

# Analysis of International Migrant Workers: Case Study of Worker of Madura Origin

R. M. Moch. Wispandono, Nety Dyah Kurniasari, Deny S. B. Yuherawan  
University of Trunojoyo, Madura, Indonesia

As international migrant workers, they should equip themselves with appropriate knowledge and skills to compete with other overseas workers in the global job market. This means that international migrant workers need to improve their quality and ability. In addition, it also requires a high work and motivation to produce a satisfactory performance. Capabilities like cognitive, affective, and psychomotor abilities are needed to support performance. Information related to three abilities also motivation is important from international migrant workers from the island of Madura to be analyzed. Based on the results of qualitative research using interview technique and observation on three informants who had worked abroad as nursing, baby sitter, and housekeeper whose data validity of interview result is measured using triangulation method, it shows different ability in working on his job (though having the same motivation) resulted different performance. Low performance due to lack of ability in cognitive, affective, and psychomotor aspects resulted in workers who could not compete with other workers. The evidence came from the lack of contract extension for low-performing workers. It is therefore recommended for prospective international migrant workers to equip themselves with sufficient capacity through trainings undertaken by government training center (*Balai Latihan Kerja/BLK*).

*Keywords:* international migrant workers, ability, motivation, performance, competitive

## Introduction

There are many problems faced by labor in Indonesia such as: low quality of labor, unequal labor force, unequal or that is not comparable to the number of workforce to employment opportunities, which must be seriously handled by government, private sector, and the public through a study. Studies and scientific discussions that can provide input to the government in making the right policy in the field of employment are needed to be implemented. However, it is not an easy task to solve employment problems in Indonesia. Most of the problems come from the labor side rather than others.

In terms of employment problems, many workers have low quality of education and skills also bad attitude

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R. M. Moch. Wispandono, Dr. (doctor in Human Resource Management), Faculty of Business and Economic, University of Trunojoyo, Madura, Indonesia.

Nety Dyah Kurniasari, M.S. (magister science in Communication), Faculty of Business and Economic, University of Trunojoyo, Madura, Indonesia.

Deny S. B. Yuherawan, Dr. (doctor in Law), Faculty of Business and Economic, University of Trunojoyo, Madura, Indonesia.

Correspondence concerning this article should be addressed to R. M. Moch. Wispandono, Jln. Pandugo 45E-5, Penjaringan Sari, Rungkut, Surabaya 60297, East Java, Indonesia.

like easy to surrender, low motivation to survive, and have non-future orientation. These problems lead to low competitiveness in the working world, especially in the global job market today. The low competitiveness of Indonesian human resources can be seen from The Human Capital Report 2016 released by World Economic Forum (WEF) which shows the competitiveness of Indonesian human resources is so low because it is in the order of 72 of 130 countries. This sequence puts Indonesia under position of other ASEAN countries such as Singapore, Malaysia, Thailand, Philippines, and even we are outranking Sri Lanka that has penetrated the top 50 ranks.

On the other side to get the solution from economic crush of worker's family and to solve unemployment problems, they work abroad as international migrant worker with low education and skill. The small number of employment and unbalance number of workers in Indonesia are also considered as the reason of working abroad. The international migrant workers can be categorized into uneducated and untrained workers most of whom work as casual labor (such as factory workers, construction labors, housemaids, rubber tappers, etc.).

As international migrant workers, they should equip themselves with the adequate education and skills to compete with other overseas workers. This means that international migrant workers need to improve their quality and ability to compete in jobs especially in the global job market. One of the solutions to improve the quality of labor is through empowerment of workers through the Training Center organized by the government and private companies (Indonesian labor service delivery companies), especially to improve the quality of workers who have education level under high school. They have low skill level and are unable to continue their study to higher education level. Training Center is one of instruments which are used to develop human resource competence that is expected to transfer knowledge, skills, and productive work attitude with various curriculum and existing programs.

Development of human resources at the Training Center through training activities is a non-formal education program. According to the Law of the Republic of Indonesia No. 13 Year 2003 Article 1 Clause 9, job training is the whole activity to give, gain, improve, and develop working competence, productivity, discipline, attitude, and working ethic at certain skill level according to job qualifications. Through job training is expected to equip, improve, and develop work competencies to improve the ability, productivity, and prosperity of prospective workers.

Madura Island is known as an island whose people like to wander both domestically and abroad. Maduranese are known to be wanderers since time immemorial because the jobs in the island of Madura are very limited due to the fact that their land structure is not good for farming, nor is there a rapidly growing industrialization that can provide jobs for Maduranese. Even though Suramadu Bridge has been operated since 2009, it has not had a significant impact on economic and industrial growth on the island of Madura.

Various studies ever conducted on Maduranese (De Jonge, 1989; Warsono, 1992; Suhanadji, 1998) who have been migrants show that their reasons for being migrant workers are: (1) to improve the family economy, (2) low education level needed to find employment in Indonesia, (3) they do not have expertise to work in his area, (4) easy to find employment abroad without high education certificate, (5) high salary earned to be an overseas migrant worker, and (6) to join their husband who works abroad.

Based on the above background, then the question of this research is: What is the ability of international migrant workers from Madura Island in competing with other workers?

### **Context and Review of Literature**

Migration is a demographic component that influences the population dynamics in addition to fertility and mortality. According to Rozy Munir (2000), migration is the move of residents with the aim of settling from one place to another beyond political or state boundaries or administrative boundaries or inner boundaries of a country. Migration is often interpreted as a relatively permanent move from one region to another. There are two important dimensions that need to be reviewed in the migration review, which is the time dimension and the dimension of the region. For the time dimension, the exact size does not exist because it is difficult to determine how long a person who moves to be considered as a migrant, but usually the definitions used is those that are specified in the population census.

According to Rogler (1994), there are two approaches in assessing the phenomenon of international migration. The first approach is the theoretical approach that explains the initial process and causes of the initiation. The second approach is the theoretical approach that describes the process after the migration (continuation). One example of migration theory that uses an initiation approach is neo-classical theory. This theory states that the main cause of labor migration is due to differences in salary (income) between different regions. If these differences continue, then it is ensured that migration flows from regions with low salary to regions with higher salary will be even greater. The higher the migration it will be ensured, the greater the remittance obtained by the original country. Analogue with this theory is the findings of research conducted by Lee (1966) and Zelinsky (1971) in the Wirawan (2006). Both researchers said that the main motive that causes a person to migrate is an economic reason.

The theory that explains the international migration of the continuation approach states that as a result of migratory flows, there is a network of migrants involving interpersonal networks between the migrant population in the place of origin and destination. This migrant network provides assistance to potential migrants from the home areas in both information and financial form.

Dual labor market theory argues that international migration is only caused by pull factors from developed countries as the recipient country of migration. This theory explains that the labor market can be divided into two segments namely the main segments and additional segments. The main segment has the characteristics of capital-intensive production methods and is dominated by skilled labor, while additional segments is characterized as having labor-intensive and predominantly labor-less labor methods. International migration occurs when there is demand for labor in additional segments of the recipient country.

Based on a research report entitled IMD World Talent Report 2015 presented by the Institute of Management Development (IMD) by conducting surveys in 61 countries including Indonesia for talented and skilled talent ranking in 2015 aimed to assess the extent where a country is attractive and able to retain the talented and skilled workers available in the country to participate in the economy of a country, it shows that Indonesia is downgrading. In 2014 Indonesia was ranked 25th but in 2015 Indonesia's ranking fell by 16th place to rank 41. The position of Indonesia is far below the position of neighboring countries such as Singapore, Malaysia, and Thailand. This ranking is based on the calculation results with certain weights that consider the three factors of development and investment factors, factors of attractiveness of a country, and the factors of human resource readiness. Each factor is subdivided into several other details.

For the first two factors, Indonesia has the same relative rank as the previous year. However, for the third factor, the readiness of human resources is the most dominant factor contributed to the declining rank of

Indonesian skilled workers in 2015. In 2014, Indonesia is still ranked 19th of 61 countries for this factor. However, in 2015, Indonesia's workforce readiness ratings fell to rank 42. The readiness factor of Indonesian workers is still less able to compete with other countries in 2015. For this factor, Indonesia only excels in the quantity (growth) of labor force where Indonesia ranked fifth. Other indicators such as education system, managerial education, senior manager's competence, international experience, and language skills are ranked above 30. Even for financial skills, Indonesia is ranked 44th. This shows that the performance of human resources in Indonesia is still low. Given that the actual performance is also a behavior in work and behavior is a function of the relationship between the organism and the stimuli in the form of both physical and socio-cultural environment leading to a fulfillment, then the performance is formed from the combination of such relationships. That is, there are individual characteristics and characteristics of the environment that shape performance.

From an individual point of view, performance can be formulated as a result of multiplication between motivation and ability. Morf (Ancok, 2007) called motivation and ability as competence. Motivation is with regard to desire or willingness to perform work. It is the duty for the leadership to create the willingness of his subordinates. Without a willingness to work, even if an employee has the ability to work, then the expected performance will not happen and vice versa. Both become the main elements for the creation of the expected performance.

To support the importance of competence, findings from research conducted by Rahman (2002) are used as a reference of this study. They found that the individual performance in a successful group was negatively related to the business dimensions (from -0.09 to -0.22) and positively correlated with the ability dimension (from 0.40 to 0.29). The individual performance in the failed group was negatively related to the ability dimension (from -0.36 to -0.33) and positively correlated with the business dimension (from 0.32 to 0.33).

One of the breakthroughs that can be done to overcome the problem of the quality of Indonesian workers in order to improve performance and competitive ability is through the improvement of vocational training center (*Balai Latihan Kerja/BLK*); role in improving migrant skills is in the form of providing and training the world's workforce. Through training, the demand of improving the quality of human resources in order to be able to compete with local and global work market can be achieved. The reason is that training can improve and develop work competencies. Therefore, the ability, productivity, and welfare of prospective workers can also be improved.

Ontologically, the definition of training as stated by Friedman and Yarbrough is as follows:

Training is a process used by organizations to meet their goals. It is called into operation when a discrepancy is perceived between the current situation and a preferred state of affairs. The trainer's role is to facilitate trainee's movement from the status quo toward the ideal. (Dessler, 2015)

The definition indicates that training is a learning effort, organized by organizations (government agencies, non-government organizations, corporations, etc.) to meet the needs or to achieve organizational goals.

The background of establishing a *BLK* (vocational training center) in the labor service environment is due to the classic problems that arise in Indonesian employment. There are many prospective applicants/job seekers who do not have adequate capabilities as requested by the users. The demand from the working world (the users) and the encouragement from Indonesian people and community which urged the government to facilitate the availability of job seekers who can meet the qualifications they need was another reason for establishment

of *BLK*. This is in line with the basic task of the *UPTD BLK Dinsosnakertrans* (the social services of labor and transmigration) in Bangkalan which has the task of performing some technical activities in the field of skill, knowledge, and administration training, also management of the Training Center which is under responsibility of head of district (*Bupati*) through the Head of Social Service, Manpower and Transmigration.

Training carried out by *UPTD BLK* Bangkalan above cannot be separated from the *UPTD* functions contained in the local regulation (Bangkalan District) No. 16 year 2011. It is said that there are various functions of *BLT UPTD*, among which are: collection of materials for operational implementation of service activities and dissemination of information in training field; preparation of methods, curriculum, schedule, and training aids; the empowerment of training facilities; collection of materials for the implementation of coordination and cooperation with related institutions and other institutions in the field of labor training; collection of materials for the implementation of supervision, evaluation, and reporting in the field of labor training.

Competency-based training organized by *BLK Dinsosnakertrans* in Bangkalan is held annually in accordance with the budget received from the central government. So far, it has conducted training for seven vocational fields, each of which has 16 participants per batch. For one year, *BLK Dinsosnakertrans* Bangkalan conducts training five times (armed forces) for each area of competence. Thus, since it was established in 2012 until the middle of 2016, *BLK Dinsosnakertrans* Bangkalan has already had 1,485 graduates.

The training target of *BLK* is train the participants for about one month on weekdays with the duration of the training starting at 08:00 to 16:00 or for 240 hours per batch. Training participants in *BLK Dinsosnakertrans* Bangkalan is not limited only for Bangkalan residents but it could be participated by residents outside Bangkalan as long as the relevant has an identity card (*KTP*) and aged about 18 years up to 35 years.

### Method

Migrant workers who have worked overseas for at least three years were analyzed. The limitation of minimum working experience is intended to extract information from them about all the abilities and motivations they have and do during the work (migration process) in a country. For example: How they are able to carry out the job from the beginning until the employer is satisfied with the results of his work. In addition to this criterion, the selection of informants also concerns on the level of education, gender, and living area in the destination countries namely Saudi Arabia, Oman, and Kuwait. The reason of choosing these countries is that most Maduranese prefer to work on the peninsula of Arabia or the Middle East (Arab countries) for religious reasons in which the Maduranese are known as tribes who are devout to Islam as their religion, so it is more comfortable to work in Arabic countries as origin of Islam.

Determination of informants in this study was conducted by purposive sampling by taking informants which have different destination countries. The reason of choosing Maduranese as informants is that Maduranese tribe is known as immigrants since a long time ago. In addition, a result of a study showed that in 2016 as many as 50% of Maduranese migrate to work outside Madura island. It is interesting to find out, however, whether a female migrant worker is permitted by her husband or family.

Maximum variation sampling to document unique variations was used to determine the amount and timing of interaction with informants as sampling concept recommended by Lincoln and Guba (Sudarwati, 2014). The researcher stopped the data collection whenever there was no longer new variety found from the informants. By

using this concept, the number of informants was not the main concern, but rather the completion of information collection with the diversity that exists. Data collection was done by unstructured interview technique and observation (observation). This was done to avoid the rigors of the interview. Even interviews in this study were often done spontaneously, i.e., not through an appointment with the informants. In this way, researchers always tried to take advantage of opportunities and found the most appropriate places to conduct interviews.

This study used primary data and secondary data. Primary data are obtained through the results of in-depth interviews directly to the workers and the officers of social services of labor and transmigration. Secondary data used are real time and valid data obtained through desk review policy in Bangkalan regency and references related to the research topic.

The trustworthiness of the data in this study was conducted with four criteria as recommended by Lincoln and Guba. They are: credibility, transferability, dependability, and confirmability. In order to increase the degree of confidence in data acquisition, this study was done by triangulation method. Triangulation method is the technique of checking the validity of data that utilizes something else outside the data for the purposes of checking or as a comparison of the data. Four common types of triangulation are the use of sources, methods, researchers, and theories (Patton, 1987; Moleong, 2001; Sutopo, 2002). In this research, the validity or stabilization and the truth of information was achieved by using two triangulation techniques namely: source triangulation and triangulation of researchers.

The data analysis in this research is through an analytical work process consisting of three activities. The process occurs simultaneously as an interconnected before, and after data collection. The three activities are data reduction, data presentation, and drawing conclusion (Koentjaraningrat, 1986, p. 269). This process of analysis was carried out simultaneously with the data collection process. The activity of three components abovementioned is in the form of interaction with the data collection process so it forms a cycle moving continuously. With this form, the researcher keeps connecting the three components with the data collection component during the research process.

After rough data in the form of notes written from the field, interviews, photographs, library books, and other references collected, then data reduction begins. Furthermore, the data are processed and summarized in accordance with the research questions, and then a final report was made.

### **Finding and Discussion**

Indonesian labor is exported mostly in order to meet additional market segments. They work as uneducated and trained workers. As a result, labor migration abroad has problems. The problems that arise, among others, are due to the lack of work skills possessed. As a result, their productivity at work is not optimum so that wage earned by Indonesian migrant workers are under those received by migrant workers from other countries. This condition proves that the Indonesian government has not been maximized to empower the migrants although the Indonesian embassy has been socializing the working system to give better understanding on what the employer wants the employees to do (ELSAM, 2002). In addition, international migrants face working environment that is different from that in their hometown. They are required to adapt quickly to their new working environment abroad. Taking the above conditions into account, the analysis of international migrant workers is done by using approach of ability and migrant motivation taken from Vroom theory. This theory was developed by Morf and states that ability and motivation are factors that affect a worker's performance (Rahman, 2002).

### **Capability Approach**

Man created by Allah SWT equipped with the ability to meet the needs of his life. Various abilities possessed by humans can be grouped into cognitive, affective, and psychomotor abilities. These three abilities play a role and influence the determination of worker performance.

### **Cognitive Ability**

Cognitive abilities are oriented toward thinking skills that include intellectual ability, i.e., remembering, understanding, applying, analyzing up to the evaluating capabilities that require workers to link and incorporate some ideas, methods, or procedures learned to solve problems in job. Cognitive ability refers to the ability in mastering knowledge owned by a worker. It is believed that this ability is needed and required to carry out any work at any profession to expedite their work.

A migrant worker from Bangkalan who works in Oman named Ms. Latifa, has equipped herself with knowledge about the work that she would handle in the destination country before becoming a migrant worker. The following is what Ms. Latifa said in the interview:

Before going to Oman, I have attended a training organized by *BLK*. For 2 weeks, I was given the material knowledge of how to run the job and how to take care of the elderly. So when I arrived there, I'm not confused anymore with my job as a nurse, including when there is a problem in doing my work I can solve that problem based on the knowledge I get from the training.

Similarly, a migrant worker from Sampang who works in Kuwait named Ms. Farida also gets the benefit of this training. Ms. Farida who previously worked as a baby sitter in Surabaya went to Kuwait to work as a baby sitter. She attended the training as a requirement before going to the destination country. The following is a statement from Ms. Farida about her experience:

Since I went to Kuwait to work as a baby sitter, it seems that the work is nothing new for me. My love to babies supports me to work maximally and take care of my employer's baby. Moreover, my employer is a good man.

In contrast, a migrant worker from Pamekasan working in Saudi Arabia did not get benefit of this training. Saodah who went through PJTKI had problems in doing the job as a housemaid. The following is a statement from Saodah from the interview:

Although I have attended a training held by PJTKI but when I run a job at my employer's home in Saudi Arabia, I had problems when they told me to cook Arab cuisine. Frankly speaking, in Indonesia I never cook.

The various answers given by the informants above show that not all informants have appropriate cognitive abilities required by the informants' work. A lack of cognitive abilities causes the low level of workers' competitive ability. As a result, the employer does not want to prolong the contract of the employee. This was experienced by Zaroh. On the other hand, the employer would keep continuing the employee's contract if the employer satisfies on what the employee has done. This was experienced by Ms. Latifa and Ms. Farida because they have adequate cognitive skills in carrying out their work.

### **Affective Ability**

Affective ability refers to the domains associated with attitudes and values. Affective domains include behavioral traits such as feelings, interests, attitudes, emotions, and values. Some experts say that attitude can be predicted when one has a high degree of cognitive ability. The affective ability of the worker appears in

various observable behaviors ranging from being able to receive or paying attention to something, to respond (means “participate actively”), judge, or appreciate, to manage or organize, to characterize a value.

This affective ability also plays a role in performance formation. This can be seen from the results of interviews conducted on the three informants above. The following is the interview result of Ms. Latifa:

As I work for taking care of the elderly, my priority is my caring and compassion for her so that she will have a passion to live. The evidence is when fed him food, he happily responded it. Similarly, when I cleansed his body with tenderness, he seemed happy.

The results of interviews with Ms. Farida about this cognitive ability can be described as follows:

It's impossible to take care of a baby without any love for him. Moreover, babies cannot understand the words of adults. But with touch and love the baby can feel my warmth and concern for him. It reflected from the baby's face expression when I was nearby.

Saodah has different experiences about this affective ability. Saodah has a view that can be written as follows:

Actually, I was not interested in working abroad as a housemaid because I knew there are a lot of works have to do as a maid. Starting from sweeping, mopping, cooking, washing, ironing, etc. I cannot imagine working in an employer's house with nine family members and having only one maid.

It is not surprising then that Saodah's contract term was not extended by her employer and she was forced to return to Madura because in terms of cognitive and affective ability, she is inadequate as a migrant worker.

### **Psychomotor Ability**

The psychomotor domain is a domain related to skill or ability to act after a person receives a particular learning experience. Psychomotor ability is a learning result that is actually a continuation of the learning on mastering cognitive ability (ability in understanding something) and the learning on mastering affective ability (newly seen in the form of behavioral trends). The psychomotor aspect is related to physical activity, such as running, painting, washing, cooking, sweeping, and so on.

The results of skill learning (psychomotor) can be measured through: (1) direct observation and behavioral assessment during the process of running the work, (2) after the training, by giving the test to learners to measure knowledge, skills and attitudes, and (3) sometime after work finishes the job.

The three informants have different psychomotor abilities because the jobs are handled differently. Suppose Ms. Latifa does the job of caring for the elderly. At the time of the interview while she was performing the activities of undressing, washing the body, dressing, hair washing and feeding her elderly parents, it was apparent that Ms. Latifa was skillful in carrying out the activity so that it could be imagined how she handled her jobs greatly in Oman then Ms. Latifa could be said to have excellent psychomotor ability.

Similar to Ms. Latifa, Ms. Farida was interviewed while carrying out the activities of caring for three-month-old newborn baby of her siblings, starting from making a preparation for bathing, bathing the baby, trimming her hair, putting on the clothing, powdering the baby. It appears that she was skillful in caring for babies. Moreover, it appears that in taking care of the baby, Ms. Farida did it so lovingly so that the baby looked happy to be treated by Ms. Farida. Therefore, it can be assumed when Ms. Farida run the job as a baby sitter in Kuwait, then her psychomotor abilities was similar to that when she runs nursing activities for her



three-month-old nephew.

A different thing is found in the third informant, Saodah. Based on observation, when she was asked by his parents to cook food, it appeared that she did not have cooking skill. For example, when frying crackers and *tempe*, the fire of the stove was too big and as a result the fried crackers and *tempeh* were burnt (*gosong*, Javanese term). Therefore, it is not surprising that her contract in Saudi Arabia is not extended.

Based on the findings of the three informants mentioned above, the incompetence functions influence on the formation of worker performance as it is stated by Ulrich (Dessler, 2015). Based on performance theory proposed by experts, one of the factors contributing to a worker's performance is the ability in carrying out the work in hand.

### **Motivation**

Motivation that comes from the word "movere" can be defined as an encouragement to do something to meet the needs. Everyone has a different motive in doing things, but basically in doing something in order to meet an urgent need. In this case, international migrants from Madura are willing to sacrifice to work far across the sea, hundreds or even thousands of kilometers traveled by leaving family, relatives, neighbors in his village in order to meet the needs of his life. The needs would not fulfill, if they migrate and work only in Indonesia.

The results of previous research stated at the beginning of this paper indicate that one of their motivations as an international migrant worker is to improve the welfare of the family and want to get high salary than working in Indonesia. This indicates that the fulfillment of physical needs, such as: clothing, food, houses are the main reasons they work abroad. This is the nature of human needs which always increase every year.

The results of interviews and observations of the three informants of this study showed no different motives, for example, Mrs. Latifa is willing to live separately from her family and relatives just for the sake of having much money to meet the needs of the family. This can be inferred from the interview as follow:

Alhamdulillah. By working 6 years in Oman, I can earn a lot of money to meet the needs of children and families. I can buy a motorcycle, build a house, send my children to school, and provide foods as well as meet their needs. I save my extra money from my salary as a result of working in Oman for family purposes in the future.

Similarly, Ms. Farida has a similar motivation to Ms. Latifa. Mrs. Farida is willing to work in Kuwait thousands of kilometers away from Madura because Kuwait is well known as a rich country due to the sale of oil mines so that the people have higher level of prosperity than the Indonesian people. As a result, Kuwait people are able to give high salary to migrant workers. This is a blessing for Ms. Farida which is revealed from the interview result which summarized as follows:

I am very happy to work in Kuwait for a far greater salary rewards than working as a baby sitter in Indonesia. Alhamdulillah my contract had been extended for 2 times. Actually, I want it to be extended again but then my family forced me to go back to Madura. Hopefully next time I can still have a chance to work in Kuwait again.

Similarly, Saodah has the same reason with the two informants above. She wants to work abroad because she wants to earn great salary and she needs to improve the economy of the family. Unfortunately, she worked in Saudi Arabia for only three years and her contract was not renewed by her employer because her employer was disappointed with her performance in doing her job as a housekeeper.

Based on the interview results of the three informants above, it can be concluded that their motivation to work there is to meet the physical needs, namely: clothing, food, and houses. These physical needs are

perceived by them as primary needs (principal needs) that must be fulfilled even by working far away from home. Fulfillment of the physical needs of migrants as primary needs is in accordance with motivational theory developed by A. Maslow. The theory called as hierarchical model of human needs explains that human life basically has five hierarchical needs that start from physical needs, the need for security, social needs, reward needs, and actualization needs of. According to A. Maslow, man will not move to a higher level of need before the needs at the previous level are met. Thus, if the motives of migrants working abroad are observed, then they are only at the level of fulfilling the most basic needs of the hierarchical of human needs proposed by Maslow.

It is difficult for them to fulfill the needs of security, social, and other needs even though these are needed to be met. This is because they are in a new social environment that actually requires them to quickly adapt to the social environment in the destination country. As an illustration, at the beginning Ms. Latifa did not know the culture of people there so that under her employer's guidance, she learnt to understand norms, values, and culture of the people. While in Oman, Ms. Latifa seldom talked with neighbors. Different cultures make Ms. Latifa to have difficulty in adaptation so that she rarely communicated with Oman people, except her employer and the employer's family. A similar experience has also been experienced by Ms. Farida and Saodah where they found it difficult to adapt to their new environment which is different from their country. In such conditions, psychological social problems are very potential to emerge. In addition, migrants belong to a group that can be classified into the group that is risky to be treated unfairly.

This phenomenon encourages migrants to build social networks in the destination areas. These efforts can lead to the development of networks with the natives of the destination area as well as fostering the fraternity of migrants as new communities. These social networks have different characteristics and strengths in their survival and welfare improvement efforts. As an example, Indonesian migrant workers who work as domestic servants in Arab countries have a new social network which is completely different from the old network while still living in the area of origin.

The existence of a social network formed by migrants proves that people need to meet social needs while they live in different countries. This is in accordance with the nature of human beings as social creatures that require interaction and communication with each other.

### **Conclusion**

Based on the analysis on international migrant workers (case study of migrant workers from Madura Island), it can be concluded that the extension of the contract period can be done if the migrant worker has a good or satisfactory working performance. Performance is a result of ability and motivation. Thus, if a migrant worker wants to have a high performance, then the worker should improve his ability, both cognitive, affective, and psychomotor skills. In addition, besides having good skills, work motivation also contributes to the formation of performance. A worker who has low work motivation, then it can be ascertained that the performance will be low.

The results of this study support the motivational theory proposed by Vroom, Morf, Ulrich, and A. Maslow. The essence of their theory is that the formation of performance is necessary for the improvement of competitiveness to struggle on labor market. Based on the results of this study, it also can be concluded that not all international migrant workers from Madura Island have no competitiveness with other workers. Good cognitive, affective, and psychomotor skills as well as high work motivation, support the formation of high performance. It is therefore recommended for prospective migrants who will work abroad to pay attention to both factors.

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