that political leaders not only understand but also internalize the values of Pancasila as the philosophical foundation for governance in Indonesia (Mietzner, 2020; Törnquist, 2019). Comparative studies also show that ethical and deliberate leadership significantly enhances the legitimacy and resilience of democratic systems (Kane & Patapan, 2012; Keane, 2020). Therefore, strengthening political leadership based on Pancasila is not only a constitutional necessity but also a moral imperative in facing the challenges of populism and post-truth politics.

Previous studies examining factors that influence Generation Z's commitment to Pancasila have generally focused on the dimensions of political parties, political leadership, and political education. Research with limited samples of school students found that political leadership did not directly affect commitment to Pancasila, whereas perceptions of political parties did influence views on party leadership (Primahendra et al., 2018).

At present, strengthening the role of Pancasila is increasingly urgent in order to filter the impacts of globalization (Adha & Susanto, 2020; Amalia & Dinie, 2021; Andini & Usiono, 2023; Asiah et al., 2025; Nurfatimah & Dewi, 2021; Suaila & Krisnan, 2019; Sutanto, 2021; Tirza & Cendana, 2022). However, how prospective civil servants—who belong to Generation Z—can internalize and enhance Pancasila's values, including Pancasila democracy, requires continuous study and development.

The current situation demands that society, especially Generation Z, deepen their knowledge and understanding of Pancasila to counteract the declining implementation of its values while preparing themselves to enter the workforce with fairness and integrity (Fakurulloh, 2022; Fathani & Purnomo, 2020; Helpin Satria, 2022; Nurafifah & Dewi, 2021). Essentially, Pancasila represents a synthesis of ideological entities that must complement one another in practice to ensure its relevance in national life (Abdul Aziz, 2022; Fathani & Qodir, 2020). In line with regulations requiring civil servants to uphold Pancasila amid the rise of a workforce increasingly dominated by Generation Z, it is therefore essential to study their perspectives on Pancasila democracy—particularly within the context of political leadership that remains closely linked to political parties.

The novelty of this study lies in its specific focus on Generation Z, particularly those who are prospective civil servants and are therefore required to adhere to and embody the ideology of Pancasila in their professional duties. Unlike previous research, the exogenous variables in this study were refined by directing the indicators of democratic values solely toward the principles of Pancasila. Another strength of this study is its use of a larger and more geographically diverse sample across Indonesia, which provides a stronger empirical basis for its findings compared to earlier studies (Primahendra et al., 2018).

This study seeks to answer how political parties and political leadership influence Generation Z in expressing Pancasila democracy. The results provide evidence of the significance of these two dimensions—political parties and political leadership—in shaping the democratic attitudes and behaviors of prospective civil servants. The findings offer broader insights into how Generation Z, as candidates for the state bureaucracy, perceive and express Pancasila democracy in line with the discipline, ethics, and responsibilities of civil servants (Mietzner, 2020; Aspinall & Berenschot, 2019).

Furthermore, this study provides practical recommendations to bridge the knowledge gap on how prospective bureaucrats form perceptions of political parties and political leadership, with the ultimate goal of strengthening Pancasila democracy in Indonesia's governance system. The contribution of this research is also dedicated to the Soritua Nababan Institute, honoring Rev. Dr. Soritua A.E. Nababan, LLD., who has become a symbol of Pancasila achievement and has promoted democracy with justice and humanity both nationally and internationally.

## 2. Method

This research was conducted using a quantitative approach. The research design used was a survey. A survey-based research design is more effective in this research context because the respondents are spread across Indonesia, which is quite far away and not easily accessible. The data source used by the researcher was primary data collected using an

online questionnaire distributed to a number of civil servant candidates who fell into the Generation Z category. The data collection method was through the distribution of questionnaires online by sending messages to prospective respondents. The sample used in this study consisted of 201 civil servant candidates who belonged to Generation Z from all regional institutions who passed the selection test. The questionnaires were filled out using random sampling by distributing them through WhatsApp simultaneously from January to March 2025 in various local government agencies.

The analysis method used was confirmatory factor analysis, namely Partial Least Squares – Structural Equation Modeling (PLS-SEM). The researcher used the PLS-SEM method due to the need to connect the relationship between latent variables that cannot be measured directly between independent and dependent variables. Thus, each latent variable is explained based on its indicators. In this study, there are two latent (independent) variables used to examine their relationship with latent (dependent) variables. The independent variables used in this study are perceptions of political parties and perceptions of political leadership, while the dependent variable used is the expression of Pancasila democracy. This analysis method is more suitable for measuring something that is abstract and cannot be measured directly, so it is reflected by a number of indicators based on the experience of several experts. The variables used and their indicators are as follows:

**Table 1.** Dimensions and Indicators in the Research Model

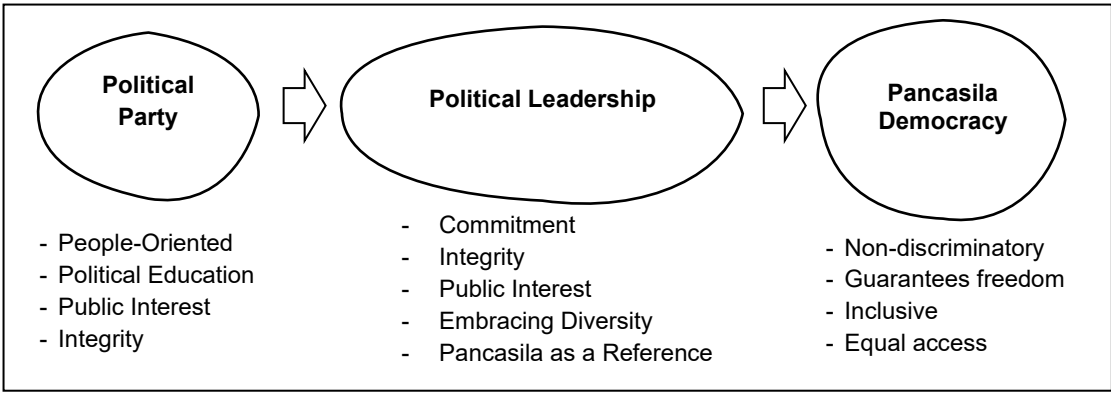
Dimensions	Indicators
Pancasila Democracy Expression	<ul style="list-style-type: none"> <li>i. All citizens must be treated equally regardless of ethnicity, religion/belief, economic status, and gender. (dmkp1)</li> <li>ii. The state must guarantee citizens' freedom to practice their religion/belief and express their culture (dmkp2)</li> <li>iii. The voices and interests of small, weak, and marginalized citizens must be taken into account in the political process (dmkp3)</li> <li>iv. Every citizen must have equal access to basic social needs (dmkp4)</li> </ul>
Perceptions on Political Leadership	<ul style="list-style-type: none"> <li>i. Public officials and political parties demonstrate a strong commitment to democracy (plt_ldr1)</li> <li>ii. Public officials and political parties exhibit honest and ethical behavior that is worthy of emulation (plt_ldr2)</li> <li>iii. Public officials and political parties always prioritize the public interest over personal and group interests (plt_ldr3)</li> <li>iv. Public officials and political parties act as mediators when differences and conflicts arise (plt_ldr4)</li> <li>v. Public officials and political parties use Pancasila as a reference for their words and actions (plt_ldr5)</li> <li>vi. Public officials and political parties convey new ideas to advance public interest (plt_ldr6)</li> </ul>
Perceptions of Political Parties	<ul style="list-style-type: none"> <li>i. Political parties convey the aspirations of the people (pcpt_parpol1)</li> <li>ii. Political parties provide political education to the community (pcpt_parpol2)</li> <li>iii. Political parties fight for public interest/community (pcpt_parpol3)</li> </ul>

	<div>iv. Political parties elect representatives of the people (members of the DPR/DPRD) and regional heads who are honest and have integrity (pcpt_parpol4)</div> <div>v. Political parties are always transparent and accountable to the public for their activities (pcpt_parpol5)</div> <div>vi. Political parties communicate regularly with voters/the public (pcpt_parpol6)</div>
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Source: (Primahendra et al., 2018)

Political parties have a significant impact on political leadership in a country. As the main vehicle in the process of recruiting and selecting leaders, political parties play a role in determining the quality and capabilities of individuals who occupy strategic positions in government.

Figure 1. The Concept of Political Parties Playing a Role in Pancasila Democracy



Source: Author, 2025

Through the nomination mechanism, political parties can direct the direction of policies and development priorities to be implemented by their leaders. In addition, political parties also serve as a link between the community and the government, thereby strengthening the legitimacy and accountability of political leadership. However, overly strong political party dominance also has the potential to lead to leadership that favors the interests of the party's ideology, including in upholding Pancasila democracy in Indonesia. Therefore, Figure 1 above explains that perceptions of the role of political parties can influence perceptions of Pancasila democracy today through current political leadership. This is because the election of the head of government and executive, who must be nominated by existing political parties in Indonesia, will provide an illustration of how Pancasila democracy is implemented.

Political leadership plays a crucial role in realizing and strengthening Pancasila democracy in Indonesia. As key actors in the public decision-making process, political leaders have a responsibility to uphold the values of Pancasila, such as social justice, deliberative consensus, and respect for human rights. Pancasila emphasizes social values such as human rights, unity, and justice, which are universally recognized (Tanamal & Siagian, 2022; Yulia & Dewi, 2021). The fifth principle of Pancasila promotes social justice and equality for all Indonesian citizens, with the aim of balanced national development (Mendrofa, 2021; Ramadhan & Najicha, 2025). Pancasila serves as the foundation for maintaining diversity and unity in Indonesia, acting as a unifying force (Farah, 2023; Irliyani et al., 2024; Istiqomah, 2024; Kariant, 2024; Lumingkewas et al., 2020; Semadi, 2019;

Setiawan, 2019; Tome, 2020). Pancasila promotes unity, tolerance, and justice among citizens, which are essential for national harmony (Septian, 2020).

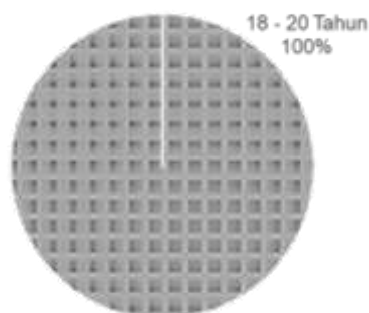
Visionary, inclusive, and ethical leadership can create democratic, participatory, and responsive governance that addresses the needs of the people. Conversely, authoritarian, corrupt, or pragmatic political leadership can undermine the spirit of Pancasila democracy and lead to abuse of power. Therefore, the quality of political leadership is a determining factor in maintaining consistency between democratic practices and the noble values of Pancasila as the foundation of the state.

Pancasila is the ideological foundation of Indonesia, which encompasses the values of belief in God, humanity, unity, democracy, and social justice (Irliyani et al., 2024). Pancasila is also a powerful symbol of Indonesian identity and a vessel for the nation's core values (Handayani & Dewi, 2021; Hutabarat & Zainarti, 2024; Irawan et al., 2023; Risdiany & Anggraeni Dewi, 2021; Riyadi et al., 2022). The same applies to political parties, which have a significant influence on Pancasila democracy through their role in shaping and directing political leadership in Indonesia. As the main instrument in the democratic system, political parties function not only as a means of political recruitment, but also as a forum for political education for the community and guardians of national values. Through the mechanism of selecting candidates for leadership, political parties play a role in determining the direction of leadership that ideally is in line with the principles of Pancasila, such as deliberation, social justice, and respect for diversity. Political leadership that emerges from a democratic political party process will strengthen the substantive implementation of Pancasila democracy. However, if political parties are only oriented towards power and narrow group interests, this can actually weaken democratic values and undermine the spirit of Pancasila. Therefore, it is important for political parties to carry out their functions and roles in a transparent and accountable manner, based on political ideology and ethics in accordance with Pancasila.

### 3. Results and Discussion

From the results of the survey of the research sample, data was obtained showing that the age of civil servant candidates was around 18 to 20 years old. Figure 2 below shows that all respondents in the questionnaire input process fell into the Generation Z category.

**Figure 2.** Age Range of Survey Respondents in the Study



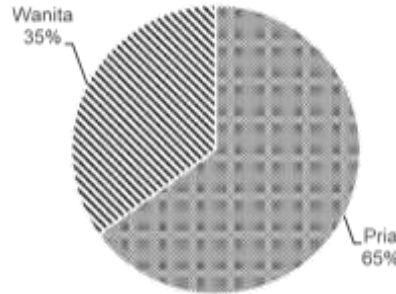
Source: Primary Survey Data, 2025 (analysis)

When viewed from the gender category, Figure 3 shows that 65% of the research sample were male and 35% of the sample in the study fell into the female gender category. The figure below shows that there are more male samples than female samples, but the



sampling method used is still categorized as random sampling because the samples were determined randomly during the research process.

**Figure 3.** Gender Responden Survey dalam Penelitian



Source: Primary Survey Data, 2025 (analysis)

Table 2 below shows the respondents' origins, indicating the regions where they have lived for at least five years. The sample mapping results show the distribution of respondents' origins as follows:

**Table 2.** Distribution of Respondent Origins in the Study

Territorial Island	Sample	%
Sumatera Island	51	25.4%
Jawa Island	49	24.4%
Kalimantan Island	19	9.5%
Sulawesi Island	20	10.0%
Papua Island	38	18.9%
Others	24	11.9%
Total	201	100.0%

Source: Primary Survey Data, 2025 (analysis)

From Table 2 above, it can be seen that respondents are spread across every major island in Indonesia. The largest sample size is found in the regions of Sumatra and Java, but proportionally, the population of Indonesia is also distributed around Java and Sumatra. The even distribution of the sample across each region adequately represents the representation of Generation Z across all regions in Indonesia. This significantly enriches the research findings compared to previous studies that used a smaller sample size, with samples exclusively drawn from Java.

Before conducting testing and data analysis to test the hypothesis, Table 3 below shows the testing of each indicator and dimension in the study.

**Table 3.** Outer Loading Indicators of Each Dimension in the Research Model

Dimensions	Indicators	Sample Mean	p - values
Pancasila Democracy	dmkp1	0.753	0.00
	dmkp2	0.608	0.00
	dmkp3	0.830	0.00
	dmkp4	0.740	0.00
Perceptions of Political Parties	pcpt_parpol1	0.792	0.00
	pcpt_parpol2	0.838	0.00
	pcpt_parpol3	0.878	0.00
	pcpt_parpol4	0.865	0.00
	pcpt_parpol5	0.917	0.00



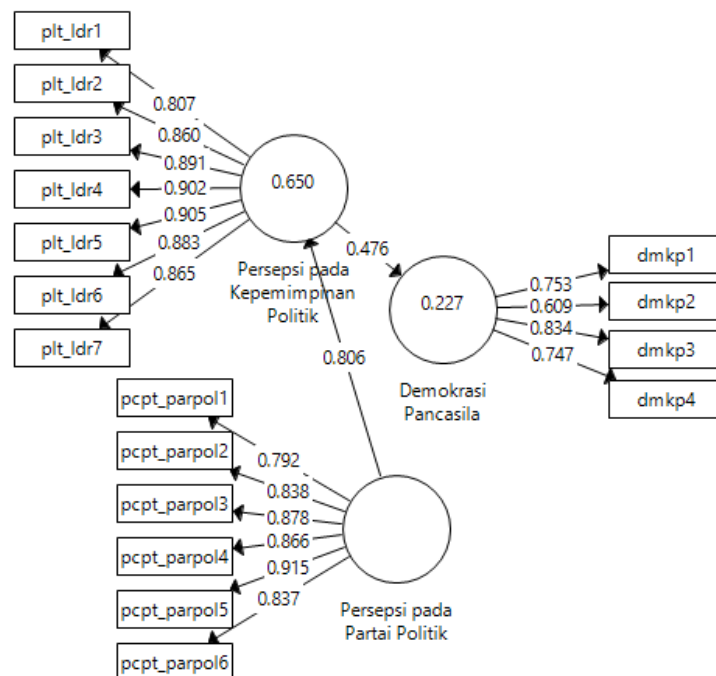
	pcpt_parpol6	0.838	0.00
Perceptions of Political Leadership	plt_ldr1	0.807	0.00
	plt_ldr2	0.859	0.00
	plt_ldr3	0.891	0.00
	plt_ldr4	0.902	0.00
	plt_ldr5	0.905	0.00
	plt_ldr6	0.884	0.00
	plt_ldr7	0.864	0.00

Source: Primary Survey Data, 2025 (analysis)

From Table 3 above, convergent validity testing was conducted to explain the validity testing of each indicator used in the study. The results show that the outer loading values are above 0.6, which means that the indicators of each latent variable meet the variable validity assumption. The validity of each indicator measured based on the questionnaire shows valid results and can reflect the intended indicators. The results show that each indicator reflects valid results and can sufficiently represent the questions in the questionnaire that has been created.

After validity testing was conducted on each indicator in the predetermined dimensions, testing was carried out on the predetermined model. The results of the analysis obtained from the data processing of the hypothesis provided sufficient supporting evidence. This is shown in Figure 4 below, which illustrates the flow of influence starting from the perception of political parties that affects the perception of political leadership, so that the final output has an impact on the expression of Pancasila democracy.

**Figure 4.** Research Model of the Influence of Perceptions of Political Parties and Political Leadership on Pancasila Democracy



Source: Primary Survey Data, 2025 (analysis results)

The influence shown in Figure 4 above indicates that each flow coefficient from the exogenous variable to the endogenous variable has a positive effect. The exogenous

variables in this study are perceptions of political parties and perceptions of political leadership, while the endogenous variables are assessments of the expression of Pancasila democracy. Figure 3 above provides a number of analyses of the hypotheses that were designed previously. The influence of the dimension of perception of political parties on the dimension of perception of political leadership has a positive flow coefficient of 0.806. In addition, the dimension of perception of political leadership on the dimension of Pancasila democratic expression has a positive influence with a flow coefficient of 0.476.

**Table 4.** Average Variance Extracted from Each Dimension

Dimensions	Average Variance Extracted
Pancasila Democracy	0.548
Perceptions of Political Leadership	0.764
Perceptions of Political Parties	0.731

Source: Primary Survey Data, 2025 (analysis results)

From Table 4 above, it can also be seen that the average variance extract value is above 0.6, so it can be said that the model constructed from each indicator in forming latent variables is quite good. This is explained by the AVE value being greater than 0.6 in each research dimension. Although in the table, the expression of Pancasila democracy has an AVE of 0.548, it can be seen that overall, the three dimensions meet the elements of validity quite well. Thus, it can be said that the variables used in the study meet the validity assumptions, which are considered quite good and can be used to draw further conclusions.

**Table 5.** Cronbach's Alpha dan Composite Reliability from Each Dimension

Dimensions	Cronbach's Alpha	Composite Reliability
Pancasila Democracy	0.720	0.827
Perceptions of Political Leadership	0.948	0.958
Perceptions of Political Parties	0.926	0.942

Source: Primary Survey Data, 2025 (analysis results)

Similarly, the Composite Reliability statistical value in the output provided in Table 5 is an indicator that measures whether a variable is reliable, with a standard value threshold of more than 0.7. In this case, all dimensions or latent variables measured based on indicators can be said to be reliable in each dimension, so that further analysis can be carried out.

**Table 6.** Discriminant Validity from Each Dimension

Dimensions	Pancasila Democracy	Perceptions of Political Leadership	Perceptions of Political Parties
Pancasila Democracy	0.740		
Perceptions of Political Leadership	0.476	0.873	
Perceptions of Political Parties	0.431	0.806	0.855

Source: Primary Survey Data, 2025 (analysis results)

Table 6 above explains that discriminant validity measurement is assessed using the Fornell Larcker statistical criteria, whereby a model is considered to have good discriminant validity if each exogenous construct value located on the diagonal produces a result that

exceeds the correlation of that construct with other constructs, with reference to the values below the diagonal. The test results can be seen in Table 4 and show that the model is valid.

**Table 7. R-Square Adjusted from Each Dimension**

Dimensions	R Square	R Square Adjusted
Pancasila Democracy	0.227	0.223
Perceptions of Political Leadership	0.650	0.649

Source: Primary Survey Data, 2025 (analysis results)

The value of Adjusted R Square shown in Table 7 indicates that the value of 0.223 means that the two exogenous variables, namely perceptions of political parties and perceptions of political leadership used in this study, explain the expression of Pancasila democracy as an endogenous variable and explain 22.3% assuming *ceteris paribus*. In other words, all constructs in the exogenous variables in the study simultaneously influence the endogenous variable, namely the expression of Pancasila democracy, by 22.3%. Meanwhile, the remaining 77.7% is explained by exogenous variables described by other indicators not mentioned in this research model.

**Table 8. Direct Effect dan Indirect Effect from Each Dimension**

Effects	Statistics	Standard Deviation	t - stat	Hypothesis
<b>Direct Effect</b>				
Perceptions of Political Leadership → Pancasila Democracy	0.476	0.062	7.739***	Accepted
Perceptions of Political Parties → Perceptions of Political Leadership	0.806	0.030	27.037***	Accepted
<b>Indirect Effect</b>				
Perceptions of Political Parties → Pancasila Democracy	0.384	0.056	6.804***	Accepted

Note: \*\*\* indicates significant results with  $\alpha = 1\%$

Source: Primary Survey Data, 2025 (analysis results)

In Table 8 above, from the results of hypothesis testing using simultaneous equation analysis, it can be seen that three hypotheses were made at the beginning in accordance with previous theory, stating that the hypotheses were supported by empirical and tested data, causing the processed primary data to support the acceptance of the hypotheses described earlier. In the analysis built on the research model, it is divided into two parts, namely direct and indirect effects. In the correlation of dimensions that have a direct effect, there are two hypotheses. Perceptions of political parties are statistically proven to influence perceptions of political leadership with a statistical value (original sample) of 0.806 with a t-statistic of 27.037, with the conclusion that the primary data statistically supports the hypothesis of having a significant positive effect. Perceptions of political leadership were statistically proven to influence expressions of Pancasila democracy with a statistical value (original sample) of 0.476 and a t-statistic of 7.739, concluding that the primary data statistically supports the previous hypothesis stating that there is a significant positive influence. Meanwhile, regarding the correlation between dimensions that have an indirect influence, there is one hypothesis, namely the dimension of perception of political parties

that influences expression of Pancasila democracy through the perception of political leadership with a statistical value (original sample) of 0.384 and a t-statistic value of 6.804, which was tested to be significant, providing an indirect influence with a statistical value of.

In the context of this study, which examines the relationship between perceptions of political parties and political leadership on Pancasila democracy, the initial research argument has been reinforced. The findings indicate that Generation Z, particularly among prospective civil servants, perceives political leadership as being strongly influenced by the ideological orientation of political parties. Consequently, through the leadership of their cadres in the public sector, political parties can indirectly shape the implementation of Pancasila democracy in Indonesia. This underscores the role of parties not only as political institutions but also as educational agents, responsible for preparing cadres who uphold democratic values, integrity, and loyalty to Pancasila when serving as public officials.

If proven empirically, these findings could enhance trust among Generation Z—especially those entering the civil service—toward public leaders closely linked to political parties, provided that such leaders consistently embody Pancasila values. To achieve this, party leaders must strengthen their commitment to political education, ensuring that prospective public leaders, particularly delegated party cadres, remain guided by ethical principles and social responsibility in governance.

This observation stands in contrast to a growing concern in established democracies, where research points to the deconsolidation of democratic values and declining trust in traditional institutions, including political parties, among younger generations (Foa & Mounk, 2016). In many contexts, Generation Z exhibits skepticism toward parties, preferring issue-based activism and digital mobilization (Pickard, 2019; de Zúñiga & Diehl, 2021). The significant influence of party perception within the Indonesian case thus highlights that political parties continue to play a pivotal—albeit contested—role in shaping political culture and legitimacy. This places a heightened responsibility on Indonesian parties to reform, strengthen accountability, and genuinely embody Pancasila values to sustain their relevance and positive impact on the nation's democratic development (Mietzner, 2020; Aspinall & Berenschot, 2019).

**Table 9.** Testing the Indicator Coefficients of Each Dimension in the Research Model

Indicators	Statistics	Standard Deviation	t - stat	Results
dmkp1	0.753	0.040	18.651***	significant
dmkp2	0.609	0.074	8.176***	significant
dmkp3	0.834	0.029	28.950***	significant
dmkp4	0.747	0.061	12.286***	significant
pcpt_parpol1	0.792	0.038	20.928***	significant
pcpt_parpol2	0.838	0.033	25.234***	significant
pcpt_parpol3	0.878	0.022	40.698***	significant
pcpt_parpol4	0.866	0.021	41.155***	significant
pcpt_parpol5	0.915	0.012	74.289***	significant
pcpt_parpol6	0.837	0.032	26.249***	significant
plt_ldr1	0.807	0.036	22.181***	significant
plt_ldr2	0.860	0.025	34.877***	significant
plt_ldr3	0.891	0.017	51.221***	significant
plt_ldr4	0.902	0.016	57.840***	significant

plt_ldr5	0.905	0.015	60.839***	significant
plt_ldr6	0.883	0.024	36.606***	significant
plt_ldr7	0.865	0.025	34.627***	significant

Note: \*\*\* indicates significant results with  $\alpha = 1\%$

Source: Primary Survey Data, 2025 (analysis results)

Table 9 above shows empirical results of how the indicators of each latent variable, both exogenous and endogenous variables in the study, can significantly explain the magnitude of their influence and how they are related reflexively. In the variable of perception of political parties, all indicators can significantly explain the indicators of perception of politics. Similarly, perceptions of political leadership and expressions of Pancasila democracy are well explained by their indicators in a reflective manner.

#### 4. Conclusion

This study concludes that the respondents identified and confirmed that the perceptions of prospective civil servants in the Generation Z category indicate that there is a correlation between a political party and a positive influence on political leadership. This also indirectly supports the idea that party ideology will have an impact on the political leadership of future public officials. Their perception of political leadership directly has a significant influence on how Pancasila democracy can be implemented. This is evident in the significantly positive influence of the variables. The increase in Pancasila democracy implemented by Generation Z, who are prospective civil servants and part of the civil servant's discipline, in the context of this study, can be influenced by parties and political leadership. This may occur because regional leaders and executive leaders are very likely to be filled through parties with certain ideologies. The ideology of the party is believed by the state civil apparatus with a sample of Generation Z to provide direction for the values of Pancasila democracy.

Thus, the recommendation for future policy is the need for a high level of commitment from all parties, including party leaders throughout Indonesia, to submit to and comply with Pancasila as the state ideology by implementing its values. This will provide space for Generation Z, who have a wealth of information and knowledge, to apply and experience democracy within Pancasila. Another equally important matter is the need for intensive political education for parties and party leaders in Indonesia in order to support Pancasila in the face of rapidly changing global dynamics. Another necessary element in this process is support for the current collaboration between the government, society, parties, and educational institutions, which is essential for strengthening the implementation of Pancasila in Indonesia (Theresa et al., 2025).

This study provides a small contribution to empirical studies on Pancasila democracy in Indonesia. Thus, this study provides implementable recommendations on how Pancasila democracy needs to be promoted. The government needs to be firm and vocal in providing political education to all stakeholders, especially all political parties in Indonesia, so that they can implement the values of Pancasila. Political education and the implementation of Pancasila can be promoted and carried out partially through digital means to accelerate implementation. This study recommends the integration of Pancasila values into the curriculum for civil servant candidates and hopes that it will be included in the academic curriculum of all civil service schools in Indonesia.

This study provides enrichment for decision makers to develop Pancasila democracy in Indonesia. However, this study has a weakness in that it only discusses Pancasila

democracy from the dimensions of perception of political parties and perception of political leadership. In its journey to uphold the values of Pancasila, this research needs to be further developed to include other dimensions in identifying factors that can influence Pancasila democracy in Indonesia.

Our recommendation for intensive political education is supported by international evidence. Studies show that effective democratic education must proactively address the challenges of motivated reasoning and misinformation by cultivating critical civic skills (Kahne & Bowyer, 2017). Therefore, the proposed political education for parties and cadres should not merely be doctrinal but must incorporate elements of critical thinking and media literacy, using Pancasila as a moral compass to navigate and counter disinformation in the digital public sphere.

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