

MAPPING IDEA & LITERATURE FORMAT | RESEARCH ARTICLE

Factors Influencing the Interest of Productive-Age Residents in Working as Indonesian Migrant Workers in Tahunan District

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ABSTRACT

This study examines the relationships between work motivation, career development, compensation, and the interest of productive-age residents in Tahunan District, Jepara Regency, in working as Indonesian Migrant Workers. This study employed a quantitative approach with an observational analytic design. Primary data were collected through questionnaires from 100 productive-age residents who expressed an interest in working abroad. Respondents were selected using purposive sampling. Data were analyzed using SPSS version 26 through validity and reliability testing, multiple linear regression analysis, coefficient of determination (R^2), simultaneous significance testing (F-test), and partial significance testing (t-test). The results show that work motivation is positively and significantly associated with interest in working as Indonesian Migrant Workers. Career development also has a positive and significant association with interest and represents the strongest predictor among the three variables. Compensation is likewise positively and significantly associated with interest in working as Indonesian Migrant Workers. Simultaneously, work motivation, career development, and compensation have a significant relationship with the interest of productive-age residents in working abroad. The findings indicate that career development is the most dominant factor associated with overseas employment interest, while work motivation and compensation also contribute significantly to respondents' interest in working as Indonesian Migrant Workers.

Keywords: Work Motivation, Career Development, Compensation, Overseas Employment Interest, Indonesian Migrant Workers.

I. Introduction

In an increasingly competitive era of globalization, human resources (HR) are no longer viewed merely as a factor of production but as a strategic asset (human capital) characterized by high mobility across national borders. According to Fauzan et al. (2020), human development is a key element measured through the Human Development Index (HDI). Within the discipline of Human Resource Management (HRM), the effective management of the productive-age workforce is essential for maintaining regional economic stability. The mobility of productive-age workers across national borders is also closely related to how individuals evaluate available employment opportunities, expected rewards, career prospects, and their ability to fulfill personal and professional needs. The phenomenon of individuals choosing to work abroad as Indonesian Migrant Workers (PMI) therefore reflects not only labor mobility but also an employment-related

intention in which individuals evaluate whether overseas employment can better satisfy their expectations, personal needs, and future career prospects.

Tahunan District, Jepara Regency, as an area with substantial labor force potential, faces the challenge of understanding the factors associated with the interest of its productive-age residents in seeking employment in the international labor market. The decision to work abroad represents an individual's commitment to achieving personal goals and improving their quality of life. However, interest in working abroad should be distinguished from the actual decision to migrate. Interest refers to an individual's willingness or intention to pursue overseas employment, whereas actual migration involves a subsequent decision and process that may also be influenced by administrative, financial, family, social, and institutional considerations. Therefore, this study focuses specifically on interest in working as an Indonesian Migrant Worker rather than on actual migration behavior. The emergence of such interest does not occur instantaneously; rather, it may be associated with psychological and professional considerations, including work motivation, perceptions of career development opportunities, and expected compensation.

From a theoretical perspective, work motivation is defined as the internal force that drives individuals to act in order to achieve specific goals (Muna & Isnawati, 2022). In the context of Human Resource Management, motivation is closely associated with the fulfillment of needs ranging from basic physiological requirements to esteem and self-fulfillment. In the context of overseas employment, work motivation may be associated with individuals' evaluation of whether available employment opportunities can fulfill their economic, social, and personal expectations. When local employment opportunities are perceived as insufficient to provide rewards commensurate with the effort invested, overseas employment may become an alternative that is perceived as more attractive. As stated by Sutrisno (2019), strong work motivation serves as the driving force that encourages individuals to seek better employment opportunities wherever they may exist in pursuit of greater prosperity. This argument is supported by Pratama (2021), who found that economic and social motivations are the primary factors encouraging productive-age individuals to take the risk of working abroad.

Beyond work motivation, career development may also shape how productive-age individuals evaluate employment alternatives. Individuals may consider not only immediate employment rewards but also opportunities to develop skills, gain experience, improve their professional position, and achieve better career prospects in the future. Sari (2022) argued that low perceptions of local career opportunities diminish individuals' willingness to remain and work in their hometowns. This suggests that limited perceptions of career development opportunities in the local labor market may be associated with greater interest in seeking employment elsewhere, including overseas employment. Compensation represents another employment-related consideration that may be associated with overseas employment interest. Compensation reflects the economic rewards received in return for work and can influence how individuals compare different employment opportunities. Prasetyo and Lestari (2021) reported that higher income, broader employment opportunities, and expectations of a better standard of living constitute the primary reasons why productive-age individuals choose to work abroad as Indonesian Migrant Workers. Similarly, the expectation of higher earnings may strengthen the attractiveness of overseas employment when individuals perceive differences between domestic and international employment opportunities. Rahmawati (2023) found that the high level of interest in becoming migrant workers is influenced by family economic pressures, limited employment opportunities that match workers' skills, and the social influence created by the success stories of former migrant workers within the community.

Based on a preliminary survey conducted by the researcher involving 60 productive-age residents in Tahunan District, Jepara Regency, an initial overview was obtained regarding the factors associated with people's interest in working abroad as Indonesian Migrant Workers (PMI). The preliminary survey was conducted to identify the actual conditions within the community concerning work motivation, career development, and compensation in relation to residents' consideration of overseas employment. The survey findings indicate that the majority of respondents hold positive perceptions of employment opportunities

abroad, particularly in terms of higher income and improved family welfare. These findings are consistent with previous studies suggesting that economic factors, especially the prospect of higher earnings, constitute the primary motivation for individuals to seek employment overseas (Sari & Hidayat, 2023; Pratama et al., 2022). Furthermore, work motivation and domestic employment conditions also have been identified as factors associated with individuals' consideration of overseas employment (Putri, 2023).

Nevertheless, discrepancies were identified between the field findings and several previous studies. Some studies have reported that educational attainment and access to information significantly influence individuals' interest in working abroad (Wahyuni, 2022). In contrast, the preliminary survey conducted in the present research location revealed that these factors were not considered primary determinants by the respondents. However, this difference should not be regarded simply as a contradiction between the present study and previous research. Instead, it indicates that the factors associated with overseas employment interest may vary according to local labor-market conditions, individual characteristics, and the employment opportunities perceived by prospective migrant workers. Previous studies have examined economic factors, educational characteristics, information access, or migration-related considerations from different perspectives, but there remains limited evidence concerning the relative role of work motivation, career development, and compensation when these factors are examined simultaneously in a specific local context. This constitutes the empirical gap addressed by the present study.

The relationship among these three variables can be understood from an employment decision perspective. Work motivation reflects the reasons that encourage individuals to pursue particular employment opportunities, career development reflects expectations regarding professional growth, while compensation reflects the economic rewards associated with employment. These dimensions may interact when productive-age individuals compare local employment opportunities with overseas alternatives. Therefore, examining the three variables simultaneously may provide a more comprehensive understanding of overseas employment interest than examining economic considerations alone. The relevance of these relationships is particularly important in Tahunan District because the employment considerations of productive-age residents are shaped by the availability and attractiveness of both local and overseas employment opportunities. Nevertheless, the extent to which work motivation, career development, and compensation are associated with residents' interest in working abroad cannot be assumed solely from findings obtained in other populations or regions. This contextual issue provides a further basis for examining the phenomenon specifically among productive-age residents in Tahunan District, Jepara Regency.

This finding is consistent with Sari (2022), who argued that low perceptions of local career opportunities diminish individuals' willingness to remain and work in their hometowns. Similarly, Prasetyo and Lestari (2021) reported that higher income, broader employment opportunities, and expectations of a better standard of living constitute the primary reasons why productive-age individuals choose to work abroad as Indonesian Migrant Workers. Another study by Rahmawati (2023) found that the high level of interest in becoming migrant workers is influenced by family economic pressures, limited employment opportunities that match workers' skills, and the social influence created by the success stories of former migrant workers within the community. Taken together, these findings suggest that overseas employment interest may involve multiple considerations rather than being determined by a single economic factor. At the same time, the differences in the factors emphasized across previous studies reinforce the need to examine the three HRM-related variables within the specific context of Tahunan District.

The novelty of this study lies in examining work motivation, career development, and compensation simultaneously as HRM-related factors associated with the overseas employment interest of productive-age residents. Unlike previous studies that generally emphasized economic determinants, individual characteristics, or migration decisions, the present study integrates these three employment-related dimensions to examine overseas employment interest from an HRM perspective. Thus, the contribution of this study is not merely to identify whether the three variables are statistically related to overseas employment interest, but also to determine their relative contribution and identify the most dominant factor in the context

of productive-age residents in Tahunan District. This perspective extends the discussion of Indonesian migrant-worker interest by positioning overseas employment as an employment and career consideration rather than solely as a demographic or economic migration phenomenon.

Based on the foregoing discussion, this study employs work motivation, career development, and compensation as independent variables to examine their relationships with the interest of productive-age individuals in working abroad as Indonesian Migrant Workers. Tahunan District, Jepara Regency, was selected as the research site to provide empirical evidence from a specific local labor-market context and to examine whether the relationships identified in previous studies are also evident among productive-age residents in this area. Accordingly, this study aims to examine the relationship between work motivation, career development, and compensation and the interest of productive-age residents in working as Indonesian Migrant Workers in Tahunan District, Jepara Regency, and to identify which factor has the strongest statistical association with such interest.

II. Literature Review and Hypothesis Development

2.1. Work Interest

Work interest refers to an individual's tendency, reflected in feelings of attraction, attention, desire, and willingness to engage in a particular occupation, which is manifested through concrete efforts to obtain the desired job (Djaali, 2020). In this study, work interest specifically refers to an individual's willingness or inclination to consider working abroad as an Indonesian Migrant Worker (PMI). This concept should be distinguished from actual migration because interest represents a consideration or intention toward overseas employment, whereas actual migration involves subsequent decisions and actions that may also be influenced by administrative, financial, family, and institutional factors. From the perspective of Social Cognitive Career Theory (SCCT), career interest develops through the interaction of personal factors, expected outcomes, and contextual conditions. Individuals are more likely to develop an interest in an occupational option when they perceive that the option can provide desirable outcomes and is consistent with their goals and perceived capabilities (Lent & Brown, 2019). In the context of overseas employment, productive-age residents may therefore consider working abroad when they perceive opportunities for better income, career development, work experience, or improved family welfare.

2.2. Work Motivation

Work motivation is the internal and external drive that encourages an individual to perform a job in order to achieve specific goals (Mangkunegara, 2017). In relation to overseas employment, work motivation may represent economic needs, achievement aspirations, family welfare, and the desire to obtain better employment opportunities. These motivations can influence how individuals evaluate available career alternatives and the outcomes they expect from working abroad. SCCT suggests that expected outcomes play an important role in the development of career interests (Lent & Brown, 2019). When productive-age residents perceive overseas employment as capable of fulfilling important personal or economic goals, their motivation may be accompanied by stronger interest in pursuing such employment. Previous studies support this relationship. Saputra and Ariningsih (2022) found a positive relationship between work motivation and career choice, while Pratama (2023) reported that economic motivation and achievement needs encouraged interest in working abroad. Sari and Hidayat (2023) also found that social motivation and expectations of improving family economic conditions were positively and significantly related to interest in becoming PMI. However, the relative importance of motivation may vary according to individual and local employment conditions. Therefore, the relationship between work motivation and overseas employment interest needs to be examined within the specific context of productive-age residents in Tahunan District. Based on the theoretical

explanation and previous empirical findings, higher work motivation is expected to be associated with stronger interest in working as an Indonesian Migrant Worker.

H1: Work motivation is positively associated with interest in working as an Indonesian Migrant Worker (PMI).

2.3. Career Development

Career development is the process of enhancing an individual's abilities, skills, experience, and competencies to achieve desired career goals and obtain better career opportunities in the future (Mulyadi, 2020). Rather than being considered only as an organizational program, career development in this study refers to the opportunities perceived by individuals to improve their skills, work experience, employability, and future career prospects through employment. Career development is relevant to SCCT because individuals tend to develop stronger career interests when they anticipate positive outcomes from a particular career choice. Overseas employment may be perceived not only as an opportunity to earn income but also as a means of gaining international work experience, developing competencies, and improving future employability. Previous studies have found that career development is positively related to work interest and career choice (Lestari et al., 2021; Handayani & Fitri, 2020; Wijaya & Utami, 2021). Putri et al. (2021) further found that career development contributed more strongly to work interest than work motivation in their research context. These findings indicate that career considerations may be an important component of employment interest, although their importance can differ across populations and employment contexts. For productive-age residents in Tahunan District, the perception that overseas employment can provide opportunities for career development may therefore be associated with stronger interest in becoming PMI.

H2: Career development is positively associated with interest in working as an Indonesian Migrant Worker (PMI).

2.4. Compensation

Compensation refers to all forms of rewards received by employees as remuneration for their contributions to an organization, including both financial and non-financial benefits (Hasibuan, 2020). In the context of this study, compensation is related to the financial and employment-related rewards expected from overseas employment, particularly wages and other benefits that individuals consider when evaluating employment alternatives. Compensation can be connected to SCCT through outcome expectations. Individuals may develop stronger interest in an employment option when they expect that the rewards obtained from that option will provide valuable outcomes. In international labor migration, differences in expected wages between domestic and overseas employment may become an important consideration. Santoso and Artaningtyas (2024) found a positive and significant relationship between the ratio of average overseas wages to domestic wages and international migration among Indonesian migrant workers. Parobi and Maryam (2023) also found that wages were significantly related to workers' decisions to become PMI. However, compensation should not be viewed as the sole consideration because overseas employment interest may also involve career aspirations, work motivation, family considerations, and perceived future opportunities. Thus, individuals who perceive more attractive compensation from overseas employment may show stronger interest in working as PMI. Nevertheless, whether compensation is relatively more important than motivational or career considerations remains an empirical question, which this study examines simultaneously with work motivation and career development.

H3: Compensation is positively associated with interest in working as an Indonesian Migrant Worker (PMI).

2.5. Theoretical and Empirical Integration

Social Cognitive Career Theory provides an overarching framework for understanding why productive-age individuals may develop an interest in overseas employment. The theory emphasizes the role of expected outcomes, personal considerations, and contextual conditions in shaping career interests and choices (Lent & Brown, 2019). Within this framework, work motivation represents reasons and goals that encourage individuals to pursue employment, career development represents expected opportunities for skill and career advancement, and compensation represents expected financial and employment-related outcomes. These factors may jointly shape how individuals evaluate overseas employment as a potential career alternative. Previous studies have generally examined motivation, wages, career development, or economic considerations from different perspectives and populations. Although these studies provide evidence of relationships between individual factors and employment or migration decisions, their findings also indicate that the relative importance of these factors may vary across contexts. In addition, migration research often focuses on actual migration or economic determinants, whereas the present study focuses specifically on interest in overseas employment before actual migration occurs. The empirical gap addressed by this study is therefore the limited examination of work motivation, career development, and compensation simultaneously as factors associated with overseas employment interest among productive-age residents in a specific local context, namely Tahunan District. The novelty of this study lies in integrating these three employment-related factors into one analytical model and examining their individual and simultaneous relationships with interest in working as PMI. This approach also extends the discussion of migrant employment interest beyond purely economic considerations by incorporating motivational and career-development dimensions. Based on SCCT and the empirical findings discussed above, work motivation, career development, and compensation are expected to be jointly associated with interest in working as PMI.

H4: Work motivation, career development, and compensation are simultaneously associated with interest in working as an Indonesian Migrant Worker (PMI).

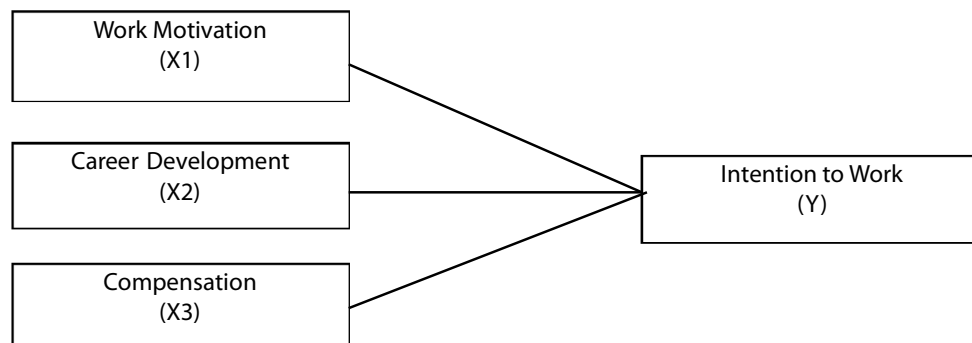


Figure 1. Research Model

III. Research Method

This study employed a quantitative research method with an analytical observational approach using a cross-sectional design to examine the relationships between work motivation, career development, and compensation and the interest of productive-age residents in working abroad as Indonesian Migrant Workers (PMI). The cross-sectional design was used because the data on the independent and dependent variables were collected from respondents at a single period of observation. Therefore, the analysis was intended to identify statistical associations between the variables rather than establish causal relationships. The respondents were productive-age people aged 15–64 years living in Kecamatan Tahunan, Jepara Regency,

who had an interest or plan to work abroad. Data were collected through questionnaires administered to 100 respondents selected using a purposive sampling technique under the non-probability sampling method. The use of purposive sampling was intended to ensure that respondents met the characteristics relevant to the research objective, particularly being of productive age, residing in Tahunan District, and having an interest or plan to work abroad. Because the study focuses on employment interest rather than actual migration, respondents who had not yet migrated were included as the target population of the study.

The information collected consisted of primary and secondary data, with primary data obtained from respondents' answers to questionnaire items developed based on the indicators of each research variable. The questionnaire was structured according to the conceptual dimensions of each variable so that the items represented the constructs examined in the study. Work motivation was measured using indicators of physiological needs, economic welfare, self-development, work achievement, job security, future certainty, and life goals (Mangkunegara, 2017). Career development was measured through career goals, skill development, work experience, promotion opportunities, income improvement, organizational support, future career prospects, and professional networking (Mulyadi, 2020). Compensation was measured using indicators of salary, health benefits, work facilities, and welfare and job security (Hasibuan, 2020). Interest in working abroad as an Indonesian Migrant Worker was measured through job enjoyment, job attraction, attention to employment opportunities, desire to obtain a job, willingness to seek employment, and readiness to make employment decisions (Djaali, 2020). These indicators were selected because they represent the motivational, career-related, financial, and behavioral-attitudinal dimensions relevant to the respondents' consideration of overseas employment. The measurement of interest was specifically directed toward respondents' willingness and inclination to pursue overseas employment, rather than their actual migration behavior.

Before the main analysis, the questionnaire items were assessed for validity and reliability to ensure that the measurement instruments adequately represented the research variables and produced consistent measurements. The validity and reliability assessment was conducted using IBM SPSS. The validity criteria and reliability threshold should be reported according to the procedures and criteria applied in the original analysis. The collected data were analyzed using IBM SPSS version 26 through multiple linear regression analysis to determine the statistical relationships between work motivation, career development, compensation, and interest in working as an Indonesian Migrant Worker. The analysis included the coefficient of determination (R^2), partial significance testing (t-test), and simultaneous significance testing (F-test). Regression assumption testing was also conducted before interpreting the regression model. The data collection procedure, including the period of questionnaire administration, respondent recruitment, questionnaire distribution, and handling of incomplete responses, should be reported to ensure the reproducibility of the study. Ethical procedures, including voluntary participation, informed consent, and confidentiality of respondents' information, should also be described based on the procedures actually implemented in the study.

IV. Result and Discussions

4.1. Research Result

Table 1. Respondent Characteristics

Characteristics		Frequency	Percentage (%)
Gender	Male	58	58.0
	Female	42	42.0
Age	15–24 years	32	32.0
	25–34 years	35	35.0

	35–44 years	19	19.0
	45–54 years	9	9.0
	55–64 years	5	5.0
Highest Educational Attainment	Elementary School	7	7.0
	Junior High School	18	18.0
	Senior High School/Vocational High School	53	53.0
	Diploma	9	9.0
	Bachelor's Degree	13	13.0
Current Occupation	Unemployed	21	21.0
	Laborer	26	26.0
	Private Employee	24	24.0
	Entrepreneur	18	18.0
	Farmer/Fisherman	11	11.0
Interest in Working Abroad	Yes	100	100.0
	No	0	0.0

Based on the respondents' characteristics regarding their interest in working abroad, all respondents in this study (100 respondents; 100.0%) expressed an interest in working abroad. This is consistent with the respondent selection criteria established through the purposive sampling technique, namely productive-age individuals in Kecamatan Tahunan, Jepara Regency, who are interested in working abroad as Indonesian Migrant Workers (PMI). Therefore, all respondents met the research criteria and were considered appropriate participants for this study.

Table 2. Validity Test Results

Variable	Indicator	r-value	r-table	Significance	α	Result
Work Motivation (X_1)	X1.1	0.734	0.213	0.000	0.05	Valid
	X1.2	0.781	0.213	0.000	0.05	Valid
	X1.3	0.748	0.213	0.000	0.05	Valid
	X1.4	0.793	0.213	0.000	0.05	Valid
	X1.5	0.726	0.213	0.000	0.05	Valid
	X1.6	0.769	0.213	0.000	0.05	Valid
	X1.7	0.804	0.213	0.000	0.05	Valid
	X1.8	0.782	0.213	0.000	0.05	Valid
	X1.9	0.741	0.213	0.000	0.05	Valid
	X1.10	0.756	0.213	0.000	0.05	Valid
	X1.11	0.808	0.213	0.000	0.05	Valid
	X1.12	0.775	0.213	0.000	0.05	Valid
	X1.13	0.792	0.213	0.000	0.05	Valid
Career Development (X_2)	X1.14	0.815	0.213	0.000	0.05	Valid
	X2.1	0.743	0.213	0.000	0.05	Valid
	X2.2	0.778	0.213	0.000	0.05	Valid
	X2.3	0.794	0.213	0.000	0.05	Valid
	X2.4	0.769	0.213	0.000	0.05	Valid
	X2.5	0.815	0.213	0.000	0.05	Valid
	X2.6	0.787	0.213	0.000	0.05	Valid
	X2.7	0.804	0.213	0.000	0.05	Valid
	X2.8	0.771	0.213	0.000	0.05	Valid
	X2.9	0.759	0.213	0.000	0.05	Valid
	X2.10	0.811	0.213	0.000	0.05	Valid
	X2.11	0.748	0.213	0.000	0.05	Valid

Variable	Indicator	r-value	r-table	Significance	α	Result
	X2.12	0.783	0.213	0.000	0.05	Valid
	X2.13	0.826	0.213	0.000	0.05	Valid
	X2.14	0.798	0.213	0.000	0.05	Valid
	X2.15	0.752	0.213	0.000	0.05	Valid
Compensation (X_3)	X2.16	0.807	0.213	0.000	0.05	Valid
	X3.1	0.781	0.213	0.000	0.05	Valid
	X3.2	0.795	0.213	0.000	0.05	Valid
	X3.3	0.812	0.213	0.000	0.05	Valid
	X3.4	0.786	0.213	0.000	0.05	Valid
	X3.5	0.768	0.213	0.000	0.05	Valid
	X3.6	0.817	0.213	0.000	0.05	Valid
	X3.7	0.790	0.213	0.000	0.05	Valid
Interest in Working Abroad as an Indonesian Migrant Worker (Y)	X3.8	0.805	0.213	0.000	0.05	Valid
	Y1	0.756	0.213	0.000	0.05	Valid
	Y2	0.781	0.213	0.000	0.05	Valid
	Y3	0.748	0.213	0.000	0.05	Valid
	Y4	0.802	0.213	0.000	0.05	Valid
	Y5	0.773	0.213	0.000	0.05	Valid
	Y6	0.789	0.213	0.000	0.05	Valid
	Y7	0.818	0.213	0.000	0.05	Valid
	Y8	0.794	0.213	0.000	0.05	Valid
	Y9	0.769	0.213	0.000	0.05	Valid
	Y10	0.808	0.213	0.000	0.05	Valid
	Y11	0.784	0.213	0.000	0.05	Valid

All questionnaire items were found to be valid and suitable for measuring work motivation, career development, compensation, and the interest of productive-age people in Kecamatan Tahunan, Jepara Regency, to work abroad as Indonesian Migrant Workers (PMI).

Table 3. Reliability Test Results

Variable	Cronbach's Alpha	Standard	Result
Work Motivation (X_1)	0.908	0.60	Reliable
Career Development (X_2)	0.924	0.60	Reliable
Compensation (X_3)	0.891	0.60	Reliable
Interest in Working Abroad as an Indonesian Migrant Worker (Y)	0.913	0.60	Reliable

All questionnaire items used to measure work motivation, career development, compensation, and interest in working abroad as Indonesian Migrant Workers (PMI) were found to be reliable and suitable for further statistical analysis.

Table 4. Multiple Linear Regression Results

Model	Unstandardized Coefficients (B)
Constant	7.864
Work Motivation (X_1)	0.318
Career Development (X_2)	0.356
Compensation (X_3)	0.274

The multiple linear regression results show positive coefficients for work motivation, career development, and compensation. Career development has the largest unstandardized regression coefficient ($B = 0.356$) among the three predictors. This indicates that career development has the strongest statistical association with interest in working as an Indonesian Migrant Worker within the estimated regression model.

Table 5. Coefficient of Determination Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.782	0.611	0.596	2.138

The coefficient of determination (R^2) is 0.611, indicating that 61.1% of the variation in respondents' interest in working abroad is statistically accounted for by work motivation, career development, and compensation in the regression model. The remaining 38.9% represents variation not accounted for by these three predictors

Table 6. F-test Results

Model	Sum of Squares	df	Mean Square	F-value	F-table	Sig.
Regression	846.357	3	282.119	42.985	2.72	0.000
Residual	531.031	96	6.556	-	-	-
Total	1,377.390	99	-	-	-	-

The F-test shows that the regression model is statistically significant ($F = 42.985$, $p < 0.001$), indicating that work motivation, career development, and compensation are jointly associated with interest in working as Indonesian Migrant Workers.

Table 7. t-test Results

Model	Standardized Coefficients (Beta)	Sig.
Work Motivation (X_1)	0.341	0.001
Career Development (X_2)	0.417	0.000
Compensation (X_3)	0.286	0.003

The partial tests show that work motivation ($\beta = 0.341$, $p = 0.001$), career development ($\beta = 0.417$, $p < 0.001$), and compensation ($\beta = 0.286$, $p = 0.003$) are each positively and significantly associated with interest in working as Indonesian Migrant Workers. Career development has the largest standardized coefficient ($\beta = 0.417$), indicating the strongest statistical association among the three predictors in the model.

4.2. Discussions

The finding that work motivation is positively and significantly associated with interest in working as an Indonesian Migrant Worker ($\beta = 0.341$, $p = 0.001$) indicates that respondents with stronger work-related motivations tend to report stronger interest in overseas employment. This finding is consistent with Social Cognitive Career Theory (SCCT), which emphasizes that career interests are shaped by individuals' goals and expectations regarding the outcomes of career choices. In the context of productive-age residents in Tahunan District, motivations related to economic improvement, family welfare, achievement, and future employment opportunities may make overseas employment a relevant career alternative. The finding is consistent with Saputra and Ariningsih (2022), Pratama (2023), and Sari and Hidayat (2023), which reported positive relationships between motivational considerations and employment or overseas work interest. However, the present finding should be interpreted within the specific context of respondents who had already expressed an interest in working abroad. Therefore, it indicates differences in the strength of interest among prospective migrant workers rather than differences between individuals who are interested and those who are not.

Career development showed the strongest statistical association with interest in working as an Indonesian Migrant Worker ($\beta = 0.417$, $p < 0.001$). This finding suggests that perceived opportunities for skill development, work experience, career advancement, and future employability are particularly relevant to respondents' overseas employment interest. From an SCCT perspective, individuals are more likely to develop interest in a career option when they anticipate desirable outcomes from that choice. Overseas employment may therefore be viewed not only as an income-generating opportunity but also as a pathway for gaining work experience and developing competencies. The finding is consistent with Lestari et al. (2021), Handayani and Fitri (2020), Wijaya and Utami (2021), and Putri et al. (2021), which found positive relationships between career development and employment interest. The relatively larger standardized coefficient in the present study indicates that career development has the strongest statistical association among the three predictors, although this result does not establish that career development causes overseas employment interest. Furthermore, compensation also has a positive and significant effect on the intention to work abroad, with a beta coefficient of 0.286 and a significance level of 0.003. This finding suggests that expectations of higher salaries, better financial benefits, and improved welfare motivate productive-age individuals to seek employment overseas. The results are in line with previous studies by Santoso and Artaningtyas (2024), Parobi and Maryam (2023), and Nadhia Ananda Ristowati and Joyce Angelique Turangan (2022), which concluded that attractive compensation packages are among the main factors influencing individuals' decisions to become Indonesian Migrant Workers.

The coefficient of determination ($R^2 = 0.611$) indicates that work motivation, career development, and compensation jointly explain 61.1% of the variation in the intention of productive-age people in Tahunan District, Jepara Regency, to work abroad as Indonesian Migrant Workers, while the remaining 38.9% is influenced by other factors not examined in this study. Overall, the findings demonstrate that all three independent variables significantly contribute to individuals' intentions to work abroad, with career development emerging as the most dominant predictor, followed by work motivation and compensation. These findings highlight that, although financial rewards remain important, long-term career prospects and opportunities for personal and professional development play a greater role in shaping employment intentions among productive-age communities considering international labor migration.

V. Conclusion

This study examined the relationships between work motivation, career development, and compensation and the interest of productive-age residents in working abroad as Indonesian Migrant Workers (PMI) in Tahunan District, Jepara Regency. The findings indicate that work motivation, career development, and compensation were each positively and significantly associated with respondents' interest in working as Indonesian Migrant Workers. Among the three predictors, career development showed the strongest statistical association with overseas employment interest. In addition, the three variables were jointly associated with respondents' interest in working abroad. This study contributes to the Human Resource Management literature by examining overseas employment interest through the integration of work motivation, career development, and compensation within the context of productive-age residents in Tahunan District. The findings suggest that overseas employment interest is associated not only with expected financial rewards but also with career-related considerations and individual work motivation. This study has several limitations. First, the research employed a cross-sectional design, so the findings describe statistical relationships rather than causal relationships between the variables. Second, the respondents consisted of productive-age residents who had already expressed an interest or plan to work abroad, meaning the findings reflect variation in the level of interest among prospective migrant workers rather than differences between individuals who are interested and those who are not interested in overseas employment. This study highlights the importance of work motivation, career development, and compensation as key factors influencing the intention of productive-age people in Tahunan District, Jepara

Regency, to work abroad as Indonesian Migrant Workers (TKI). Although these variables provide a meaningful explanation of individuals' employment intentions, other factors such as education level, family support, access to employment information, government policies, social environment, and previous overseas work experience may also influence the decision to work abroad. Therefore, future research is recommended to include additional variables, involve broader research locations, and apply mixed-methods approaches to obtain a more comprehensive understanding of the factors affecting individuals' intention to become Indonesian Migrant Workers.

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