

## The Effect of Co-Workers and Recognition to Job Satisfaction (Human Resources Literature Review)

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**Abstract:** The Literature Review article on the Effect of Co-Workers and Recognition to Job Satisfaction is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is using the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this study are: 1) Co-Workers affects on Job Satisfaction; and 2) Recognition affected to Job Satisfaction. Apart from these 2 exogenous variables that affect the endogenous variable Job Satisfaction there are still many other factors including the variables of Salary, Work Environment and Workload.

**Keywords:** Co-Workers, Recognition, Job Satisfaction

### INTRODUCTION

In the era of disruption and the massive development of information technology, work challenges become a burden that must be carried out by employees in organizations or companies. Then the existence of employees is also a determinant of job satisfaction, if an employee is recognized in a company, job satisfaction arises. However, there are companies where company managers do not recognize their employees, by only implementing an apprenticeship system but with the same workload as employees.

Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:

1. Is Co-Workers affects to Job Satisfaction?
2. Is Recognition affects to Job Satisfaction?

### LITERATURE REVIEW

#### Job Satisfaction

Job satisfaction is an evaluation indicator that describes a person's condition on his similarities and attitudes regarding his experience at work. According to Hasibuan (2013) Job

Satisfaction is an emotional attitude that explains where a person likes his job, where this attitude can be seen from work morale, achievement and discipline. (Jufrizen, 2017) The indicators of Job Satisfaction according to Yuwono quoted by Spector in Badriyah (2015: 241), are as follows: 1) Salary; 2) promotions; 3) awards; 4) work regulations; and 5) co-workers.

Job Satisfaction has been widely studied by previous researchers, including: (Pangkey et al., 2019), (Andrian et al., 2021), (F. Saputra & Mahaputra, 2022a), (Syauket & Karsono, 2022), (Evitha & Hernawan, 2022), (Ismail & Hermawan, 2022), (F. Saputra & Ali, 2022).

**Co Workers**

According to Liyanto (2018), a co-worker is a person or group of people who work in one agency, either working individually or in groups. According to Blanchard and Thacker (2007: 196), co-workers are co-workers' support as encouragement and assistance that participants receive from their co-workers. Coworker support is generally understood as encouraging coworkers to use new learning in the workplace.

Coworkers indicators according to Chen (2003) are: colleagues identify and apply opportunities to apply the skills and knowledge learned in training, encourage the use or expect the application of new skills, show patience with difficulties associated with the application of new skills and demonstrate rewards for using new skills.

Co-Workers have been studied by many previous researchers, including: (Marasabessy & Santoso, 2014), (Sudiantini & Narpati, 2022), (Husadha et al., 2019), (Narpati, B., & Meutia, 2018), (Havidz & Mahaputra, 2020), (Ilhamalimy & Mahaputra, 2021), (Munawar & Mahaputra, 2022a), (Mahaputra, 2021), (Mahaputra, 2022b).

**Recognition**

Recognition is a form of formal statement about the status of an employee's existence in an organization or company. The purpose of recognition is to initiate a formal relationship between the organization or company and its employees.

According to Nelson (in Bradler et al, 2013) Recognition is the main motivator in improving job performance and job satisfaction, and recognition is a form of personal attention that shows appreciation for a job well done. According to Danish and Usman (2010) Recognition is the process of granting a certain status in an organization to an employee. This recognition is very important and affects job satisfaction. Recognition indicators according to Danish and Usman (2010) are: recognized existence, mutual communication and interaction.

Recognition has been widely studied by previous researchers including: (Irawan & Baridwan, 2014), (Lengkong, 2018), (Mahaputra, 2022a), (Munawar & Mahaputra, 2022b), (Shahreza et al., 2017).

**Table 1. Relevant Previous Research Results**

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	(Narpati et al., 2020)	The Effect of Turnover Intention and Job Satisfaction on the Work Productivity of Sales Promotion Girl (SPG) Matahari Department Store - Bekasi	Have in common discussing Job Satisfaction in a Company or Organization	There is a research locus, namely at Matahari Department Store Bekasi
2	(Lantu & Irfana, 2019)	Leadership and Job Satisfaction Impact on Teacher Performance	Have in common discussing about Job Satisfaction	There are differences in endogenous variables, namely teacher performance
3	(Siagian & Khair, 2018)	The Influence of Leadership Style and Work Environment on Employee Performance with Job	Have in common discussing job satisfaction	There are differences in exogenous variables,

		Satisfaction as an Intervening Variable			namely leadership style and work environment
4	(Maria, 2020)	The Effect of Knowledge Management and Job Satisfaction on Employee Performance at PT. Bank Sulut go Manado Main Branch	Have in common discussing job satisfaction		There is a research locus, namely PT Bank Sulutgo Manado Main Branch
5	(Bhastary Dwipayani, 2020)	The Effect of Work Ethics and Job Stress on Employee Job Satisfaction	Have in common discussing job satisfaction		There are differences in exogenous variables, namely work ethics and work stress
6	(Marasabessy & Santoso, 2014)	The effect of peer support on employee creativity with work autonomy and creative self-efficacy as moderators	Have in common discussing colleagues		There are differences in the endogenous variables
7	(Sudiantini & Saputra, 2022)	The Influence of Leadership Style: Job Satisfaction, Employee Loyalty and Commitment at PT Lensa Portret Mandiri	Discussing about Job Satisfaction		There are difference variables in Leadership Style, Employee Loyalty and Commitment
8	(Haitao, 2022)	Relationship of Challenges, Recognition and Co-Workers to Job Satisfaction (Study of Human Resource Management Literature)	Discussing about Co-Workers and Recognition		There are difference variable in Challenges
9	(Hermawan, 2021)	Literature Review Company Policy : Workload , Work Time and Employee Compensation	Discussing about Co-Workers and Job Satisfaction		There are difference variables in Company Policy, Workload and Work Time.
10	(Nabawi, 2019)	The Influence of Work Environment, Job Satisfaction and Workload on Employee Performance	Discussing about Job Satisfaction		There are difference variables in Work Environment, Workload and Employee Performance
11	(Supatmi et al., 2012)	The Effect of Training, Compensation on Employee Job Satisfaction and Employee Performance	Discussing about Job Satisfaction		There are difference variables in Training, Compensation and Employee Performance
12	(Dhania, 2010)	The Effect of Work Stress, Workload on Satisfaction (Study on Medical Representatives in Kudus City)	Discussing about Job Satisfaction		There is research locus, namely in Medical Representatives in Kudus City
13	(Wijaya, 2018)	The Effect of Job Satisfaction on Employee Performance CV Bukit Sanomas	Discussing about Job Satisfaction		There is research locus, namely at CV Bukit Sanomas and difference variables namely Employee Performance
14	(Angelliza Chantica et al., 2022)	Supervisory Management Role: Commitment, Planning, Employee Abilities	Discussing about Co-Workers		There are difference variables in Commitment, Planning and Employee Abilities
15	(Puspitasari & Putra Danaya, 2022)	The Importance of the Role of Communication in Organizations: Oral, Non-verbal, And Written	Discussing about Recognition		There are difference variables in Oral, Non-verbal and Written

## RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for comparing the results and findings. -findings revealed in research (Ali, H., & Limakrisna, 2013).

## FINDINGS AND DISCUSSION

### 1. Effect of Co-Workers to Job Satisfaction

A coworker is a person or group of people working in the same organization or company. Coworkers will relate in interacting with each other, and coworkers will show their response to other workers. Coworkers in the organization or company function as a form of collaboration in completing work and can also be someone who supports our work. Good co-workers are those who can accept the results of our work and support every decision taken. However, in the organization or company there are also co-workers who do not like the presence of someone and do not like good employee performance. This will certainly affect job satisfaction. The treatment of co-workers to other co-workers is shaped by the attitude of the leader and his leadership. If the leader has a good leadership attitude, he will invite and encourage team work well to achieve organizational or company goals.

Co-Workers affected to Job Satisfaction, this is in line with research conducted by: (Maharani & Saputra, 2021), (Mahaputra, 2022b), (F. Saputra & Mahaputra, 2022b), (Ilhamalimy & Mahaputra, 2021).

### 2. Effect of Recognition to Job Satisfaction

Recognition is acknowledging the existence of employees in the organization or company. Employee recognition is a form of attention given by an organization or company to its employees who work well. The recognition begins with an official acknowledgment of the relationship between the employee and the organization or company, for example, an employment contract agreement. By giving recognition by superiors or company managers to employees, it will have an impact on employee job satisfaction, because their existence is considered by the company.

Recognition of their performance in carrying out their responsibilities (well) by superiors or co-workers is one thing that creates job satisfaction for an employee. With this recognition, they have the perception that their existence and performance are recognized. In addition, recognition of the existence of an employee also affects job satisfaction. For example, by providing fair rights and obligations (social security and occupational health and safety, decent wages) employees will be motivated to work harder and give positive appreciation.

Recognition to employees can be done in various ways (formal and informal), for formal recognition it can be with the company or organization holding an event to give a special award that presents all company employees. Then for informal recognition, it can be done on the sidelines of company meetings or other events.

Recognition affected to Job Satisfaction, this is in line with research conducted by: (Nofrialdi, 2022), (Zulhendra & Nofrialdi, 2022), (Sudiantini & Saputra, 2022), (E. B. Saputra, 2022), (Kuba, 2022), (Tian Sanjaya et al., 2022), (Hardiansyah et al., 2019), (Sumar, S., Soehardi, S., Rony, Z. T., & Nurbaiti, 2020), (Rony et al., 2020).

### Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:

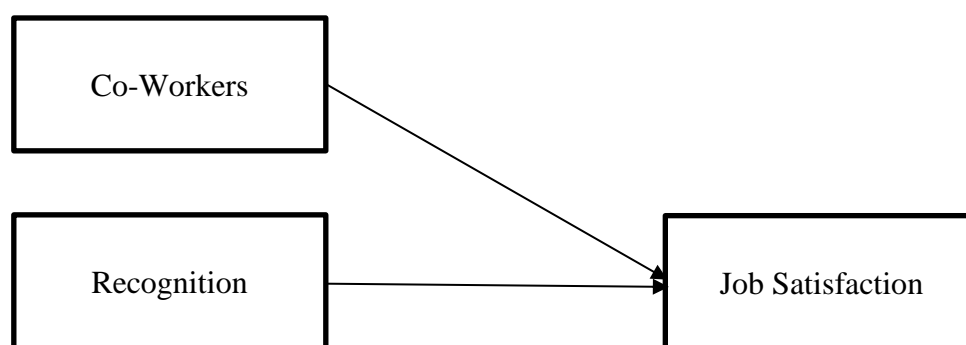


Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Co-Workers and Recognition are affected to Job Satisfaction. Apart from the variables of Co-Workers and Recognition affected to Job Satisfaction. There are many other factors that affect job satisfaction, including:

- 1) Workload: (Assagaf & Ali, 2017), (Riyanto et al., 2017), (Mansur & Ali, 2017), (Ali, Sastrodiharjo, et al., 2022), (M & Ali, 2017), (Ali, H., & Limakrisna, 2013), (Ilhamalimy & Ali, 2021), (D. A. Setyadi & Ali, 2017), (Paijan & Ali, 2017)
- 2) Work Environment: (Octavia & Ali, 2017), (Larasetiati & Ali, 2019), (Fahmi & Ali, 2022), (Hernikasari et al., 2022), (Ali et al., 2016), (Wahono & Ali, 2021), (Iryani et al., 2021), (Chong & Ali, 2022), (Chong & Ali, 2021), (BAstAri, A., & Ali, 2020), (Suleman et al., 2020), (Al Hafizi & Ali, 2021).
- 3) Wages: (Hasyim & Ali, 2022), (Kholisoh & Ali, 2020), (Fauzi & Ali, 2021), (Ali, Zainal, et al., 2022), (Suleman et al., 2020), (Maisharoh & Ali, 2020), (A. Setyadi et al., 2017), (Harahap & Ali, 2020), (Khalid, S. A., & Ali, 2006), (Doan & Ali, 2021).
- 4) Leadership: (Masruhin et al., 2021), (Suharyono & Ali, 2015), (Richardo et al., 2020), (Zahran & Ali, 2020), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Haitao & Ali, 2022), (Putri Primawanti & Ali, 2022), (Rajab, 2021), (Sudiantini, 2020).
- 5) Organizational Culture: (Darwisayah et al., 2021), (Mulyani et al., 2020), (Sivaram et al., 2020), (Agussalim et al., 2016), (Sivaram et al., 2019), (Somad et al., 2021), (Ridwan et al., 2020), (Khan & Manurung, 2022), (Foeh & Khan, 2022), (Pitri et al., 2022), (Firmansyah & Ali, 2019), (Hafat & Ali, 2022), (Nugroho & Ali, 2022), (Faisal et al., 2021), (Ali et al., 2020), (Thanh Nguyen et al., 2019).

## CONCLUSION AND RECOMMENDATION

### Conclusion

Berdasarkan rumusan masalah, kajian teori dan pembahasan diatas, maka peneliti dapat simpulkan hipotesis guna riset selanjutnya, yaitu:

1. Co-Workers is affected to Job Satisfaction
2. Recognition is affected to Job Satisfaction

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