

Cooperatives Research Trends in Indonesia: A Systematic Literature Review

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ABSTRACT

This study aims to explore the conceptual structure and evolution of literature related to research trends on the topic of cooperatives in Indonesia. This study uses a systematic literature review (SLR) that focuses on findings from various studies that have been published in SINTA-indexed scientific journals in Indonesia. Based on the predetermined criteria, this study used and analyzed 106 articles published from 2021 to 2024. The decline in the number of articles on cooperatives over the past four years indicates a shift in focus or interest of researchers, so it is necessary to re-elevate the importance of cooperatives in economic and social development in Indonesia. The results of this study show that regression analysis dominates quantitative research with 26 studies, followed by descriptive analysis with 10 studies. Descriptive analysis is also prominent in qualitative research with 31 studies. System analysis is applied in 3 quantitative studies and 4 qualitative studies, while desk research is dominant in qualitative research with 11 studies. Other types of analysis used in quantitative research include AHP (1 study), BSC (1 study), data mining (1 study), panel data (2 studies), gross up method (1 study), PATH (2 studies), SEM (4 studies), and case study (1 study). Cooperatives play an important role in the economy through human resource development, financial literacy, and the adoption of digital technology, as well as offering alternatives to sharia finance that are in line with Islamic principles. In the social aspect, cooperatives empower vulnerable groups, support entrepreneurship, and provide social assistance, increasing social stability and alleviating poverty. Based on the results of this study, it is recommended that researchers reverse the downward trend in research by taking strategic steps, such as seminars, financial incentives, and institutional collaboration, which can generate interest in research on cooperatives.

ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi struktur konseptual dan evolusi literatur yang terkait dengan tren penelitian pada topik koperasi di Indonesia. Penelitian ini menggunakan tinjauan literatur sistematis (SLR) yang difokuskan pada penemuan dari bermacam riset yang sudah diterbitkan dalam jurnal ilmiah terindeks SINTA di Indonesia. Berdasarkan kriteria yang telah ditentukan, kami menggunakan dan menganalisis 106 artikel dari tahun 2021 hingga 2024. Penurunan jumlah artikel mengenai koperasi selama empat tahun terakhir menunjukkan adanya pergeseran fokus atau ketertarikan para peneliti, sehingga mengindikasikan perlunya mengangkat kembali pentingnya koperasi dalam pembangunan ekonomi dan sosial di Indonesia. Analisis regresi mendominasi penelitian kuantitatif sebanyak 26 penelitian, disusul analisis deskriptif sebanyak 10 penelitian. Analisis deskriptif juga menonjol dalam penelitian kualitatif dengan 31 penelitian. Analisis sistem diterapkan pada 3 penelitian kuantitatif dan 4 penelitian kualitatif, sedangkan desk riset dominan dalam penelitian kualitatif dengan 11 penelitian. Jenis analisis lain yang digunakan dalam penelitian kuantitatif antara lain AHP (1), BSC (1), data mining (1), data panel (2), metode gross up (1), PATH (2), SEM (4), dan kasus studi (1). Koperasi memainkan peran penting dalam perekonomian melalui pengembangan sumber daya manusia, literasi keuangan, dan adopsi teknologi digital, serta menawarkan alternatif keuangan

syariah yang sesuai dengan prinsip-prinsip Islam. Dalam aspek sosial, koperasi memberdayakan kelompok-kelompok rentan, mendukung kewirausahaan, dan memberikan bantuan sosial, meningkatkan stabilitas sosial dan mengentaskan kemiskinan. Dari hasil penelitian ini, direkomendasikan kepada peneliti untuk meningkatkan motivasi penelitian pada topik koperasi yang belum banyak diangkat melalui kegiatan seperti seminar, dan kerja sama kelembagaan dapat diambil untuk membangkitkan minat dalam penelitian tentang koperasi.

1. INTRODUCTION

Today's new business models promote better relationships between businesses, society and communities, such as social entrepreneurship and greater interaction with customers. These models focus not only on economic profits but also on developing and improving the quality of life of the community.

In contrast to companies that prioritize profit maximization, cooperatives offer a more stable business model that is oriented towards long-term sustainability. Cooperatives are owned and operated by their members, who are also the users of the cooperative's services. Profits are distributed fairly among members, rather than to external shareholders, creating a more inclusive and responsible business environment. In addition, cooperatives usually prioritize the principle of prudence in managing risks and focus more on the welfare of members and the community. High transparency and accountability in cooperatives increase member trust, so that cooperatives are able to survive and support the local economy even in unstable economic conditions.

The common characteristic of this organization is its ability to better achieve social and environmental goals. However, the fundamental question is as follows: "As a model that can improve social relations between business, society and community, are cooperatives able to face the challenge of public distrust?" (Porter & Kramer, 2011).

The decreasing number of articles on cooperatives in the last four years indicates a shift in focus or interest among researchers. Therefore, it is necessary to re-elevate the importance of cooperatives in economic and social development in Indonesia. In addition, previous studies on cooperatives have only focused on their economic role, while this study also discusses their social role.

This study only discusses the concept of cooperatives in Indonesia and describes the mainstream literature used as the basis for the study by providing an overview of the definition, nature, and context of cooperative research. This

study conducts a systematic literature review of current knowledge related to cooperatives in Indonesia in journals indexed by SINTA. Based on this research review, the main research themes are grouped and synthesized to get a better overview of cooperatives in Indonesia. Content analysis is conducted on several scientific journals on cooperatives in Indonesia published from 2021 to 2024. This is intended to gather information about the variation of research discussing cooperatives in Indonesia.

In detail, this study aims to answer the following questions:

1. How is the development of studies on cooperatives published in SINTA-indexed journals in Indonesia from 2021 to 2024?
2. What are the main results and findings of studies on cooperatives that have been published in SINTA-indexed journals in Indonesia?
3. How is the distribution of studies on cooperatives published in SINTA-indexed journals in Indonesia?
4. What is the role of cooperatives in the economic and social fields?

This study identifies key topics frequently discussed, methodologies commonly used, and developments and shifts in research focus over time. It also synthesizes the literature on cooperatives by exploring some of the reasons why cooperatives have so far received little attention in the mainstream organizational literature. Furthermore, in addition to providing an in-depth understanding of the trend of cooperative research in Indonesia published in "SINTA" indexed journals through a systematic analysis of the existing literature, this study also provides an overview of the effectiveness of cooperatives, especially in relation to their position in economic and social roles. Therefore, this study is expected to provide useful contributions to research and practice on cooperatives in Indonesia.

2. THEORETICAL FRAMEWORK

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Defining cooperatives is not easy because there are various definitions that appear in the literature (see Table 1). The quality of cooperative development in Indonesia has always been an interesting analysis material. Some parties see a positive trend in the development of cooperatives, but many also view cooperatives as just ordinary economic institutions.

On a macro level, many questions are related to the role of cooperatives in Gross Domestic Product (GDP), poverty alleviation, and job creation. Meanwhile, on a micro level, many questions are related to the contribution of cooperatives in increasing the income and welfare of their members. The contribution of cooperatives in various economic activities is still relatively small, while their dependence on support and strengthening from external parties, especially the government, is still very large.

In 2016, there were 212,135 cooperative units in Indonesia with a membership of 15% of the total population of Indonesia. Approximately 30% of cooperatives in Indonesia are inactive for various reasons. Cooperatives contribute less than 2% to Indonesia's Gross Domestic Product and provide 0.5% of employment for the entire working population of Indonesia (Azhari, 2017).

According to data from BPS-Statistics Indonesia, there were 130,354 active cooperative units in Indonesia in 2022 with a business volume of IDR 197.88 trillion. This number increased by 1.96% compared to the previous year of 127,846 units, with a business volume of IDR 182.35 trillion. This trend shows that the number of active cooperatives increased from 2011 to 2017. However, this number decreased by 16.97% to

126,343 units in 2018.

This condition occurred along with the dissolution of cooperatives carried out by the Ministry of Cooperatives and SMEs (KEMENKOP UKM) to change the paradigm of cooperative empowerment from quantity to quality. The number of active cooperatives in Indonesia fell again by 2.61% to 123,048 units in 2019. However, this number has increased again in the last three years.

Meanwhile, the largest number of active cooperatives is in East Java, 22,979 units. West Java and Central Java are in the next positions with the number of active cooperatives of 16,310 units and 10,081 units respectively. North Kalimantan is the province with the fewest number of active cooperatives, 667 units. Above it are Bangka Belitung and West Papua with the number of active cooperatives of 735 units and 760 units respectively.

Most countries have special regulations that apply to cooperatives, including regulations on their business and social activities (Karakas, 2019). The existence of cooperatives has an important meaning for the Indonesian welfare state. During the independence era, the purpose of cooperatives was as a people's economic movement that was expected to be able to realize equal welfare.

Unfortunately, cooperatives in the old and new order regimes were used as political tools to perpetuate government power. During the reform era, cooperative regulations got worse because they made cooperatives like companies that only pursued profit (Zain, Mochamad, 2020). Table 1 shows some definitions of cooperatives.

Table 1
Definition of Cooperatives

Source	Definition
Law No. 25/1992	Cooperative is a business entity consisting of individuals or cooperative legal entities, by basing its activities on cooperative principles as well as a people's economic movement, which is based on family principles (Law No. 31, 2004).
Mohammad Hatta	Mohammad Hatta defines cooperatives more simply. Cooperatives are a joint effort to improve economic livelihoods based on working together. The enthusiasm for working together is driven by the willingness to provide services to fellow members based on the principle: "One for All and All for One". Cooperative comes from the word <i>Ko</i> , which means Together, and <i>Operation</i> means work. So Cooperative means similar to work together. The association named cooperative is an association of cooperation in achieving goals. In a cooperative, no member works alone, they always join hands. All members work together to achieve goals (Itang, 2016).
Jochen	According to Jochen (2023), a cooperative is a business organization and the

	owners and members of the cooperative are also the main customers of the company. The identity criteria of a cooperative will be an identity postulate / principle to distinguish cooperative business units from other business units. A cooperative is a collection of people and not a collection of capital
Munkner	Munkner defines cooperatives as mutual cooperation organizations that carry out "commercial management" in groups and based on the concept of mutual cooperation. Activities in commercial management are purely economic, not social, as stated in the principle of mutual cooperation. (Munkner et al., 2011).
Arief Subyantoro	According to Subyantoro et al (2015), cooperative comes from the word: Co and operation, Co means together and operation means activity or profession. From the two words, the basic interpretation becomes: Jointly carrying out activities or professions to achieve a common goal, in a democratic, open and voluntary manner.
ILO (2002) https://libguides.ilo.org/cooperatives-en	A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise. "ILO views cooperatives as important in improving the living and working conditions of women and men globally as well as making essential infrastructure and services available even in areas neglected by the state and investor-driven enterprises. Cooperatives have a proven record of creating and sustaining employment – they are estimated to provide at least 279 million jobs today; they contribute to promoting decent work and advancing sustainable development goals. The ILO activities are guided by the international standard on cooperatives, the ILO Promotion of Cooperatives Recommendation, 2002 (No.193)"
ICA (2024) - taken from the ICA website	A cooperative is defined in the Statement on the Cooperative Identity as an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.
Doherty et al (2014)	From a review of the social entrepreneurship literature, scholars identify cooperatives as a hybrid model, namely financial sustainability and social purpose, as a defining characteristic of social entrepreneurship. They assess the impact of hybridity on social entrepreneurship mission management, financial resource acquisition and human resource mobilization, and present a framework for understanding the tensions and trade-offs that result from hybridity.

Source: Data Processed

Several definitions put forward by Indonesian experts are presented in this study to provide a comprehensive understanding of cooperatives. This is intended to emphasize the understanding of cooperatives from the perspective of the Indonesian people. In addition, this study also presents the understanding of cooperatives from external experts or international institutions. Experts acknowledge that the cooperative model contains elements of social entrepreneurship, social enterprises, and hybrid organizations (Doherty et al., 2014). Likewise, the International Labor Organization (ILO) recognizes that cooperatives are important in improving the living and working

conditions of women and men worldwide and providing essential infrastructure and services even in areas neglected by states and investor-driven corporations (ILO 2017).

3. RESEARCH METHOD

Research Design

This study adopts the principle of content analysis which focuses on the findings of various studies that have been published in SINTA-indexed scientific journals in Indonesia.

Research Approach

This study aims to estimate the current state of the literature on cooperatives so as to help improve

the basis of reliable understanding by gathering insights from various studies (Tranfield et al., 2003). This study uses a Systematic Literature Review (SLR) approach by collecting and reviewing articles analytically following the steps described by Tranfield et al. (2003). The next step is to examine the relevant articles selected for this study by identifying key concepts that are used repeatedly, the nature of the cooperative, the theoretical approaches used, and the specific research conditions, which are then grouped into themes.

By using this methodology, this study will be able to provide an assessment of the current state of knowledge in management aspects and literature closely related to the theme, so that potential gaps can be identified for future research in this area.

Data Source

The information obtained in this study is

collected from the results of content analysis of articles about cooperatives. All articles are obtained from journals listed in the Science and Technology Index (SINTA). SINTA is a program to measure the progress of science and technology designed and developed by the Indonesian Ministry of Research, Technology, and Higher Education. Furthermore, all articles discussing cooperatives are collected from each of these journals. The articles collected in this study were published online from 2021 to May 2024. Of the hundreds of articles collected, there are 106 articles that have the potential to be analyzed in this study (see table 2).

In addition to conducting an in-depth review of relevant articles, this study also includes additional relevant documents in the article references. Based on this selection, there are 106 articles to be reviewed in this study. The selection steps and sample sizes of articles generated in each step are listed in Table 2.

Table 2
Article Selection Steps and Sample Size

Phase	Step and Goals	Result
Scope of research	Defining the scope of research, keywords, and the term "Cooperative"	920 initials (concept)
Selection	2021 and beyond	674 remaining documents
Search string	Identifying relevant literature and generating potential literature set using keywords (by omitting: inaccessible data, books, repositories, double articles)	537 potential documents
Category selection	Selecting SINTA category	106 documents
Final set	The Complete set of documents to be reviewed	106 documents

Source: Data Processed

Table 3
Aspects and Categories used for Content Analysis in Cooperative Studies in SINTA-indexed Journals

Aspect	Category
Number of published articles	1. 2021 2. 2022 3. 2023 4. 2024
Research Type	1. Qualitative 2. Quantitative
Distribution of Research by Analysis Method Used	1. AHP 2. BSC 3. CSI 4. Data Mining 5. Panel Data 6. Descriptive 7. Gross up Methods 8. Participatory action research (PAR)

	9. PATH	
	10. Regresion	
	11. SEM	
	12. System Usage and Development	
	13. Case Study	
	14. Library research.	
	15. SWOT	
	16. Not Identified	
Research Theme	Economy	Social
	1. HR;	1. The
	2. Conflict of Needs from the Cooperative Concept Side;	Cooperative's
	3. Efficiency and Performance;	Role as a
	4. Strategy and Growth	Social
		Institution

Source: Data Processed

Each article is grouped into specific categories based on aspects similar to the predefined categories. The determination of these categories is based on the data provided by the authors in the abstract, procedure, and dialog sections. Furthermore, the collected information is presented in a bar chart structure. In terms of research themes, the Economic and Social criteria are grouped into several main themes, based on

frequently occurring concepts and topics, theoretical approaches, and specific research contexts (Nikolai Warren et al., 2024) . These themes are addressed in the articles in various ways using both qualitative and quantitative methods to assess the performance, survival, growth, and efficiency of Cooperatives (Figure 1).

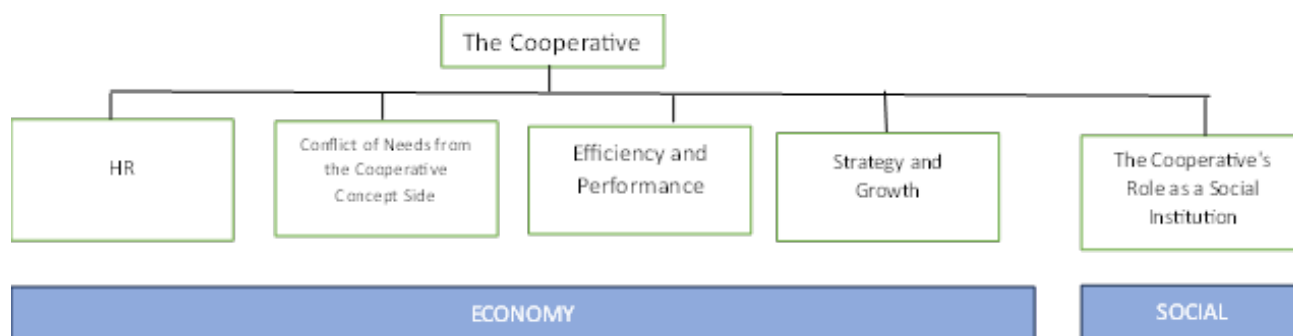


Figure 1. Cooperative Theme Groups by Economic Role and Social Role

Source: Data Processed

4. DATA ANALYSIS AND DISCUSSION

Table 4 shows the number of articles published on the theme of cooperatives by year

of publication. Based on the number, the number of articles published has decreased.

Table 4
Number of Articles on the Theme of Cooperatives Published in SINTA-Indexed Journals based on Year of Publication

Year	Number of Articles Published
2021	49
2022	37
2023	25
2024	5 (up to May 2024)

Source: Data Processed

There was a significant decrease in the

number of publications from 2021 to 2024 (until

May 2024). In 2021, there were 49 articles published, while in 2024 there were only 5 articles published. It is not known exactly why there was a decrease in the trend of research on the theme of cooperatives. Difficulties in research methodology, such as the lack of accessible data and the complexity of cooperative analysis, may be one of the factors causing the downward trend in the number of publications. In addition, researchers may shift to other topics that are considered more pressing or have better funding, leading to a change in research priorities.

The decline in the number of publications indicates a decline in the development of knowledge and innovation in the field of cooperatives, reflecting a lack of attention to cooperatives as an important research subject. Although cooperatives have grown for economic

(social) interests over the past four decades, they face old and new challenges resulting from globalization, the existence of various national laws, and organizational and governance issues (Karakas, 2019). Therefore, there is a need to identify and address the barriers that cause the decline in the number of publications. Collaborative efforts and appropriate support can be made to reverse this trend and ensure that research on cooperatives continues to grow and make significant contributions to the development of the cooperative sector.

Analysis Type and Distribution

The type and design of research that determines the focus of the research can be seen in Table 5.

Table 5
Distribution of Research on the Theme of Cooperatives in Indonesia in the Last 4 Years (from 2024 to May 2024) with the Main Concerns of the Type of Research

Type of Research	Number of Studies
Quantitative	52
Qualitative	54

Source: Data Processed

From Table 5 above, it can be seen that the number of quantitative research is 52 articles and the number of qualitative research is 54 articles. So it can be concluded that the number of research on cooperatives using qualitative methods is slightly more than research using quantitative methods. This difference, although not too large, shows a tendency for researchers to slightly prefer a qualitative approach in studying cooperatives.

In general, there are three research methods used in scientific research: quantitative research methods, qualitative research methods, and mixed research methods (Strijker et al., 2020). In addition to these three, research methods can be descriptive research, exploratory research or explanatory research (Sakyi et al., 2020). Quantitative methods are related to numbers that are often used in survey research or opinion polls. Qualitative methods focus on natural, real, subjective, and interactive events with participants. Mixed methods are a combination of quantitative and qualitative techniques so that the results are complete, useful, balanced and informative (Barker et al., 2002; Popescul & Jitaru, 2017).

Quantitative research is a research approach rooted in the philosophy of positivism which

states that valid knowledge is knowledge that can be measured and tested empirically. According to (Nugroho, 2016), the philosophy of positivism states that the truth of knowledge comes from natural science that can be measured with certainty based on facts and reality. Therefore, quantitative research emphasizes measurement, calculation, use of formulas, and certainty of numerical data in various aspects of research such as planning, data collection process, hypothesis making, data analysis techniques, and drawing conclusions (Musianto, 2002). Kasiram (2009) defines quantitative research as a knowledge discovery process that uses numerical data as a tool to analyze data. Thus, quantitative research aims to answer research hypotheses through an exact science approach and numerical data.

Quantitative research has clear and distinctive characteristics, in accordance with the underlying positivistic concept. This research uses data in the form of numbers that are often presented in tables or graphs and analyzed statistically. Clarity in various elements, such as objectives, approaches, research subjects, samples, and data sources, is the main characteristic. As expressed by Arikunto (1998), quantitative research is also systematic from start

to finish, with a structured research design and clear procedures. According to Ardianto (2011), this approach is deductive, using logical reasoning to test existing theories and control variables. The data collected is analyzed using statistical techniques to ensure the validity of the results (Djollong, 2014). The results of this research can usually be generalized to a wider population, provided that the sample used is representative.

Qualitative studies begin with an idea that is claimed to be a research question. The research question will then determine the method of data collection and how to analyze it. Qualitative methods are dynamic, meaning that they are open to change in form, accumulation, and replacement during the analysis process (Mulyana, 2006; Srivastava & Thomson, 1985)

Qualitative research is descriptive and analytical research. Descriptive means describing the events, phenomena, and social situations under study. Meanwhile, analysis means interpreting and comparing the research data. According to Taylor et al. (2016), qualitative research is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior. Creswell, in Murdiyanto (2020), defines qualitative research as a process of investigating a social phenomenon and human problems. In addition, Sidiq and Choiri (2019) state that qualitative research is a strategy for finding meaning, understanding, concepts, characteristics, symptoms, symbols, and descriptions of a phenomenon that is natural and holistic, prioritizes quality, uses several methods, and is presented narratively in scientific research. Thus, it can be concluded that qualitative research is a research technique that uses narratives or words to explain and describe the meaning of each phenomenon, symptom, and certain social situations.

Qualitative research has several distinctive characteristics. Researchers in qualitative research have the same degree as research

subjects and equal interaction, provide detailed descriptions of events, situations, and phenomena, and prioritize the quality of participants in terms of experience. This is in line with the opinion expressed by Wood (1999) that the main characteristics of qualitative research are reflected in natural situations, the search for meaning, perspective and understanding, emphasis on process, and inductive analysis and grounded theory. Qualitative research seeks to observe behavior, build abstractions, concepts, hypotheses, or theories based on data collected and analyzed inductively. The researcher acts as a key instrument that interprets every phenomenon, symptom, and certain social situations, and needs to master the theory to analyze the gap between theoretical concepts and the facts that occur.

Along with the development of current research techniques, especially in the view of accounting and management, many researchers began to use qualitative techniques and the results of their research have been published in reputable accounting and management dailies (Basri, 2014). This proves that qualitative techniques are starting to gain attention from researchers.

The slightly higher number of qualitative than quantitative studies on cooperatives from 2021 to 2024 shows that both approaches are considered important and complementary. As researchers, it is important to continue to encourage the use of appropriate methods based on the research questions being asked and to look for ways to overcome existing barriers, such as funding and data access, to support the development of knowledge and practice in the cooperative field.

Data Analysis Method

Table 6 shows the distribution of quantitative and qualitative research with the theme of cooperatives as the main concern in Indonesia.

Table 6
Distribution of Quantitative and Qualitative Research with the Theme of Cooperatives as the Main Concern in Indonesia

Type of Analysis	Number of Studies
Descriptive	41
Regression	26
SEM	4
System	7

Desk Study	11
AHP	1
BSC	2
Data Mining	1
PAR	10

Source: Data Processed

From the analysis of the distribution of research methods on cooperatives, it can be seen that descriptive analysis and regression analysis dominate research in this area. Descriptive analysis was used in 41 studies, both quantitative and qualitative, suggesting that this method is considered important for providing an overview of cooperatives. However, the high reliance on descriptive methods could also indicate a lack of exploration of more in-depth and complex analytical methods. Meanwhile, regression analysis was used in 26 quantitative studies, signaling a strong interest in understanding the relationship between variables in the context of cooperatives. The dominance of regression analysis suggests that many researchers focus on statistical analysis to answer their research questions.

On the other hand, some methods such as SEM, systems, and desk studies also show significant use although not as many as regression and descriptive. SEM was used in 4 studies, indicating that while this method provides deep insights into complex variable relationships, its application may be limited by technical difficulties or specific data requirements. Systems methodology was used in 7 studies, indicating that there is interest in understanding cooperatives as part of a larger system. The desk study was used in 11 qualitative studies, indicating that researchers rely heavily on existing literature to build a theoretical understanding of cooperatives.

Other methods such as AHP, BSC, data mining, and participatory action research (PAR) were only used in 1 or 2 studies, indicating that although these methods have great potential to provide different insights, they have not been widely explored in the context of cooperative research. Factors such as a lack of skills, training, or awareness about these methods may be major barriers. The lack of use of innovative methods such as data mining and PAR suggests that there is a great opportunity for diversification of research methods in cooperative studies, which could help researchers gain richer and more varied insights. By encouraging the use of more diverse methods, research on cooperatives could expand more widely and make a more

significant contribution to the understanding and development of cooperatives in the future.

Research Theme

Related to the research findings, this study divides the role of cooperatives into 2: economic roles and social roles. The five most prominent themes after grouping and categorizing include:

Economic Role

1. Human Resources (HR)
2. Conflict of Interest from the Cooperative

Concept Side

1. Efficiency and Performance
2. Strategy and Growth

Social Field

1. The Role of Cooperatives as Economic Institutions

Cooperatives play a role as a pillar of the economy. However, in actual conditions, the number of studies on cooperatives is very small. This can be seen from the decreasing trend in the number of articles published during the period from 2021 to May 2024. This condition actually provides an opening for researchers to be able to restore the role of cooperatives for future generations. Some important points in the review of cooperatives in the role of the economy include:

A. Human Resources (HR)

Competency Development, Training, and Accounting Understanding in Cooperatives

The development of cooperative entrepreneur competencies through workshops, discussions, and periodic mentoring is one of the efforts to improve the abilities and skills of cooperative members in facing challenges in the industrial era 4.0. The indicators of the success of this service are seen from the number of training participants, achievement of workshop objectives, planned material targets, and participants' ability to master the material. This shows the importance of training and development of HR competencies as one of the key factors in improving cooperative performance and transformation. Lack of understanding of Financial Accounting Standards for Entities without Public

Accountability (SAK ETAP) and lack of management awareness indicate the need to improve HR competency and understanding of applicable accounting standards. Problems such as low member awareness in returning mandatory savings and credit payment arrears are closely related to human resource management in cooperatives. Increasing sharia financial literacy and management understanding of accounting standards will contribute to better financial performance and sustainability of cooperative businesses. In addition, increasing the ability and skills of cooperative managers in financial management and utilizing information from financial reports for business development, as well as decision making are important aspects in managing cooperative human resources. Skilled and competent cooperative managers will be able to make better decisions for the progress of the cooperative.

Work Culture, Employee Performance, and Customer Loyalty in Cooperatives

Good work culture and employee performance are very important in cooperatives. Research shows that a positive work culture has a direct effect on employee performance. This finding underscores the importance of effective human resource management, including work, motivation and member participation, as key factors influencing cooperative performance. The influence of organizational culture and the shared responsibility system on member behavior is an important aspect of HR management in cooperatives. Effectively managing members' work behavior and culture will ensure business security and long-term success of cooperatives. This research highlights the importance of a holistic approach to HRM that involves managing work behavior and culture to achieve cooperative goals. The mediating role of organizational commitment on the relationship between the quality of work life and employee performance emphasizes the importance of employee commitment to the organization. Psychological factors such as self-efficacy and locus of control also influence employee performance in cooperatives. A strong organizational culture and support for quality of work life contribute to better employee performance, which in turn will improve the overall performance of the cooperative. In addition, a regression analysis identifying factors affecting customer loyalty in the context of cooperative services shows a close relationship

between the service system and the financial management of the cooperative. Good financial service quality and effective managerial systems will increase member participation and customer loyalty. This research highlights the importance of good HR management in maintaining service quality and increasing member participation as key factors in the success of cooperatives.

B. Conflict of Interest from the Cooperative Concept Side

In Indonesia, where the majority of the population is Muslim, a clear understanding of the difference between the declaration of certified capital and shares is essential to overcome the conceptual confusion between cooperatives and limited liability companies. This socialization will provide people with an understanding of how certified capital in cooperatives differs from shares in limited liability companies, both in terms of ownership, voting rights, and profit distribution. One of the weaknesses of the conventional capital market is the misuse of money from a means of payment to merchandise. Money was created for its original purpose as a medium of exchange, not as merchandise. The capital market was also created for the purpose of raising capital from investors to be channeled for financing programs. But now the capital market has turned into money trading (Nugroho, 2008). With this understanding, the Muslim-majority community can make better and sharia-compliant decisions in doing business, given that cooperatives are often considered to be more in line with the principles of justice and togetherness espoused in Islam. In Indonesia, Muslims specifically also suffer from a chronic disease of sharia-economic dualism. This dualism arises as a result of the inability of Muslim businessmen to combine the two disciplines of economics and sharia which should complement each other (Sholikhin, 2013).

The development of Islamic cooperatives in Indonesia is very relevant considering the majority of Indonesia's population is Muslim. One of the solutions taken by the Indonesian government during the economic crisis was to look at the sharia economic system which proved to be quite resilient in facing the 1997 economic crisis. Islamic economy is not affected by bank interest rates that encourage inflation (Rahim et al., 2021). The need to adapt the concept of cooperatives to sharia principles is very important in order to be accepted and trusted by the community. The application of sharia principles in cooperative operations, such as the

prohibition of usury and the application of profit-sharing systems, will make cooperatives more in line with Islamic values and more attractive to the Muslim community. Intensive education and socialization about Islamic cooperatives can increase people's understanding and participation, and strengthen their trust in cooperatives as institutions that are not only economical but also in accordance with their religious teachings.

The process of fundamentally changing from conventional to Islamic cooperatives in Indonesia involves unique challenges and opportunities. In a predominantly Muslim society, this transformation needs to take into account aspects such as legal entity status, understanding of human resources, and thorough application of sharia principles. This includes the prohibition of usury, fairness in profit distribution, and sharia-compliant transactions. Challenges faced include a lack of understanding and readiness at both the board and member levels of the cooperative. However, with effective education strategies and support from Islamic financial institutions, Islamic cooperatives can grow and develop in accordance with the needs and values of the Muslim community, thereby creating a more inclusive and sustainable economic ecosystem.

C. Efficiency and Performance

Research on cooperative efficiency and performance shows that good financial health is essential for long-term success. The evaluation of capital aspects indicates that cooperatives are in a healthy category. The assessment of the health of financial performance is used to compare the results achieved with the strategies implemented as well as a means of improvement and future planning. The lack of development of a cooperative is also closely related to the financial condition of the enterprise. Capital constraints often occur in cooperatives so that the development of cooperatives is hampered. These capital limitations can be caused by the lack of strong capital support, both from within and outside the cooperative.

Internal capital constraints are generally less able to be covered by external capital sources. This is the impact of the less reliable management of cooperative management. This can be caused by poor bookkeeping management or unhealthy cooperative finances. Finally, when cooperatives want to apply for capital to external parties such as banks or other financial institutions, they often experience rejection.

Analysis using classical assumption tests and multiple linear regressions related to remaining business results (SHU) highlights the importance of good financial management for cooperative profitability. Islamic financial literacy, board behavior, and cooperative financial performance show that good financial management is essential for optimal performance. Ineffective supervision and lack of management capability have a significant influence on fraud, emphasizing the importance of good supervision and management competence. In addition, cash management, profit, operating cash flow, and liquidity of cooperatives strongly influence financial and operational performance, while good internal control and implementation of accounting information systems improve the quality of financial statements and support more accurate and transparent decisions. The efficiency and effectiveness of accounting information systems, job-hopping, and overlaps between functions that hinder performance show that the management of financial and operational systems is critical to the efficiency and performance of cooperatives. Although cooperatives do not pursue profit maximization as a primary goal, rational cost efficiency still drives cooperative performance (Hendrikse & Feng, 2013).

Thus, there are six internal factors of cooperatives: cooperative human resources (HR), members, management, institutions/organizations, cooperative businesses, and funds/capital. Meanwhile, external factors of cooperatives include government regulations, other cooperatives and economic conditions.

According to Wadud & Efriady (2015), the inability to develop cooperatives includes four factors: the low quality of human resources for cooperative managers, the low growth of cooperatives, the limited marketing of cooperative products and partnerships, and the lack of cooperatives getting access to capital. In addition, there are also issues of diversification that affect the cooperative decision-making process. These aspects are explained from the perspective of ownership rights because cooperatives have different ownership configurations. These issues seem to hinder cooperatives in achieving efficiency.

D. Strategy and Growth

Research on cooperative strategy and growth highlights the importance of adopting

digital technologies to improve the efficiency and accuracy of data management and decision-making. It shows the importance of adopting digital technologies, such as web-based information systems, Naive Bayes algorithms, software applications, Web3, Blockchain, and Android apps, to improve the efficiency, accuracy, transparency, and growth of cooperatives, and optimize data management and decision-making.

The research also highlights strategies that focus on improving customer satisfaction and loyalty as the key to cooperative growth. The focus on factors that influence customer satisfaction and loyalty shows the importance of a sound financial strategy and management system. The use of information technology, such as loan eligibility, decision support systems and the AHP method for cooperative assessment, plays an important role in improving management effectiveness and efficiency. The implementation of digital marketing is proven to have a positive effect on increasing sales volume, while credibility, cost perceptions, and the use of information technology are proven to increase cost and time efficiency and services to members (Pradiani, 2018; Sutanto et al., 2024). This research emphasizes that the application of technology in marketing strategies and cooperative operations can encourage the growth and sustainability of cooperatives in the digital era.

Strategies that can be developed are measuring the non-financial performance of cooperatives, cooperative restructuring, cooperative competitiveness, cooperative rebranding and development with IT systems (Dwipradnyana et al., 2020).

ICA (2013), in developing a blueprint strategy for the future of cooperatives, has set out five important interrelated themes: participation, sustainability, identity, legality, and capitalization. The purpose of setting these themes is to make cooperatives stronger and more efficient in facing global competition, by doing better business and bringing more effective balance to the global economy.

Social Role

Cooperatives in Indonesia have a very important social role, especially in the context of a pluralistic and religious society. Cooperatives serve as a tool to empower vulnerable groups such as fisherwomen by encouraging them to develop businesses through cooperatives. Through intensive socialization and motivation,

fisherwomen can improve their economic skills, ultimately improving the welfare of their families and communities. On the other hand, sharia cooperatives play an important role in providing financial alternatives that are in accordance with Islamic principles, making them attractive to Muslim communities who avoid the practice of usury. These cooperatives use methods such as "Murabaha" financing and "ZISWAF" fund management to support their members, provide usury-free financing, and improve the welfare of the ummah. In addition, the cooperative also plays a role in developing an entrepreneurial spirit among students and encourages the application of Islamic business principles in various aspects of their operations.

Cooperatives play an important role in the formation of social character and values, as well as contributing to the increase of people's income, especially farmers, through capital loans, business development, and social assistance such as zakat and sadaqah. In addition, cooperatives also support the economic development of the people (Adhim, 2019) by providing affordable daily necessities and strengthening trust in the Islamic financial system. Through active participation, cooperatives build strong social networks (Adhim, 2019), encourage solidarity and cooperation, and fulfill economic and social functions that improve the welfare of their members.

In addition to their economic role, cooperatives also have great social contributions. They provide free shelter to members in need. Through the application of the Grameen Bank method, they are able to provide effective microcredit to the rural poor, helping to reduce poverty and boost the local economy. Savings and loan cooperatives contribute to national economic development by improving access to the capital for members and encouraging the optimization of the government's role in supporting cooperatives. In economic crises such as the Covid-19 pandemic, Islamic cooperatives have demonstrated their role in helping "MSMEs" to survive and thrive. Cooperatives also play an important role in prospering their members by providing access to the capital and loans needed to develop businesses. In addition, cooperatives continue to strive to improve performance through entrepreneurship, member participation, and better management, and utilize technology to improve service quality and member satisfaction, all of which are very important in the context of Indonesia's pluralistic

and religious society.

Another possible explanation for the limited research attention lies in the social focus of cooperatives. Although cooperatives are usually commercially and economically oriented, at the same time they also focus on social aspects.

According to Suprayitno (2012), the nature of excellence is also considered a reason why cooperatives must be maintained in their social role, because:

1. Cooperatives aim to improve the welfare of their members.
2. Cooperatives promote economic democracy in its application.

These two reasons are very meaningful considering the many structures of our society that are closely related to the economic movement of the community, especially the small and medium class. In order for economic activity in this ratio to be strong and have bargaining power, it should be fused in a container in the form of a cooperative. If the community economy is not strengthened, it will automatically be eroded in the era of global trade. In the end, there are rumors of the destruction of the nation. The establishment of a strong cooperative is one way of dealing with external and internal challenges.

However, Levi & Davis (2008) state that this dual orientation of cooperatives has a negative impact on their profits and efficiency. However, the interplay between social and economic objectives is inherent to cooperatives. Unlike corporations, cooperatives have a broad social mission that goes beyond their economic role (Kalmi, 2007). In the end, articles suggesting that research on Cooperatives is not worthy of limited attention, as shown in the declining trend of scholarly publications on Cooperatives in the last 4 years, should not be. This is because Cooperatives are able to act as both their Economic Role and their Social Role as envisioned by the Father of Indonesian Cooperatives, Mohammad Hatta.

5. CONCLUSION, IMPLICATION, SUGGESTION, AND LIMITATIONS

Based on key research findings on cooperative trends in SINTA-indexed journals in Indonesia, there are some crucial points to consider.

1. The decline in the number of articles on cooperatives over the past four years suggests a shift in focus or interest of researchers in this topic. This could indicate the need to re-emphasize the importance of

cooperatives as vital instruments in economic and social development in Indonesia. Cooperatives have a dual role as economic actors and social agents that help improve people's welfare.

2. The almost balanced composition of quantitative and qualitative research suggests that research on cooperatives in Indonesia has a diverse and holistic approach. This is important to gain a comprehensive understanding of the dynamics of cooperatives, from quantitative to qualitative aspects.
3. Regression analysis dominates quantitative research with 26 studies, followed by descriptive analysis with 10 studies. Descriptive analysis is also prominent in the qualitative research with 31 studies. Systems analysis is applied in 3 quantitative studies and 4 qualitative studies, while desk research is dominant in qualitative research with 11 studies. Other types of analysis used in quantitative research include AHP (1), BSC (1), data mining (1), panel data (2), gross up method (1), PATH (2), SEM (4), and case study (1). Meanwhile, in qualitative research, CSI, participatory action research (PAR), SWOT, and case study have 1, 1, 3, and 3 studies respectively.
4. Cooperatives play an important role in the economy through human resource development, competency building, and financial literacy. Training and understanding of accounting standards improve cooperative performance.

Positive work culture and effective HR management improve member performance and loyalty. Islamic cooperatives offer financial alternatives that comply with Islamic principles, while the adoption of digital technology improves management efficiency and accuracy. Cooperative growth strategies focus on information technology and customer satisfaction, strengthening the competitiveness and sustainability of cooperatives in the digital era. As for the social aspect, cooperatives in Indonesia play an important social role in a plural and religious society. They empower vulnerable groups such as fisherwomen with economic training, as well as offer usury-free Islamic finance alternatives for the Muslim community. Cooperatives support student entrepreneurship and the application of sharia business principles. In increasing income, cooperatives provide capital loans, social

assistance such as zakat, and affordable daily necessities. They also build strong social networks, promote solidarity, and play an economic and social role for the well-being of members. In addition, cooperatives make social contributions through free shelter, and MSME assistance during economic crises. By combining social and economic goals, cooperatives promote social stability and poverty alleviation, remaining relevant and important in society.

To reverse the downward trend in the number of articles on cooperatives, strategic steps can be taken, for example by organizing seminars, conferences, or workshops that highlight the strategic role of cooperatives in economic and social development. Providing incentives or financial support to researchers who conduct research on cooperatives can also be an effective stimulant. In addition, strengthening cooperation between research institutions, universities, and cooperatives themselves can help generate research interest in this topic.

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