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## Building Work Spirit: Analysis of the Work Environment, Workload and Co-Workers (Study Literature)

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**Abstract:** Article Literature Review Building Work spirit: Analysis of the Work Environment, Workload and Colleagues is a scientific article that aims to build a research hypothesis of the influence between variables that will be used in future research, within the scope of science Human Resource Management. The method of writing this Literature Review article is by *the library research* method, which is sourced from online media such as *Google Scholar, Mendeley* and other academic *online* media. The results of this Literature Review article are that: 1) The Work Environment affects Work spirit; 2) Workload affects Work spirit; and 3) Colleagues affect Work spirit. Apart from these 3 exogenous variables that affect the endogenous variables of Work spirit, there are many other factors including the variables compensation, leadership and company loyalty.

**Keywords:** Work Environment, Workload, Co-Workers, Work Spirit

### INTRODUCTION

In a company, human resources are one of the important factors that run a company. So that the existence of humans in the company is very important, especially those who have competence and expertise related to their work. Because human existence is a determinant of the company's condition, the human resources owned by the company must be treated properly. One of them is by fostering work spirit, because with the presence of work spirit, it causes a good effect on a company. However, work spirit cannot appear as desirable, there are things behind the emergence of this work spirit, including: Work Environment, Workload and Co-Workers. Based on this, researchers conducted the study.

Based on the background of the problem above, the researcher determines the formulation of the problem as follows:

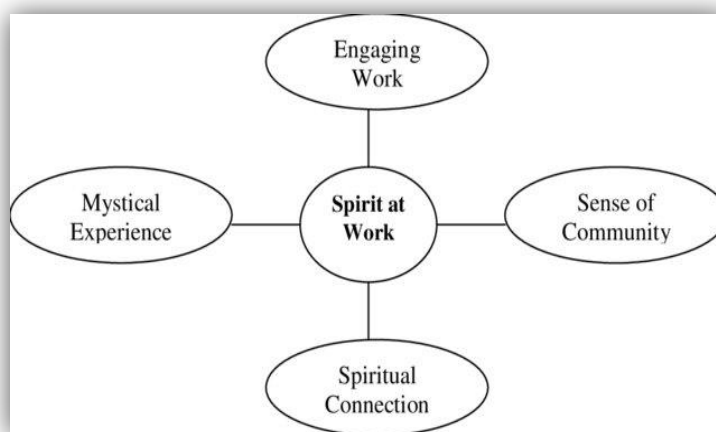
1. Does the Work Environment affect Work Spirit?
2. Does Workload affect Work Spirit?
3. Do Colleagues affect Work Spirit?

## LITERATURE REVIEW

### Work Spirit

Work spirit is a condition where employees have a passion in carrying out duties and responsibilities in a company (Widiantari et al, 2015). Work spirit is an encouragement to direct power and potential so that they are willing to work together productively in order to achieve the goals that have been set (Hasibuan, 2013). Work spirit is a condition that shows professional interest and enthusiasm shown by a person that leads to individual achievements and group goals in certain working conditions (Majorsy, 2007). Indicators of Work spirit include: 1) At least aggressive behavior that causes frustration; 2) The individual works with a pleasant feeling; 3) Adjusting to co-workers; and 4) The involvement of the ego in work (Juliandi, 2013).

Work Spirit has been widely researched by previous researchers, including: (Saputra & Mahaputra, 2022a), (Maharani & Saputra, 2021), (Agussalim et al., 2016), (Assagaf & Ali, 2017), (Mansur & Ali, 2017), (Mulyani et al., 2020), (Mahaputra & Saputra, 2021c), (Darwisyah et al., 2021), (Ali, Sastrodiharjo, et al., 2022), (Agussalim et al., 2016), (Sivaram et al., 2020), (M & Ali, 2017), (Sivaram et al., 2019), (Octavia & Ali, 2017).



**Picture 1. Work Spirit**

Source: <https://www.researchgate.net/>

### Work Environment

The work environment is something that is around the employee so that it will affect a person to obtain a sense of comfort, security and satisfaction in doing and completing the work that has been given (Anam, 2018). The work environment is a condition that exists around employees and can affect in carrying out the duties that have been given (Nitisemo, 2013). The work environment is something that is in the environment of workers who can influence themselves in carrying out their duties (Isyandi, 2004). Indicators of the working environment include: 1) Illumination of the workplace; 2) Workplace temperature; 3) Air circulation; 4) The smell of the workplace; 5) Decoration; and 6) Workplace security (Sedarmayanti, 2004).

Work Environment has been widely researched by previous researchers, including: (Mukti & Rosadi, 2022), (Mahaputra & Saputra, 2021a), (Ilhamalimy & Ali, 2021), (Suharyono & Ali, 2015), (Djamaluddin, S., Rahmawati, D., & Ali, 2017), (Saputra & Mahaputra, 2022b), (Richardo et al., 2020), (Mukhtar et al., 2017), (Masruri et al., 2021), (Doan & Ali, 2021), (Harahap & Ali, 2020), (S. A. H. Havidz et al., 2017).

**Workload**

Workload is something that arises from the relationship between the demands of tasks, the work environment used as a workplace, the skills, behaviors and perceptions of the worker himself (Hart & Staveland, 2011). Workload is a process of activities that must be completed immediately by workers at a certain period of time (Vanchapo, 2020). Workload is an effort made by a person according to the request that the work is completed (Linda, 2014). Workload indicators include: 1) Work tasks; 2) Working system; and 3) Working time (Arika, 2011).

Workloads have been widely researched by previous researchers, including: (Hardiansyah et al., 2019), (Octavia et al., 2020), (Rony et al., 2020), (Eprianto et al., 2021), (Sulistiyanto et al., 2022), (Sudiantini et al., 2019), (Bukhari et al., 2021), (Octavia et al., 2020).

**Co-Workers**

Colleagues are a person or group of people who work in one agency both who work individually and in groups (Liyanto, 2018). Co-workers are the support of colleagues as encouragement and help that participants receive from their co-workers. Peer support is generally understood as the encouragement of colleagues to use new learning in the workplace (Blanchard & Thacker, 2007). Indicators include: peers identifying and applying opportunities to apply learned skills and knowledge learned in training, encouraging the use or expecting the application of new skills, demonstrating patience for the difficulties associated with the application of new skills and showing appreciation for the use of new skills (Chen, 2003).

Colleagues have been widely researched by previous researchers including: (Marasabessy & Santoso, 2014), (Haitao, 2022), (Kurniawan, 2020), (Saputra, 2021), (Octavia & Ali, 2017), (Ridwan, 2020), (Elmi et al., 2020), (Desmiwerita & Saputra, 2019), (Nofrialdi, 2021), (Rahmayani & Nofrialdi, 2022), (Saputra, 2022c).

**Table 1. Relevant Previous Research Results**

No.	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	(Hutagalung, 2022)	Factor Analysis - Factors Affecting Employee Performance: Competence, Motivation and Work Environment	Discussing the Work Environment	There are differences in the variables of Employee Performance, Competence and Motivation
2	(Dhyan Parashakti et al., 2019)	The Effect of Workload, Work Environment, Career Development on Employee Job Satisfaction on PT Sari Coffee Indonesia Tbk	Discussing Workload and Work Environment	There is a research locus, namely at PT Sari Coffee Indonesia Tbk
3	(Mahaputra, 2022)	Factors Affecting Decision Making: Experience and Environment (Study Literature)	Discussing the Work Environment	There are differences in the variables of Decision Making and Experience
4	(Hermawan, 2021)	Literature Review Company Policy: Workload, Work Time and Employee Compensation	Discuss workloads	There are differences in Company Policy, Working Time and Employee Compensation
5	(Haitao, 2022)	Relationship of Challenges, Recognition and Co-Workers to Job Satisfaction (Study of Human Resource Management Literature)	Discussing Colleagues	There are differences in the variables challenge, recognition and job satisfaction
6	(Tualai & Aima, 2022)	The Effect of Work-Family Conflict and Workload on Employee	Discuss workloads	There are differences in the variables of

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Performance Mediated by Work Stress on Female Employees With Families in the Fiscal Policy	Employee Performance, Work Stress and Fiscal Policy
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## 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.

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 making comparisons with the results and findings. -findings revealed in research(Ali, H., & Limakrisna, 2013).

## DISCUSSION

Based on the study of relevant theories and previous research, the discussion in this literature review article is as follows:

### 1. The Effect of the Work Environment on Work Spirit

If the work environment can be implemented and implemented properly in accordance with its indicators, namely: 1) Workplace lighting; 2) Workplace temperature; 3) Air circulation; 4) The smell of the workplace; 5) Decoration; and 6) Workplace security, it will have an impact on work spirit. The environment will support both the psychological and physical workers. A good work environment will affect the emotional condition of workers and will certainly affect work spirit, so that it will further have an impact on the productivity of the workers themselves.

Work Environment affects work spirit, this is in line with research conducted by: (Dhyan Parashakti et al., 2019), (Pusparani et al., 2021), (Sinaga & Nawangsari, 2019), (Sudiarso, 2022), (Rennyta Yusiana et al., 2020), (Catur Widayati et al., 2019).

### 2. The Effect of Workload on Work Spirit

If the given workload can be applied properly according to its indicators, namely: 1) Work tasks; 2) Working system; and 3) Working time, the workload will affect work spirit. Where the work tasks given must be in accordance with *the job description* that has been determined, so that workers can complete the work effectively. Then the work system implemented by the company must be fair and made without harming others, both from the distribution of wages, responsibilities and holiday schedules. Working time is also another factor that affects work spirit, where workers should work normally if workers get *overtime*, of course it will have an impact on their work spirit.

Workload affects work spirit, this is in line with research conducted by: (Bukhari, 2021), (Sudiantini & Saputra, 2022), (Bukhari, 2018), (Hermawan, 2022b), (Ali, Sastrodiharjo, et al., 2022), (A. Widodo, 2020), (Pasaribu et al., 2022), (Imarah & Jaelani, 2020).

### 3. The Influence of Co-Workers on Work Spirit

If colleagues in a company meet the indicators, namely: 1) Showing patience for difficulties; 2) Demonstrate appreciation for the application of new skills; 3) Encourage the

use of new skills, then colleagues will have an impact on work spirit. Colleagues who support each other among workers will be a factor related to work spirit. Then colleagues who have high loyalty to work, and do not harm others are good colleagues so that it affects work spirit. Colleagues who have the ability to control emotions will affect work spirit.

Co-Workers influence work spirit, this is in line with research conducted by: (Husadha, C., Hidayat, W. W., Suryati, A., Prasetyo, E. T., & Meutia, 2021), (Sudiantini et al., 2022), (Meutia, K. I., Husada, C., & Dan, 2019), (Meutia et al., 2021).

### Conceptual Framework

Based on the formulation of the problem, the study of previous theories and research as well as the discussion between variables, the conceptual framework is determined as follows:

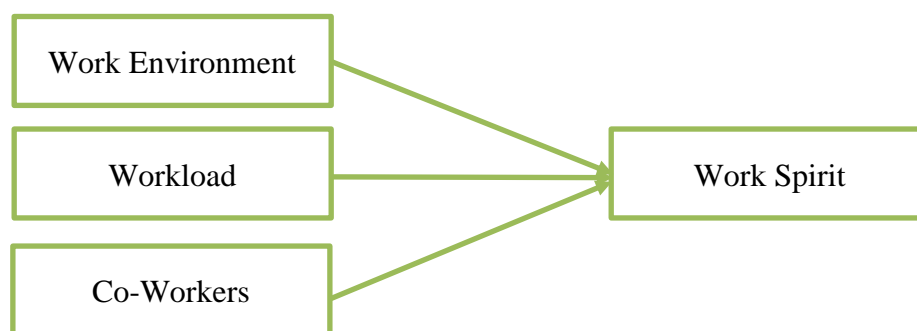


Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: The work environment, workload and co-workers affect work spirit. Aside from the variables of the work environment, workload and co-workers affect work spirit. There are other factors that affect work spirit, including:

- 1) Compensation: (Noviriska, 2019), (Mahaputra & Saputra, 2021b), (D. S. Widodo et al., 2017), (Mukhtar et al., 2016), (M & Ali, 2017), (Wahono & Ali, 2021), (H. B. H. Havidz et al., 2020), (Hasyim & Ali, 2022), (Fauzi & Ali, 2021), (Hermawan, 2022a).
- 2) Leadership: (Kainde et al., 2021), (Saputra & Ali, 2021), (Rachmawati, 2015), (Ikhsani & Ali, 2017), (Prayetno & Ali, 2020), (Agussalim et al., 2016), (Hazimi Bimaruci Hazrati Havidz, 2020), (Saputra, 2022a), (Ali, Zainal, et al., 2022), (Rony et al., 2020).
- 3) Company Loyalty: (Mahaputra & Saputra, 2022), (Erviani et al., 2019), (Saputra & Ali, 2022), (Syauket et al., 2022), (Sutiksno, S. D. U., Rufaidah, P., Ali, H., & Souisa, 2017), (Mahaputra & Saputra, 2021b), (Maharani & Saputra, 2021), (Hermawan, 2021).
- 4) Motivation: (Saputra, 2022b), (Hermawan, 2022b), (Saputra & Mahaputra, 2022c), (Shobirin & Ali, 2019), (Saputra & Saputra, 2021), (Fahmi & Ali, 2022), (Atmoko & Noviriska, 2022), (Nofrialdi, 2021), (Rahmayani & Nofrialdi, 2022), (Pratikno et al., 2022).
- 5) Communication: (Supriyadi et al., 2019), (Sitio & Ali, 2019), (Riyanto et al., 2017), (Agussalim et al., 2020), (Saputra & Mahaputra, 2022a), (Mahaputra & Saputra, 2021a), (Ali, 2020), (Pandiangan et al., 2021), (Ridwan et al., 2020), (Saputra, 2022b).

## CONCLUSION AND RECOMMENDATION

### Conclusion

Based on the formulation of the problem, theoretical studies and discussions above, researchers can conclude hypotheses for further research, namely:

1. Work Environment affects Work Spirit.
2. Workload affects Work Spirit.

### 3. Co-Workers affect Work Spirit.

#### Recommendations

Based on the conclusions above, there are many other factors that affect work spirit that can be used for further research, namely: Compensation, leadership, company loyalty, motivation and communication.

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