

# Entrepreneurial Intention of Indonesian Migrant Workers

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**Abstract** —This research aims to find out the effect of psychological characteristics and entrepreneurship training towards entrepreneurial intention of Indonesian Migrant Workers. This study is a quantitative research, and non-probability purposive sampling was used to select participants. There are 68 respondents that met the sample criteria. To analyze the data, this research uses partial least square (PLS) technique. The results showed that psychological characteristics and entrepreneurship training have positive and significant effect towards entrepreneurial intention and the relationship between entrepreneurship training and entrepreneurial intention could not be moderated by psychological characteristics.

**Keywords** –Entrepreneurial Intention, Entrepreneurship Training, Indonesia, Migrant Workers, Psychological Characteristics

## I. Introduction

Indonesia have approximately two hundred sixty-two million people and the fourth largest population in the world (World Bank, 2017). Considering the number of populations, it is possible to assume that Indonesia has the potential to export its labors overseas. There are plenty of reasons why Indonesians work overseas. Lack of employment opportunities and desires to get better economic, social and political life are several motives to migrate (Prihantika, Meiliyana, & Caturiani, 2016; Ariani, Abdillah, & Syakti, 2013). According to Indonesia National Agency for the Protection and Placement of International Migrant Workers (BNP2TKI), during January until August 2018, there are 185.668 Indonesian workers that are placed overseas. Seventy percent of them have primary and junior high school education. Approximately 88.954 Indonesian works in formal sector while the rest works in informal sector (BNP2TKI, 2018). BNP2TKI trains registered Indonesian migrant workers in order to prepare them before the departure and after the assignments finished. One of the training that BNP2TKI provides for returning migrant workers is entrepreneurship training. The aim of the training is to gain new skills so such skills could be used to open their own business.

The existence of Indonesian migrant workers plays important roles for economics such as remittance and reducing unemployment rate. There are a lot of researches related to the role of Indonesian migrant workers in remittance (Anwar & Pratiwi, 2013; Barai & Munim, 2012). According to Spitzer (2016), the government hopes that the remittances from migrant workers will be invested in economic activities and when the migrant workers return home, they could stimulate economic growth through entrepreneurial activities. The number of Indonesian migrant workers that return to Indonesia each year during 2006-2014 period could be seen in Table I below.

**Table 1. Total Number of Returning Migrant Workers (BNP2TKI, 2015)**

Year	Total number of returning migrant workers
2006	376,782
2007	354,921
2008	447,016

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2009	492,073
2010	539,169
2011	494,266
2012	393,720
2013	260,093
2014	201,779

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From the Table 1 above, the number of returning Indonesian migrant workers is quite a lot. The real problems might occur when Indonesian migrant workers return home. The problem with returning Indonesian migrant workers occurs due to the lack of skills to manage their salary. They tend to consume all of the salaries that they received abroad and do not save enough money and as a result they intend to become migrant workers again (Prihantika et. al, 2016). The government should give attention to those returning home because the rising number of young unemployment rate is not only caused by high school or university students who recently finished their education but also caused by the former Indonesian migrant workers who is still under 35 and decide not to work overseas once more (Kristyana, Naning, & Hamidah, 2014). One of the solutions that government provides is to give entrepreneurial training in order to prevent them to work abroad one more time. Frese, Gielnik, and Mensmann (2016) said that action regulation training is a successful way to promote entrepreneurship in developing countries.

The research about entrepreneurship from psychology disciplines point of view could be measured from entrepreneur characters (Hidayat, 2016). Individual characters according to Hidayat (2016) are similar to personalities. Previous research conducted by Karabulut (2016) stated that personalities types have positive influence towards entrepreneurial intentions. Based on the explanation above, this research aims to find out the effect of entrepreneurship training and psychological characteristics towards entrepreneurial intentions of Indonesian migrant workers.

## II. Literature Review

### Psychological Characteristics

Research on entrepreneurship considers psychological characteristics as one of the important factors to consider when making entrepreneurial decisions (Chatterjee & Das, 2015). According to Soomro and Shah (2015), the characteristics of entrepreneur are needs for achievement, tendency to take risks, locus of control, self-esteem, innovation, and tolerance of ambiguity. Karabulut (2016) stated that internal locus of control, the need for achievement, risk taking abilities, and entrepreneurial alertness are the psychological characteristics dimensions that influence entrepreneurial intention. While according to Santoso and Oetomo (2016), psychological characteristics constructs consist of internal locus of control, risk taking abilities, and the need for achievement. In this research, the authors use three dimensions of psychological characteristics: internal locus of control, the need for achievement, and risk-taking abilities. The people that has high internal locus of control usually show high degree of autonomy, has independence personality traits, and relies on their own strength (Santoso & Oetomo, 2016). Chan, lee, and chen (2015) showed that there is positive relation between high internal locus of control and entrepreneurial intentions. Risk taking abilities is essential for entrepreneurs because they have to deal with unknown business situations and must take risky decision (Santoso & Oetomo, 2016). According to Karabulut (2016), the need for achievement is defined as having desires and ambitions for success. People that have high need for achievement usually also have desire to start business (Karabulut, 2016). Espiritu-olmos and Sastre-castillo (2015) in their research showed that the personality traits such as kindness, need for achievement, risk, extroversion, tolerance for ambiguity and inner control significantly affect entrepreneurial intention.

### Entrepreneurship Training

Increasing knowledge, skills, attitudes, and fulfilling participants' needs are several advantages of training (Rifai & Sucihatiningsih, 2016). Previous research on entrepreneurship training showed that it boosts entrepreneurship among youths, create jobs, and leads to income generating activities (Gielnik, Frese, Bischoff, Muhangi, & Omoo, 2016). Gielnik, Uy, Funken, and Bischoff (2017) research also showed that entrepreneurship training increases entrepreneurial self-efficacy and passion. Entrepreneurial self-efficacy is also important to maintain high passion after training (Gielnik et al., 2017). Previous research about the effect of entrepreneurship training towards entrepreneurial intention showed that there is positive and significant effect between two variables (Adekiya & Ibrahim, 2016). According to Yaacob, Shaupi, and Shuaib (2016) trainee's

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readiness and learning approach are the factors that influence effectiveness of entrepreneurship training program and entrepreneurial orientation, a combination of reactivity, innovativeness, and risk taking, along with trainer's skills are not significant factors.

### Entrepreneurial Intention

Earlier research on entrepreneurial intention focused on the personalities that are needed to become successful entrepreneur (Carsrud & Brannback, 2011). Recently, the research focus is shifted to entrepreneurial intention. Entrepreneurial intention is desire and interest to start the business in order to fulfill the basic needs without fearing the failure and the unknown (Santoso & Oetomo, 2016). Nitu-antoine and Feder (2015) in their research stated that psychological characteristics influence entrepreneurial intention. Karimi *et al.* (2015) said that personality factors such as needs for achievement, risk taking, and locus of control significantly relate to entrepreneurial intention. According to Hatak, harms, and finks (2014), age and work experience affects entrepreneurial intention. The older people get and the more work experience they have, the entrepreneurial intention would decrease (Hatak *et al.*, 2014).

Based on the theories explained above, therefore the hypotheses of this study are:

- H1: There is positive and significant effect of psychological characteristics on entrepreneurial intention
- H2: There is positive and significant effect of entrepreneurship training on entrepreneurial intention
- H3: There is positive and significant effect of psychological characteristics on entrepreneurship training
- H4: There is positive and significant effect of psychological characteristics on entrepreneurial intention through entrepreneurship training
- H5: There is moderating effect of psychological characteristics on the relationship of entrepreneurship training and entrepreneurial intention

### III. Research Methodology

This research is a quantitative research. The data is analyzed using partial least square (PLS) methods. The data was collected using questionnaire with 5 points Likert scale to Indonesian migrant workers that took part in entrepreneurship training program provided by BNP2TKI. This research used non-probability purposive sampling to determine the sample. The sample must meet the following criteria: Indonesian migrant workers who have either primary, middle, high, or diploma certificates, have finished entrepreneurship training program provided by BNP2TKI Jakarta, Yogyakarta, and Pontianak, and have at least a year work experience as migrant worker. There are 76 respondents who answered the questionnaire however only 68 respondents met the requirements.

There are two types of analysis that need to be conducted when using PLS: outer (measurement) and inner (structural) model analysis. The outer model in PLS could be reflective or normative. Usually, the personalities or behaviors constructs use reflective model (Ghozali & Latan, 2015). Hence, the outer model of this research used reflective. The outer model is used to analyze the validity and reliability of the research model. Due to the use of reflective model, convergent and discriminant validity should be used to evaluate the validity. Convergent validity could be measured through loading factors and average variance extracted (AVE) and discriminant validity could be seen using cross loading and the HTMT criterion. Besides that, the Cronbach's alpha and composite reliability would be used to check the reliability. To analyze the inner model, R-square and original sample in path coefficient (O) would be used. T-statistics and p-value are used to test the hypotheses.

**Table 2. Items Measurement**

Variables	Items
Psychological Characteristics (PC)	When doing business, I am able to work independently and autonomously I like taking risky decisions I am able to deal with unknown situations I am able to identify the business opportunity
Entrepreneurship Training (ET)	I have desire to try to start my own business BNP2TKI has provided entrepreneurship training that match with my own needs and hopes to open new business I want to start my own business after hearing the trainer's speech

Entrepreneurial Intention (EI)	<p>The entrepreneurship training gives me knowledge, skills, tips and tricks to open new business</p> <p>I want to start my own business after finishing the entrepreneurship training</p> <p>The trainers in the entrepreneurship training program are experienced entrepreneurs.</p> <p>I have desire and ambition to succeed in business</p> <p>I have perseverance attitudes and want to work hard when starting my own business</p> <p>I want to open my own business to fulfill my family needs</p> <p>I want to start my own business to reach higher social status</p> <p>I have courage to take unknown risks</p>
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#### IV. Results and Discussions

The Table 3 below explained the profiles of 68 respondents used in this research.

**Table 3. Respondent Profiles**

Highest Level of Education	Respondent	Work Experiences as Migrant Workers	Respondent	Last Country Placement	Respondent
Primary School	18	1-5 years	51	United Arab Emirates	2
Middle School	26	6-10 years	7	South Africa	1
High School	21	More than 10 years	10	Bahrain	1
Diploma	3	Total	68	Philippines	1
Total	68			South Korea	1
				Malaysia	42
				Morocco	1
				Saudi Arabia	12
				Singapore	3
				Republic of China (Taiwan)	2
				Thailand	1
				Turkey	1
				Total	68

#### Outer Model Analysis

Convergent validity could be analyzed using loading factors and AVE. The value of loading factors should be above 0.70 (Kock & Lynn, 2012). However, according to Hair, Hair, Hult, Ringle, and Sarstedt (2017) the value should be above 0.50 but value above 0.40 is enough. In terms of AVE, the value should be above 0.50 (Hair et al., 2017).

**Table 4 Loading Factors**

Factors	EI	PC	ET	Decision
Efficacy			0,770	Valid
Efficiency			0,711	Valid
Internal locus of control		0,790		Valid

Like to take risky decisions	0,779		Valid
The ability to deal with unknown situations	0,449		Valid
Having perseverance attitudes and wanting to work hard	0,810		Valid
Having desire to start business	0,703		Valid
Having desire and ambition to succeed	0,828		Valid
Ability to identify business opportunities	0,798		Valid
Training delivery		0,863	Valid
Trainers expertise		0,580	Valid
Fulfilling family needs	0,851		Valid
Wanting to reach higher social status	0,848		Valid
Having courage to take unknown risk	0,699		Valid
Relevancy		0,706	Valid

Based on the table 4 above the factors of entrepreneurial intention are having perseverance attitudes and wanting to work hard when starting a new business, having desires and ambitions to succeed in business, fulfilling family needs, wanting to reach higher social status, and having courage to take unknown risks. Fulfilling family needs factor contributed the highest in supporting the variable of entrepreneurial intentions at 0,851 followed by wanting to reach higher social status, having desire and ambition to succeed, having perseverance attitudes and wanting to work hard and having courage to take unknown risk factor.

Internal locus of control, like to take risky decisions, the ability to deal with unknown situation, the ability to identify business opportunities, and having the desire to start a business are the factors of psychological characteristics. The ability to identify business opportunities factor contributed the highest in supporting the variable of psychological characteristics at 0,798 followed by internal locus of control, like to take risky decisions, having desire to start a business, and the ability to deal with unknown situation factor.

The factors of entrepreneurship training are knowledge, skills, and techniques that participants gained during the training (Efficacy), the objectives of the training are fulfilled (Efficiency), the delivery of training, trainers' expertise, and the participants expectations are pleased (Relevancy). Training delivery factor contributed the highest in supporting the variable of entrepreneurship training at 0,863 followed by knowledge, skills, and techniques that participants gained during the training (Efficacy), the objectives of the training are fulfilled (Efficiency), the participants expectations are pleased (Relevancy), and trainers expertise factor.

**Table 5 Average Variance Extracted (AVE)**

Latent Variables	AVE	Decisions
Entrepreneurial Intentions (EI)	0,654	Valid
Psychological Characteristics (PC)	0,513	Valid
Entrepreneurship Training (ET)	0,536	Valid

Discriminant validity aims to see whether each reflective construct have the strongest correlation with its own latent variables (Hair et al., 2017). Discriminant validity could be checked using cross loadings and the HTMT criterion results. The HTMT value should be below 0.90 (Henseler, Ringle, & Sarstedt, 2015).

**Table 6 Cross Loadings**

Factors	Entrepreneurial Intentions	Psychological Characteristics	Entrepreneurship Training	Decision
Efficacy	0,422	0,415	0,770	Valid
Efficiency	0,455	0,624	0,771	Valid
Internal locus of control	0,368	0,790	0,290	Valid
Like to take risky decisions	0,420	0,779	0,575	Valid
Ability to deal with unknown situations	0,102	0,449	0,103	Valid
Having perseverance attitudes and wanting to work hard	0,810	0,638	0,554	Valid
Desire to start business	0,203	0,703	0,391	Valid
Having desire and ambition to succeed	0,828	0,447	0,504	Valid
Ability to identify business opportunities	0,706	0,798	0,656	Valid
Training delivery	0,594	0,674	0,863	Valid
Trainers expertise	0,262	0,215	0,580	Valid
Fulfilling family needs	0,851	0,430	0,595	Valid
Wanting to reach higher social status	0,848	0,376	0,372	Valid
Having courage to take unknown risk	0,699	0,564	0,588	Valid
Relevancy	0,443	0,288	0,706	Valid

From the table 6 above, it could be seen that each reflective construct has the highest number to its own latent variables hence the discriminant validity requirements have been met.

**Table 7 HTMT**

	Entrepreneurial Intentions	Psychological Characteristics	Entrepreneurship Training	Decision
Psychological Characteristics	0.601			Valid
Entrepreneurship Training	0.750		0.672	Valid

Reliability test result could be analyzed from Cronbach's alpha and composite reliability score. If both Cronbach's alpha and Composite reliability score is above 0.70, then constructs have high reliability (Hair et al., 2017).

**Table 8 Cronbach's Alpha and Composite Reliability**

	Cronbach's Alpha	Composite Reliability	Decision
Entrepreneurial Intention (EI)	0,866	0,904	Reliable
Psychological Characteristics (PC)	0,787	0,836	Reliable
Entrepreneurship Training (ET)	0,788	0,850	Reliable

**Inner Model Analysis**

The inner model could be evaluated using R-square, original sample in path coefficient (O), t-statistics, and p-values. The R-square value of 0.19 is weak, 0.33 is average, and 0.67 is substantial. The path coefficient is usually between -1 to + 1, with coefficient closer to +1 indicating the strong positive relationships and those closer to -1 indicating strong negative relationship (Hair et al., 2017).

**Table 9 R Square**

	R square
Entrepreneurship Intention	0,705
Entrepreneurship Training	0,436

From the above table, entrepreneurship training and psychological characteristics explain 70,5% of entrepreneurship intention variable while 43,6% of entrepreneurship training is explained by psychological characteristics.

**Table 10 Path Coefficient**

	Original Sample (O)
Psychological Characteristics-> Entrepreneurial Intention	0,262
Entrepreneurship Training-> Entrepreneurial Intention	0,257
Psychological Characteristics-> Entrepreneurship Training	0,661
Psychological Characteristics-> Entrepreneurship Training -> Entrepreneurial Intention	0,169

**Hypotheses Testing**

Hypotheses would be tested using 5% significance level. The t-statistics value has to be above 1.96 and p-value has to be below 0.05 (Ghozali & Latan, 2015).

**Table 11 Hypotheses Testing**

	T Statistics	P Values	Decision
Psychological Characteristics-> Entrepreneurial Intention	2,723	0,007	Significant
Entrepreneurship Training-> Entrepreneurial Intention	9,696	0,000	Significant
Psychological Characteristics-> Entrepreneurship Training	2,062	0,040	Significant
Psychological Characteristics-> Entrepreneurship Training -> Entrepreneurial Intention	2,058	0,040	Significant
Moderating Effect-> Entrepreneurial Intention	0,849	0,396	Insignificant

Based on the table 10 and 11 above, it could be concluded that:

- H1: There is positive and significant effect of psychological characteristics on entrepreneurial intention. The hypothesis is accepted.
- H2: There is positive and significant effect of entrepreneurship training on entrepreneurial intention. The hypothesis is accepted.
- H3: There is positive and significant effect of psychological characteristics on entrepreneurship training. The hypothesis is accepted.
- H4: There is positive and significant effect of psychological characteristics on entrepreneurial intention through entrepreneurship training. The hypothesis is accepted.
- H5: There is moderating effect of psychological characteristics on the relationship of entrepreneurship training and entrepreneurial intention. The hypothesis is rejected.

The main focus of this study is to find out the effect of psychological characteristics and entrepreneurship training towards entrepreneurial intentions. According to Chatterjee and Das (2015) entrepreneurship is a cognitive process of psychological dimensions. This research showed that psychological characteristics significantly affect entrepreneurial intentions. The findings of this research also strengthen the previous research conducted by Chan et al. (2015) and Karabulut (2016) which stated that there is positive relation between high internal locus of control and entrepreneurial intentions and people that have high need for achievement usually also have desire to start business. In this research, the psychological characteristics consist of five factors: Internal locus of control, like to take risky decisions, the ability to deal with unknown situation, the ability to identify business opportunities, and the desire to start a business. Internal locus of control according to Ibrahim and Saili (2017) positively affects the tendency towards entrepreneurship.

Appropriate entrepreneurship education and training programs are expected to increase the number of people becoming entrepreneurs (Reynolds et al. as cited in Soomro & Shah, 2015). Entrepreneurship education can also affect entrepreneurial intention however, attitudes have stronger relations with entrepreneurial intention (Izquierdo & Buelens, 2008). The result of this study explained that entrepreneurship training positively and significantly affects entrepreneurial intention however, 43,6% of entrepreneurship training variable is explained by psychological characteristics. The result also strengthens Adekiya and Ibrahim (2016) research that stated there is positive and significant effect between entrepreneurship training and entrepreneurial intention.

Previous research conducted by Kusmintarti et al. (2016) stated that entrepreneurial education significantly affects entrepreneurial characteristics. Such statement contradicts the result of this research. In this study, the psychological characteristics have positive and significant effect on entrepreneurship training. The result of this research showed that the ability to identify business opportunities factor contributed the highest in supporting psychological characteristics variable. The ability to identify business opportunities is one of the definitions of entrepreneurial self-efficacy (Chen, Greene, & Crick as cited in Gielnik et al., 2017). The research conducted by Gielnik et al. (2017) showed that entrepreneurial self-efficacy is important to maintain high passion after training because it will lead to business creation. Therefore, the result of this research strengthens previous research conducted by Gielnik et al. (2017).

## **V. Conclusion**

The result of this study could be used as a reference for further research. However, the findings should be treated with caution due to the small number of Indonesian migrant workers that took part in this research. This research showed that 70,5% of entrepreneurial intention variable was explained by entrepreneurship training and psychological characteristics. Therefore, the findings could be useful to evaluate the entrepreneurship-training program that BNP2TKI provides. The entrepreneurship training program aims to grow the Indonesian migrant workers interest to become successful entrepreneurs so that they do not have to work abroad again. Based on the result of this study, psychological characteristics have positive and significant effect on entrepreneurial intention through entrepreneurship training. Hence, to make the program more effectively, psychological characteristics of Indonesian migrant workers have to be known before the training. Five factors that affect psychological characteristics in this research are internal locus of control, like to take risky decision, the ability to deal with unknown situation, the ability to identify business opportunities, and the desire to start a business. If the individual shows such psychological traits, then he or she could join the program right away. However, if they are lacking psychological characteristics needed then the soft skill training could be given first to such individual before joining the entrepreneurship training program.

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