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ARTICLE

Applying Conflict Management Strategies in Post-election Disputes

A Case Study of Lamaksenu Village, Indonesia

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Abstract: Post-election conflicts in Lamaksenu Village, Indonesia, reflect public dissatisfaction with election results and underlying socio-political tensions. This study examines conflict management strategies in the context of Thomas and Kilmann's conflict management theory within a rural Indonesian setting. Adopting a descriptive qualitative approach, the study examines how collaboration, compromise, and accommodation—mediated by traditional leadership and hybrid governance—were used to address disputes. Although reconciliation was pursued through deliberation and dialogue, structural dissatisfaction remains, posing risks of recurring tensions. This research contributes to the literature by localizing a widely used Western conflict management model, offering a culturally grounded perspective on post-election conflict resolution. It demonstrates how combining formal institutions with indigenous practices enhances understanding of conflict dynamics in rural democracies. Key recommendations include improving electoral transparency, strengthening traditional leadership in dispute mediation, and developing inclusive reconciliation programs to foster lasting socio-political stability.

Keywords: Conflict Management; Post-election Disputes; Rural Governance; Collaboration; Traditional Leadership.

1. Introduction

Elections constitute the foundation of democratic systems. As a crucial pillar, they must facilitate public engagement in government and policymaking (Angerbrandt, 2018; Idris, 2022). In numerous developing nations, such as Indonesia, the post-election phase often becomes a catalyst for social and political unrest (Cederman et al., 2013; Crost et al., 2013). Post-election conflicts jeopardize political stability and undermine social cohesiveness, especially in rural areas where close interpersonal relationships may be strained by political divergences (Pulubuhu et al., 2020; Sherman & Schwartz, 2024). Lamaksenu Village in Indonesia illustrates how discontent with electoral outcomes can intensify into wider conflicts, undermining social ties and traditional governance structures (Anyuor & Achieng', 2022; Shoko, 2022). This phenomenon underscores the necessity for efficient conflict management measures to avert conflict escalation and maintain the sustainability of socio-political life in the post-election period (Klaus & Mitchell, 2015; Sixpence et al., 2021).

Post-election disputes in rural regions are often triggered by multiple factors, including alleged electoral fraud, identity politics, and resource competition (Dresden, 2017; Krause, 2020). These factors can intensify socioeconomic disparities and reinforce prevailing societal divisions (Davidson et al., 2004; Ndungú, 2024). International experiences indicate that elections might act as catalysts for unresolved historical tensions (Dercon & Gutiérrez-Romero, 2012; Dunning, 2011). In Kenya's 2007 election, ethnic disparities were the principal catalyst for post-election violence, whereas in Côte d'Ivoire, conflicts over land rights exacerbated political instability (Cederman et al., 2013; Klaus & Mitchell, 2015). In the Indonesian rural context, these factors manifest in distinctive ways. Allegations of electoral fraud often emerge in the form of accusations against local officials perceived to favor certain candidates, while identity politics plays out along ethnic or clan-based lines, which are deeply rooted in local social structures. Resource competition—such as disputes over landownership, village funds, or access to government assistance—further complicates political tensions, especially when electoral outcomes are seen as determining control over these assets. Rural elections in Indonesia exhibit distinct complexity arising from the interplay between traditional governance systems and contemporary democracy (Hakami, 2022; Rezai-Rashti, 2013). This signifies the necessity for a conflict management strategy that prioritizes not only immediate settlement but also the examination of deeper underlying issues.

According to K. W. Thomas and Kilmann (1974), conflict management theory provides a valuable framework for comprehending and resolving post-election issues. This theory delineates five strategies—competing, collaborating, compromising, avoiding, and accommodating—that can be tailored to certain settings. Collaborative and compromise-driven strategies in political disputes have demonstrated significant efficacy, promoting conversation and mutual comprehension among opposing factions (Shoko, 2022). In rural areas, where social cohesion and trust are typically ingrained, these tactics might utilize established cultural and social networks to foster reconciliation. Competitive techniques, although occasionally essential for establishing legitimacy, may exacerbate divisions if not meticulously controlled (Anyuor & Achieng', 2022). Utilizing this theoretical framework in the context of Lamaksenu for an in-depth examination of how conflict management tactics might be customized to suit the culturally intricate rural environment.

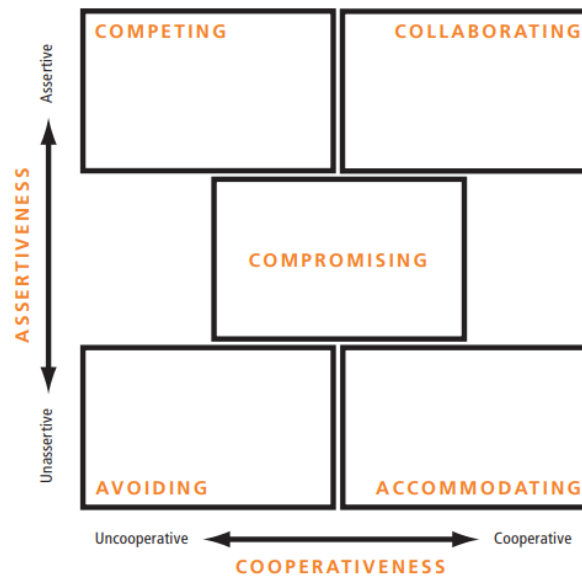


Figure 1. Conflict Management Theory
by K. W. Thomas and Kilmann

Source: K. W. Thomas and Kilmann (1974)

Figure 1 presents a conflict resolution model based on two main dimensions: Assertiveness (vertical axis) and Cooperativeness (horizontal axis). The model categorizes conflict handling styles into five distinct approaches: Competing (high Assertiveness, Low Cooperativeness), Collaborating (high Assertiveness, High Cooperativeness), Compromising (moderate Assertiveness and Cooperativeness), Avoiding (low Assertiveness, Low Cooperativeness), and Accommodating (low Assertiveness, High Cooperativeness). This model helps visualize the different ways individuals handle conflict, balancing their interests with those of others (K. W. Thomas & Kilmann, 1974).

Although extensive research has been conducted on post-election conflicts and conflict management strategies in general, there remains a gap in understanding how these strategies can be adapted to the specific context of Indonesia, particularly in rural communities (Adetunji et al., 2023; Anyuor & Achieng', 2022). Most previous studies have focused on conflicts at the national or urban level, with little attention given to the social and cultural dynamics that influence conflict resolution in villages (Angerbrandt, 2018; Idris, 2022). Additionally, few studies have explored the role of traditional leadership in post-election conflict resolution and how conflict management approaches can be aligned with local values to achieve more effective and sustainable outcomes (Hakami, 2022; Sherman & Schwartz, 2024). This study aims to fill this gap by exploring conflict management strategies in the context of Lamaksenu Village.

This study aims to analyze the conflict management tactics employed in addressing post-election issues in Lamaksenu Village. This research will utilize K. W. Thomas and Kilmann's conflict management theory to examine the socio-political processes that affect post-election conflicts and evaluate the efficacy of various conflict management solutions implemented (Frankovský et al., 2018; Negoro et al., 2025; Y. T. Thomas et al., 2023). This theory is considered particularly relevant because it categorizes conflict-handling behavior into five distinct strategies—competing, collaborating, compromising, avoiding, and accommodating—which provide a flexible yet structured framework for analyzing interpersonal and group-level responses to conflict. In the context of village-level political disputes, where

actors range from individual candidates to community institutions, the model enables a nuanced identification of tactics and their sociocultural implications. Compared to broader structural or institutional conflict theories, K. W. Thomas and Kilmann’s approach enables a closer analysis of day-to-day conflict behavior and informal resolution practices that are common in rural settings. This study also examines the involvement of local stakeholders, including traditional leaders, village authorities, and civil society, in conflict management and the establishment of sustainable reconciliation processes (Chang & Lee, 2013; Özkan Tuncay et al., 2018). This study has limitations regarding the generalizability of its findings to other settings, as each community has distinct social and political characteristics. Nonetheless, the results of this research are anticipated to yield significant insights for policy development and the creation of more successful conflict resolution mechanisms in other rural communities in Indonesia.

2. Methods

This study utilizes a descriptive qualitative methodology to attain a comprehensive understanding of the dynamics of post-election conflicts in the village head election in Lamaksenu Village. This methodology was used as it facilitates an examination of the subjective experiences of individuals and groups while also encapsulating the socio-political intricacies inherent in the conflict. In accordance with the suggestions of Dempsey et al. (2016) and Shibuya et al. (2021), qualitative approaches afford flexibility in data gathering and allow participants to articulate their opinions more authentically. Semi-structured interviews were employed as the principal method to guarantee adequate representation, facilitating a blend of directed inquiries with the flexibility to investigate developing topics throughout the study process.

The research was conducted in Lamaksenu Village, Lamaknen District, Belu Regency, Indonesia, a rural community characterized by its tightly woven social structures. This village was chosen for its notable attributes in examining post-election disputes, such as substantial community engagement in local politics and the intricate social dynamics shaped by ethnic and political influences. This research primarily focuses on the 2019 village head election, which incited tensions due to suspicions of electoral fraud and discontent with the election outcomes. This scenario offered a chance to examine the interaction between traditional and contemporary governance systems in conflict management within a multifaceted cultural context.

Data collection was conducted using three primary methods: semi-structured interviews, participant observation, and document analysis. The interviews included diverse stakeholders, including candidates for village heads, community leaders, village government officials, and local citizens (Table 1). The semi-structured technique combined structured inquiries with the adaptability to explore conflict triggers, resolution options, and the effects of various methods in greater depth. Moreover, direct observations at public meetings and social interactions inside the community offered contextual insights that enhanced the comprehension of the

Table 1. Research Informants

Category	Number	Reason for Selection
Village Head Candidates	3 people	Directly involved in the conflict
Village Secretary	1 person	Understands the administrative election process
Community Leaders	4 people	Holds significant influence in conflict reconciliation
Local Residents	3 people	Directly affected by the conflict

Source: Researcher Interview (2024)

prevailing conflict dynamics. The examined materials comprised election result reports, village meeting records, and official correspondence, utilized to corroborate data acquired from interviews and observations (Sperling, 2022).

This study employs thematic analysis to ensure the reliability and validity of the findings by identifying recurring patterns and themes in the collected data. The analytical procedure entails coding the data according to the five principal conflict management techniques delineated by K. W. Thomas and Kilmann (1974): rivalry, collaboration, compromise, avoidance, and accommodation. This method enables the researcher to connect theoretical frameworks with empirical evidence, thereby attaining a more profound understanding of the Lamaksenu community's reactions to post-election tensions. The iterative analytical method facilitates the refinement and modification of themes as comprehension of the data progresses, thereby improving the precision of judgments concerning conflict dynamics.

Due to the political sensitivity of this work, ethical considerations are of paramount importance. All participants received a detailed description of the study's objectives, and a formal agreement was secured prior to the interviews. To ensure anonymity, participants' names and identifying details were anonymized, and all acquired data were securely kept to avert unauthorized access. Participants were granted the autonomy to withdraw from the study at any time without repercussions. Furthermore, reflexivity was employed to guarantee that the researcher acknowledged potential power disparities during interviews and preserved sensitivity to participants' emotional and social experiences (Haahr et al., 2014; Holivil, 2024; Muthanna & Alduais, 2023). This study aims to make a significant empirical contribution to local conflict resolution research by combining various data sources and adhering to ethical research standards. The methodological approach guarantees that the research findings provide both academic insights and practical applications for conflict resolution in rural communities.

3. Results and Discussion

3.1. Nature and Sources of Conflict in the Lamaksenu Village Head Election

The 2019 Lamaksenu village head election resulted in extended unrest stemming from discontent with the election outcomes. Candidate Arnoldus Vinsensius Minggu contested the vote tally, alleging election malfeasance. The claims incited discord throughout the community, especially among the proponents of each candidate. The controversy intensified when the inauguration of the elected village leader, Fidelis Mau Koi, was postponed for six months due to political pressure from the dissatisfied party.

Post-election confrontations of this nature are not unprecedented. Leveillee (2018) asserts that discontent with electoral outcomes often arises in cultures characterized by substantial political engagement yet deficient methods for resolving disputes. In Lamaksenu Village, the lack of a transparent grievance mechanism permitted discontent to grow into overt fighting. This corresponds with political conflict theory, which posits that disparities in the election system can incite enduring social tensions (K. W. Thomas & Kilmann, 1974).

This conflict was influenced not only by procedural reasons but also by enduring social dynamics inside the community. The division among proponents of various candidates transcended politics and permeated daily social interactions. Verbal confrontations, sardonic comments, and social ostracism became integral to the

community's post-election landscape. This scenario suggests that political disputes at the village level are not exclusively based on electoral rivalry but are also influenced by underlying social tensions (Özkan Tuncay et al., 2018).

Cultural issues and the patronage system significantly contributed to the escalation of the conflict. Research informants indicated that numerous prominent community individuals were said to align with a certain candidate and galvanize support to enhance their political standing within the community. Upon discovering that the election results diverged from their anticipations, their discontent transformed into a rejection campaign, intensifying the political upheaval within the hamlet. This phenomenon demonstrates that conflicts in village head elections are impacted not just by the electoral results but also by the underlying power structures that operate behind the electoral process (Frankovský et al., 2018).

The disagreement was exacerbated by the absence of effective mediation by local government officials and traditional institutions. Despite attempts to alleviate tensions, including stakeholder discussions, their immediate effect was little. This ineffectiveness stemmed from several interrelated factors: limited authority to enforce binding decisions, lack of sufficient resources to facilitate impartial mediation processes, and declining public trust in these institutions due to perceived political alignments. Yadokus Fahik Manek, the village secretary, stated that political pressure from various parties hindered the local government's involvement in resolving the issue, complicating the attainment of a just resolution. As a result, both formal and customary mediators struggled to assert neutrality, which weakened their legitimacy and allowed unresolved grievances to spread informally, fueling polarization within the community. This underscores the pressing necessity to enhance community-based dispute resolution systems to guarantee that forthcoming village head elections are executed in a more tranquil and democratic fashion (Sherman & Schwartz, 2024).

3.2. Conflict Management Strategies

In response to this conflict, various conflict management strategies were implemented by stakeholders, including candidates, the community, and government officials. Referring to K. W. Thomas and Kilmann's model (1974), the strategies used include competition, collaboration, compromise, avoidance, and accommodation (Figure 2).

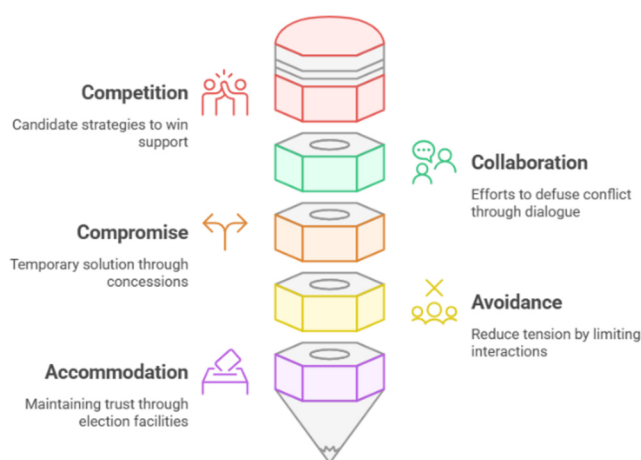


Figure 2. Conflict Management Strategies

Source: K. W. Thomas and Kilmann (1974), Edited by the Author.

3.2.1. Competition in the Struggle for Political Support

Competition in the 2019 Lamaksenu village head election was a key factor that triggered social and political tensions. Each candidate sought to gain support through various means, including forming strategic alliances with community leaders and promising development programs that appealed to residents. Based on an interview with Arnoldus Vinsensius Minggu, his main strategy was to build trust within the community long before the election took place. However, during the voting process, the majority of the community chose Fidelis Mau Koi, who ultimately won the election with the highest number of votes (Figure 3).

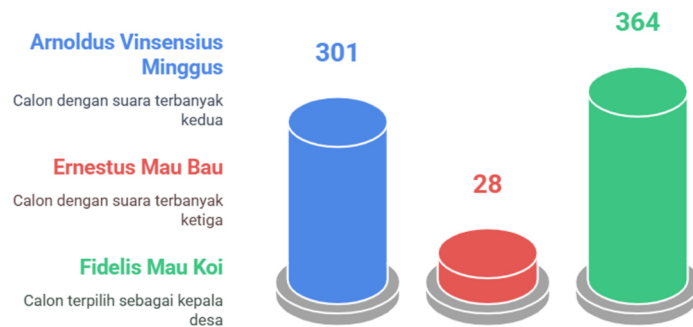


Figure 3. Vote Results in the Lamaksenu Village Head Election

Source: Researcher interview (2024)

The dynamics of this competition suggest that, in local politics, a candidate's success is not solely determined by the proposed work programs but also by social networks and active engagement within the community prior to the campaign period. As stated by community leader Stanis Mau Leto, support for a candidate is often influenced by personal relationships and family loyalties, ultimately creating strong support blocks. This phenomenon aligns with [Leveillee's argument \(2018\)](#) that in tightly knit communities, village head elections tend to be more about group competition than a purely democratic electoral process.

Moreover, the struggle in this election was characterized not just by constructive campaign techniques but also by a multitude of allegations and mistrust among candidates. Yadokus Fahik Manek, the village secretary of Lamaksenu, emphasized that one of the primary sources of tension was the fraud charges from the losing faction despite the absence of sufficient evidence. The allegations proliferated throughout the community, exacerbating polarization among candidate supporters and fostering enduring difficulties in post-election.

In a broader context, political competition characterized by strong rivalry can provide both beneficial and detrimental impacts on social life. Healthy competition can promote transparency and accountability, compelling candidates to provide superior visions and work programs. Nevertheless, unchecked competitiveness may lead to enduring conflicts that hinder post-election reconciliation. [Frankovský et al. \(2018\)](#) assert that in circumstances where competition intensifies into overt conflict, efficient mitigation strategies are essential to avert further splits within the community.

The adverse effects of this competitiveness were apparent in daily social interactions in Lamaksenu after the election. Several individuals indicated that tense relationships occur between neighbors and even within families due to

divergent political preferences. [Pulubuhu et al. \(2020\)](#) assert that in rural communities, village head elections transcend the basic selection of an administrative leader, instead embodying the power dynamics and social influence prevalent within the community. Consequently, without substantial measures to restore social cohesiveness, political competition may have a permanent effect on the local community.

3.2.2. Collaboration in Reconciliation Efforts

To alleviate problems stemming from the village head election, community leaders, village officials, and other stakeholders adopted a cooperative strategy based primarily on customary deliberation. Marsel Mau, a community leader in Lamaksenulu Village, indicated that reconciliation efforts were conducted via deliberation and open dialogue to alleviate tensions among candidate supporters. The discussions included representatives from opposing groups to deliberate on mutually agreeable solutions.

This collaborative strategy was additionally endorsed by local government officials, who served as mediators in mitigating tensions. During a conversation with Yadokus Fahik Manek, the village secretary, he stated that the local government aimed to facilitate dialogue between the opposing factions to ensure that the election results were honored while preventing the losing side from feeling aggrieved. This method corresponds with [Shoko's findings \(2022\)](#), which highlight that in traditional societies, effective conflict resolution significantly relies on the proactive involvement of community leaders in promoting inclusive discussion.

Nonetheless, the efficacy of this collaborative technique was not devoid of problems. Certain neighborhood groups persisted in opposing the election results and exhibited reluctance towards reconciliation initiatives. Stanis Mau Leto observed that certain individuals from the defeated faction continued to disseminate tales of discontent, so extending tensions within the community. This illustrates the social conflict theory presented by [K. W. Thomas and Kilmann \(1974\)](#), which indicates that unresolved complaints can evolve into latent conflicts that may reemerge at any moment.

Divergent interests among community leaders also presented obstacles in executing the partnership concept. Certain community leaders had strong affiliations with particular candidates, raising concerns regarding their impartiality in the healing process. During an interview with Petrus Mau, a hamlet inhabitant, he disclosed that, notwithstanding the overt reconciliation initiatives, a lingering feeling persisted that specific parties were afforded preferential treatment relative to others. This scenario illustrates that in communities characterized by robust patronage structures, effective conflict resolution relies not alone on communication and mediation but also on public confidence in the impartiality of mediators ([Sherman & Schwartz, 2024](#)).

The experience in Lamaksenulu Village indicates that collaboration is essential for post-political conflict reconciliation; however, its efficacy hinges on various factors, including the commitment of all parties to participate in sincere dialogue, the impartiality of the leaders involved, and the community's preparedness to transcend political divisions for the collective benefit. Given these challenges, a structured approach is necessary to ensure fair and transparent conflict resolution. To enhance this strategy, an independent mediation organization should be established to address post-election disagreements, offering the community an official avenue to express concerns and resolve disputes equitably and transparently.

3.2.3. Compromise as a Temporary Resolution Effort

To mitigate post-election disputes in Lamaksenu, a compromise plan was adopted to alleviate tensions. This compromise involved discussions among the victorious and defeated sides, including community leaders and village officials. In an interview with Yadokus Fahik Manek, the village secretary, it was revealed that one method of compromise implemented involved allowing the losing candidate to formally articulate their issues in a local forum. This forum aimed to alleviate discontent by providing all parties with the opportunity to express their concerns candidly.

Nevertheless, while this discussion platform facilitated discourse, the concessions achieved were frequently pragmatic and failed to tackle the more profound underlying concerns. Frankovský et al. (2018) observed that compromise techniques may temporarily de-escalate confrontations, although they do not invariably address the underlying causes of discontent. In Lamaksenu, while this settlement momentarily alleviated tensions, several community members remained dissatisfied, believing that justice had not been entirely achieved, especially due to the absence of an independent system to impartially evaluate the fraud claims presented by the losing party.

The execution of compromise solutions encountered challenges due to opposition from specific factions that dismissed the election outcomes. According to Stanis Mau Leto, despite mediation discussions, certain groups persisted in questioning the legitimacy of the election results. They leveraged this discontent to construct a narrative suggesting that the election had been manipulated to benefit a particular candidate. In this situation, compromise entails not only making concessions to the disadvantaged party but also necessitates methods to guarantee that the election process and dispute resolution initiatives are executed honestly and convincingly (Sherman & Schwartz, 2024).

Conversely, compromise in local elections highlights that in communities with robust social connections, conflict resolution cannot rely exclusively on legal channels but must also incorporate customary and cultural practices. In an interview with Marcel Mau, a community leader, he suggested that a community-based strategy might serve as an option for alleviating political tensions in the village. This corresponds with Shoko's study (2022), which indicates that in tradition-based societies, conflict resolution facilitated by traditional leaders is frequently more efficacious than formal governmental interventions. Consequently, the compromise strategy employed in post-election conflict resolution in Lamaksenu should extend beyond official discussions and be bolstered by methods grounded in local values to guarantee broader acceptance among all community members.

Consequently, while compromise may serve as an effective short-term strategy for mitigating conflict, it must be integrated with enduring reforms in electoral dispute resolution systems. Enhanced transparency in the electoral process, augmented involvement of traditional leaders in reconciliation efforts, and the formation of an independent entity to address political disagreements may constitute more effective measures for fostering enduring political and social stability in the future.

3.2.4. Avoidance as a De-escalation Tactic

In an effort to reduce tensions following the village head election in Lamaksenu, some parties employed an avoidance strategy as a tactical measure to prevent further escalation of conflict. As stated by Vinsensius Talo, a village resident, candidates involved in the conflict tended to avoid public engagement temporarily to

prevent further provocation from dissatisfied supporters. This strategy helped maintain local political stability, despite tensions remaining evident in daily social interactions.

However, the avoidance strategy has limitations in creating long-term solutions. According to [Chang and Lee \(2013\)](#), avoidance can reduce the intensity of conflict in the short term but also risks prolonging underlying dissatisfaction. In Lamaksenu, although the losing candidate did not actively mobilize supporters for open protests, their supporters continued to spread narratives of dissatisfaction in various informal forums. This indicates that, despite the absence of physical clashes, the conflict persisted in the form of social sarcasm, restricted interactions, and prolonged distrust between rival groups.

Additionally, some community members adopted the avoidance strategy by withdrawing from political and social involvement after the election. As noted by Stanis Mau Leto, some villagers opted not to attend community events or social gatherings as a silent protest against what they perceived as an unfair election outcome. This phenomenon reflects the negative impact of avoidance as a conflict resolution strategy, where the absence of active participation from some community members further exacerbates existing social fragmentation. Within the framework of social conflict theory, this situation can be described as latent conflict, in which underlying tensions persist beneath the surface and have the potential to resurface in the future ([K. W. Thomas & Kilmann, 1974](#)).

From the standpoint of village governance, avoidance poses difficulties in restoring social cohesiveness after elections. According to Yadokus Fahik Manek, the village secretary, despite governmental efforts to encourage participation in development initiatives and public talks, certain community members are hesitant to engage owing to lingering political grudges. This underscores that although avoidance may alleviate temporary disputes, it fails to rebuild confidence among citizens and promote enduring social stability. Consequently, this strategy must be supplemented by additional methods, including enhanced socialization initiatives, the proactive engagement of traditional leaders in reconciliation, and the strengthening of inclusive dialogue mechanisms to ensure that all stakeholders feel acknowledged and valued in the village's democratic processes.

Consequently, although avoidance may serve as an effective short-term strategy to avert conflict escalation, it necessitates the implementation of proactive actions to restore social trust. In the absence of these efforts, avoidance just fosters a deceptive semblance of stability that is susceptible to reminiscing conflict in subsequent elections. A systematic approach is essential to resolve post-election issues, encompassing durable reconciliation initiatives, enhanced openness in the electoral process, and the fostering of open communication to bridge existing community divisions.

3.2.5. Accommodation in the Provision of Election Facilities

Accommodation, facilitated through the establishment of transparent and equitable electoral facilities, significantly mitigated political tensions in Lamaksenu Village as part of the conflict management measures. In an interview with Yadokus Fahik Manek, the village secretary, it was stated that election provisions, including ballot boxes, polling stations (TPS), an updated voter list, and stringent oversight during the voting process, were adequately in place. This action was implemented to ensure that the electoral process adhered to appropriate protocols and reduced the likelihood of infractions that could incite further disputes.

Nonetheless, despite the sufficient availability of electoral resources, public perception of electoral equity remained a crucial determinant in assessing the acceptance of election outcomes. Thobias Liha, a member of the village head election committee, indicated that certain groups persistently questioned the transparency of the process, especially concerning the allocation of election logistics and the accessibility of polling locations for all people. This suggests that merely providing well-structured electoral facilities is insufficient to ensure post-election stability; it must also be supplemented by political socialization and educational initiatives to enhance public understanding of lawful and equitable democratic processes.

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3.3. Long-Term Implications and Recommendations

The post-election violence in Lamaksenu Village has substantial long-term repercussions for the social and political dynamics of the local community. A primary consequence is the increasing skepticism towards the electoral system and the current dispute settlement processes. When a segment of the community perceives the electoral process as lacking transparency or failing to adequately address their grievances, this discontent may persist and fuel ongoing conflicts. Research by [Sherman and Schwartz \(2024\)](#) suggests that inadequately addressed dissatisfaction within a local democratic framework may lead to the delegitimization of elected officials and compromise the stability of village governance.

The social ramifications of this struggle are seen in the disintegration of relationships among community groupings. The elections, designed as a democratic process for leader selection, instead incited divisiveness that disturbed social connections inside the community. Residents with divergent political preferences often established exclusive organizations, exacerbating divisions among them. [Pulubuhu et al. \(2020\)](#) emphasize that in civilizations with robust social frameworks, political conflicts may persist as social discrimination, exclusion from communal activities, and inequities in access to public services.

From the standpoint of village government, prolonged disagreement may hinder the effectiveness of the elected village head's leadership. When dissent regarding the election results persists, the newly elected leader faces challenges in securing

consensus and garnering widespread community support to implement development initiatives. Yadokus Fahik Manek, the village secretary of Lamaksenulu, indicated that persistent discontent following the election prompted certain community groups to disengage local initiatives, thereby hindering governance. This scenario illustrates that elections encompass not only the determination of winners and losers but also the imperative of reinstating public confidence in the elected official to facilitate effective government.

To alleviate the enduring effects of post-election conflicts, various recommendations can be implemented (Figure 5). Firstly, enhanced transparency is essential at all phases of the village head election, encompassing the methods for resolving electoral disputes. The creation of an autonomous entity responsible for managing election-related grievances could enhance public confidence in the voting system. The influence of traditional leaders and community figures in reconciliation must be reinforced. Research by Shoko (2022) underscores that traditional leaders exert considerable influence in community-based cultures and can act as mediators who enjoy broad acceptance among all parties.

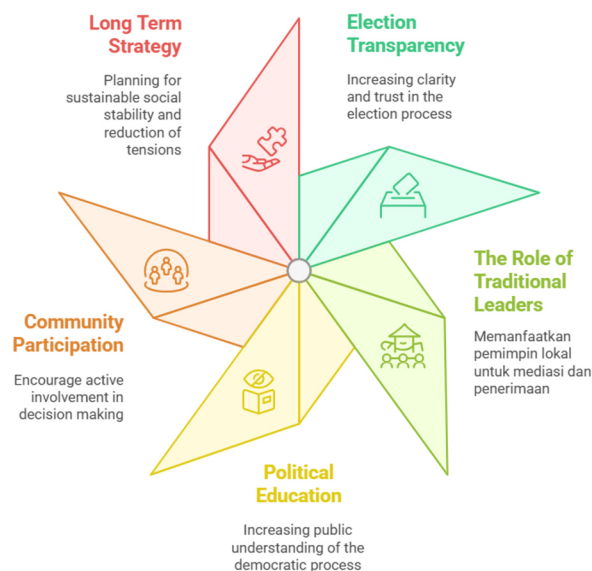


Figure 4. Recommendations for Addressing Conflict Implications

Source: Processed by the author (2025)

Moreover, enhancing political literacy within society is essential for ensuring that voters comprehend the electoral process and accept the outcomes with increased maturity. Comprehensive political education projects can assist the public in cultivating a more reasonable viewpoint when assessing election results, therefore diminishing the probability of future confrontations. Ultimately, it is imperative to enhance community engagement in village planning and development to guarantee that all factions—regardless of their stance on the election outcomes—remain integrated into government. Effective implementation of these factors can minimize post-election tensions and sustain the village's social and political stability throughout time.

4. Conclusion

This study analyses the dynamics of post-election disputes in Lamaksenulu Village, emphasizing the interaction of competitive, collaborative, and compromise-based conflict management techniques within the rural Indonesian setting. The results

highlight the flexibility of Thomas and Kilmann's conflict management approach within a socio-cultural context characterized by communal values, traditional leadership, and hybrid governance frameworks. Competition intensifies tensions because of its zero-sum nature, but collaboration and compromise have demonstrated greater efficacy in promoting conversation and reconciliation. Traditional leaders are essential in mediating disputes, utilizing their cultural authority and community trust to enable an inclusive conflict-resolution process.

Nonetheless, persistent discontent among stakeholders highlights the difficulties in achieving enduring consensus, especially when fundamental structural concerns and perceived biases remain unresolved. The integration of traditional and formal governing processes, along with a transparent electoral process, presents a viable approach to alleviating tensions and enhancing community resilience. Policymakers must prioritize culturally attuned participatory methods for conflict management, such as establishing stronger public consultation mechanisms and formally integrating customary institutions into village governance structures, to ensure local values are respected while addressing both urgent and systemic issues. The insights from Lamaksenu offer a significant framework for addressing post-election conflicts in similar rural contexts, highlighting the necessity of trust, inclusivity, and ongoing community involvement in conflict resolution initiatives.

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