



RELATIONSHIP OF CHALLENGES, RECOGNITION AND CO-WORKERS TO JOB SATISFACTION (STUDY OF HUMAN RESOURCE MANAGEMENT LITERATURE)

Niu Haitao

Lecturer of Fujian Normal University, Fuzhou, China, email: haitaoniui@gmail.com

Corresponding Author: Niu Haitao

Abstract: The Literature Review article on the Relationship of Challenges, Recognition and Coworkers 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) Challenges related to job satisfaction; 2) Recognition related to Job Satisfaction; and 3) Colleagues related to Job Satisfaction. Apart from these 3 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: Challenges, Recognition, Co workers, 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.

Formulation of problem

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

1. Is Challenges related to Job Satisfaction?.
2. Is Recognition related to Job Satisfaction?.
3. Is Coworkers related 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: Salary, promotions, awards, work regulations, co-workers.

Job Satisfaction has been widely studied by previous researchers, including: (Pangkey et al., 2019), (Andrian et al., 2021), (F. Saputra & Mahaputra, 2022a).

Challenges

According to Thomas W Zimmerer Challenge is a thing or an object that inspires determination to improve the ability to overcome problems. And challenges are things or objects that need to be overcome. Challenge indicators according to W Zimmerer (2009) are: new problems, problems to be solved and solutions.

The challenges that have been studied by many previous researchers include: (Elmi et al., 2016).

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).

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.

Colleagues have been studied by many previous researchers, including: (Marasabessy & Santoso, 2014).

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	There are differences in

			Job Satisfaction	endogenous variables, namely teacher performance
3	(Siagian & Khair, 2018)	The Influence of Leadership Style and Work Environment on Employee Performance With Job Satisfaction as an Intervening Variable	Have in common discussing job satisfaction	There are differences in exogenous variables, namely leadership style and work environment
4	(Maria, 2020)	The Effect of Knowledge Management and Job Satisfaction on Employee Performance at PT. Bank Sulutgo 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

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. (H. Ali & Limakrisna, 2013)

DISCUSSION

Based on theoretical studies and relevant previous research tables, the following discussion is discussed:

1. Relationship of Challenges on Job Satisfaction

The challenges in improving the productivity of a company or organization and the quality of the products and services offered are still faced by managers and leaders of companies or organizations. If the challenges given by the company can be solved by employees, then job satisfaction will be formed, because they think they have solved the existing problems properly.

Challenges related to job satisfaction, this is in line with research conducted by: (Suwarno, 2019) dan (Sayekti, 2018).

2. Relationship of Recognition on 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 relates to job satisfaction, this is in line with research conducted by: (Soetoto, 2018), (Kainde et al., 2021), (Atmoko & Noviriska, 2022).

3. Relationship of Co Workers on 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.

Colleagues relate to Job Satisfaction, this is in line with research conducted by: (Noviriska, 2019), (Corsini & Nugraha, 2021).

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: Challenges, Recognition and Colleagues are related to Job Satisfaction.

Apart from the variables of Challenges, Recognition and Coworkers which are related to Job Satisfaction. There are many other factors that affect job satisfaction, including:

- 1) Leadership: (Karsono et al., 2022), (F. Saputra & Mahaputra, 2022b), (R. Saputra & Dhianty, 2022b), (Muzzamil et al., 2021), (Sianipar, 2019), (Dhianty, 2018), (Iksan et al., 2022), (Imaddudin, 2020).
- 2) Work Environment: (Syauket et al., 2022), (F. Saputra & Mahaputra, 2022a), (Imaddudin et al., 2022), (R. Saputra & Dhianty, 2022b), (Athalarik & Zahra, 2021), (Erviani et al., 2019), (Putra et al., 2022), (Rachmawati, 2015), (Kainde et al., 2021), (Yurnal & Ihsan, 2019), (Yurnal, 2016), (Sinaga et al., 2020), (Riyani et al., 2008), (Sinthya et al., n.d.), (Erviani et al., 2019).
- 3) Work Culture: (Karsono, 2018), (Ali et al., 2022), (F. Saputra, 2022b), (Kainde et al., 2021), (Atmoko & Noviriska, 2022), (Iksan et al., 2022), (Dhianty, 2022), (Dwinarko, 2019), (Riyani et al., 2008), (Imaddudin & Susanto, 2020), (Sinthya et al., n.d.), (Ala et al., 2021).
- 4) Individual Characteristics: (Hartadi, 2018), (F. Saputra, 2022a), (Ilhamalimy & Ali, 2021), (Manrejo & Fitarningsih, 2021), (Dhianty, 2021), (Soetoto, 2018), (Manrejo & Sebayang, 2021), (Dhianty, 2021), (Sinaga et al., 2020).
- 5) Workload: (Manrejo & Ariandiyen, 2022), (R. Saputra & Dhianty, 2022a), (Nugraha et al., 2017), (Athalarik & Susanto, 2020), (Zulfah et al., 2020).

CONCLUSION AND RECOMMENDATION

Conclusion

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

1. Challenges is relateed to Job Satisfaction
2. Recognition is related to Job Satisfaction
3. Coworkers is related to Job Satisfaction

Recommendation

Based on the conclusions above, there are other factors that can be used to develop hypotheses in further research that affect job satisfaction, namely: work environment, work culture and workload.

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