



Entrepreneurial Intention of Post Indonesian Migrant Worker: The Role of Opportunity Recognition and Entrepreneurial Self Efficacy

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ABSTRACT

The volume of remittances sent by migrant employees while working overseas demonstrates the importance of migrant workers to the Indonesian economy. Nonetheless, when they return to Indonesia, very few use their earnings from working overseas to start a business in their native country. This study will look at the most important factors that motivate post-migrant workers to create their own businesses in their home areas. To research the impact of opportunity recognition and entrepreneurial self-efficacy on post-Indonesian migrant worker entrepreneurial intention. This article also investigates the role of subjective standards and perceived behavioral control as moderators. In June 2020, data were collected from 302 post-Indonesian migrant workers in West and East Nusa Tenggara. Using SPSS software, hierarchical regression analysis was conducted to assess the moderating effect and presented hypotheses. According to the findings, opportunity recognition has a considerable positive impact on entrepreneurial intention, however entrepreneurial self-efficacy has no impact on entrepreneurial intention. However, neither subjective standards nor perceived behavioral control moderate the connections between opportunity recognition, entrepreneurial self-efficacy, and entrepreneurial ambition. Knowing the function of opportunity recognition and entrepreneurial self-efficacy would assist the government in building a stronger development framework for post-Indonesian migrant workers to start their own businesses.

Keywords: *Opportunity Recognition; Entrepreneurial Self-Efficacy; Entrepreneurial Intention; Subjective Norms; Perceived Behavioural Control*

1. INTRODUCTION

The existence of entrepreneurs is an essential factor in strengthening the economy of a country has a good effect in reducing unemployment and increasing the competitiveness of a country. Entrepreneurship is an important source of employment, economic growth, innovation, product and service quality promotion, competition, and economic flexibility in today's society [1]. According to a press release issued by the Ministry of Industry in 2018, the number of entrepreneurs in Indonesia was 3.1 percent of the overall population of Indonesia, which is around 260 million people, implying that the number of national entrepreneurs is 8.06 persons. However, this figure is 2% higher than the international standard. However, the number of entrepreneurs in Indonesia remains low when compared to Malaysia, which has as many as 5%, and Singapore, which has 7%.

Micro, Small and Medium Enterprises (MSMEs) are one of the types of businesses that are mostly carried out by entrepreneurs in Indonesia, where based on data from the Ministry of Cooperatives and Small and Medium Enterprises of Indonesia in 2019, 99.99% of business actors in Indonesia came from MSMEs with a total of 65 million businesses. The presence of MSMEs has a significant impact on employment in Indonesia. This can be seen from the number of workers working in the MSME sector, namely in 2019 as many as 119 million workers or about 96.92% of the total workforce compared to the workforce for Large Enterprises (UB) of 3.8 million people. for 5,637 attempts. In addition to the aspect of employment, MSMEs also have an important contribution to the Indonesian economy where based on data from the Ministry of Cooperatives and Small and Medium Enterprises of Indonesia in 2019, MSMEs contributed to the total Gross Domestic Product (GDP) of 60.51% and to total national exports for non-oil and

gas products. by 15.65%. Of the 65 million MSMEs in Indonesia, 98% of them or around 64 million businesses are micro businesses that have an average turnover of IDR 253,000 per day and are dominated by the trade sector, both retail and wholesale.

Becoming an Indonesian Migrant Worker (PMI) is still an option for workers of productive age in Indonesia. However, it is dominated by non-formal workers; this can be seen in the PMI data for 2020, which amounted to 113,173 people. Migrant workers are one of the sources of income for Indonesia from remittances, which are expected when returning from the country where they work will bring remittances and can be developed in the area of origin. Based on data from Bank Indonesia and BNP2TKI, Indonesian migrant workers stably contributed remittances with an average value in the last four years of 9.5 million US dollars (equivalent to 128 trillion at an exchange rate of Rp. 13,000 per US dollar), with the highest value in 2019, namely 11.5 million US dollars. By being dominated by the non-formal sector, PMI who return to Indonesia can increase the number of unemployed in Indonesia if they do not become PMI anymore. Based on a survey conducted by the National Agency for the Placement and Protection of Indonesian Migrant Workers (BNP2TKI) on the use of PMI income while working in the destination country, it revealed that 75% of the income received was sent to Indonesia for savings, business capital, and the purchase of assets such as rice fields, vehicles, and livestock. With the income set aside, it is hoped that it can be used as capital for PMI to start a business in Indonesia after their work contract abroad ends.

In this research, the respondents came from the City and District of Kupang, East Nusa Tenggara (NTT). There were also respondents from Central Lombok Regency and East Lombok Regency, West Nusa Tenggara (NTB). Based on BNP2TKI data, NTB and NTT are provinces that have a large number of migrant workers. Through the report from the BNP2TKI in 2020, NTB is ranked 5th, and NTT is ranked 10th out of 34 provinces for the most migrant workers. Based on data from the Central Statistics Agency (BPS) in 2020, NTB and NTT are included in the provinces with a relatively high percentage of poor people, where NTB has 15.05% of the poor and is in 2nd position, while NTT has 8.76% poor people. And is in position 12. The high poverty rate indicates that the population in the province has an income that cannot meet their needs, which can also be caused by the lack of job opportunities in the province.

Even though the provinces of NTB and NTT have a reasonably high poverty rate, there is an opportunity to improve this condition, and this can be seen from the high population of productive age (15-64 years) as much as 69.5% in the province of NTT and 69.77% in the province of NTB. (BPS, 2020). However, when compared with data on MSMEs in NTB in 2020 as stated

by the NTB Provincial Cooperative Service, which only amounted to 48,091 or only 0.94% of the total 5.1 million population of NTB and the number of MSMEs in NTT as stated by the Department of Cooperatives, Manpower and Transmigration of NTT Province in 2020 was 104,157 or only 1.9% of the total 5.3 million population of NTT. To achieve the standard of the number of entrepreneurs as much as 2% or even exceed that standard to improve the economy of the two provinces, it is necessary to have the right program so that the productive age population can be attracted to become entrepreneurs. With the return of former PMIs in the provinces of NTT and NTB, this can be empowered as a way to improve the economy in NTB and NTT, where several former PMIs who have saved while working abroad can be given an understanding regarding the utilization of existing savings and opportunities, for them to become entrepreneurs in their hometowns, so that they can increase the entrepreneurial intention of former PMIs in NTT and NTB. Based on research [2] on how to empower former Indonesian migrant workers, it was found that directing and guiding former migrant workers in becoming entrepreneurs is one way to empower them so that existing remittances can be productive and beneficial for former migrant workers. And his family.

In starting a business and becoming an entrepreneur, in addition to capital, the entrepreneurial desire of the individual itself is essential. Entrepreneurial desire is defined as a person's desire to own a business or start a business [3]. Entrepreneurial intention can also be interpreted as an individual's desire and belief in planning the formation of a business in the future. This will be an essential factor in shaping an individual's entrepreneurial behaviour [4]. Entrepreneurial intentions have an essential influence on an individual's ability to see opportunities and organize his own strategies to achieve goals. Entrepreneurial intentions can provide more encouragement to individuals to be more responsive to an entrepreneurial opportunity [5].

In their research [6], they argue that entrepreneurial intentions are crucial for understanding entrepreneurship because it is the first step in the process of finding, creating, and exploiting opportunities. Individuals who are interested in something will encourage them to do these activities without feeling forced. In addition, it is also necessary to have the ability to recognize entrepreneurial opportunities in starting the entrepreneurial stage. The ability to see opportunities (Opportunity recognition) includes the ability to recognize, find and build patterns and concepts [7]. Individuals who are better at seeing and recognizing opportunities (Opportunity recognition) are more likely to start their businesses and show a greater propensity for entrepreneurship [8]. However, their research [9] show that the influence of the ability of prospective entrepreneurs to see business opportunities in influencing their decisions in entrepreneurship is still low.

In addition to the ability to perceive opportunities, analyze risks, and be innovative, entrepreneurship necessitates self-confidence and tenacity, both of which are directly related to self-efficacy. Entrepreneurial self-efficacy, for example, describes a person's belief in himself, the ability to fulfill multiple tasks successfully, and activities associated to entrepreneurship, such as developing new business ideas, creating new products/services, or founding a firm [10].

Entrepreneurial self-efficacy is the ability or individual capacity to mobilize encouragement, resources for specific knowledge, and actions needed to achieve success in carrying out certain activities [11]. Several studies explain that entrepreneurial self-efficacy strongly correlates with attitude toward entrepreneurship and entrepreneurial intentions [12]. The same thing was also found that self-efficacy can affect entrepreneurial intentions [13]. Entrepreneurial self-efficacy has a positive and significant influence on entrepreneurial intentions [14].

Entrepreneurial intention, or what can be called entrepreneurial intention, is a person's desire to own a business [15]. According to [16], entrepreneurial intention is an individual's desire to choose entrepreneurship as a career choice, which in turn becomes the initial stage in the process of forming entrepreneurial behaviour. Entrepreneurial intention can also be interpreted as an individual's desire and belief in planning the formation of a business in the future. This will be an essential factor in shaping an individual's entrepreneurial behaviour [17].

[18] defines opportunity recognition as a stage of cognitive activity in which a person will determine that they have determined that there will be an opportunity. Opportunity recognition is a person's ability to be responsive to the presence of business opportunities by actively exploring and studying knowledge related to business opportunities, exchanging opinions or discussing business opportunities, following up on customer desires and improving the survival ability of an entrepreneur [19]. The opportunity recognition process is considered an essential element of entrepreneurship [20].

Hypothesis 1: *Opportunity recognition has a positive influence on entrepreneurial intentions.*

Self-efficacy is an individual's cognitive opinion about his ability to mobilize the drives, cognitive resources, and activities needed to exercise control over events in the individual's life [21]. The phrase entrepreneurial self-efficacy was developed by [22] with a definition as the belief possessed by an individual that they have the ability to perform the functions and position of an entrepreneur well. Entrepreneurial self-efficacy can be defined as an individual's perception of the ability to be an entrepreneur and confidence to perform the functions and roles of entrepreneurship successfully [23].

Hypothesis 2: *Entrepreneurial self-efficacy has a positive influence on entrepreneurial intentions.*

Subjective norms are a person's response to environmental reactions to the behaviour he will display [18]. Subjective norms are defined as the acceptance of social pressure to show a specific personality [24]. According to [25], subjective norms are how much an individual has the drive to realize the opinions of other individuals on the attitude he will do (normative belief).

Hypothesis 3a: *Subjective norms influence moderating the relationship between opportunity recognition and entrepreneurial intentions.*

Hypothesis 3b: *Subjective norms influence moderating the relationship between entrepreneurial self-efficacy and entrepreneurial intentions.*

According to [26], behavioural control is an individual's opinion of a limitation in implementing a behaviour. In the Theory of Planned Behaviour, perceived behavioural control is based on feelings of difficulty in carrying out behaviour and is estimated to reflect previous experiences and anticipate obstacles and obstacles [16]. Perceived Behavioural Control is defined as the perception of the ease or difficulty of becoming an entrepreneur [27].

Hypothesis 4a: *Perceived behavioural control influences moderating the relationship between opportunity recognition and entrepreneurial intentions.*

Hypothesis 4b: *Perceived behavioural control influences moderating the relationship between entrepreneurial self-efficacy and entrepreneurial intentions.*

2. METHOD

This study will take data from former migrant workers in two provinces in the Nusa Tenggara Islands, namely East Nusa Tenggara, whose respondents are from Kupang City and Kupang Regency, and West Nusa Tenggara Province, whose respondents are from Central Lombok Regency and East Lombok Regency. In this study, the respondents are former migrant workers who have returned from abroad and have lived in their domicile for at least one year. The selection of a minimum period of 1 year considers the need to adapt and plan their activities in their hometown.

The respondents were asked questions regarding the time of returning to Indonesia, location of work while serving as PMI, gender, marital status, age, last education, whether or not family or relatives became entrepreneurs, use of income while serving as PMI, current activities, participation in entrepreneurship training. And life challenges experienced after returning home. This research uses an instrument of questionnaire based on previous literature. Opportunity recognition

using questionnaire items from [28], entrepreneurial self-efficacy was carried out using a questionnaire item from the research of [29], subjective norms and perceived behavioral control were carried out using questionnaire items from the research of [30], all item was measured using a 5 Likert scale, namely 1 (strongly disagree) to 5 (strongly agree).

The number of respondents is 302 people. The majority of respondents in this study were female (59%), aged 31-40 (45%), married (68%), and had an elementary school education background (35%). The questionnaire that will be distributed has been pre-tested with the results of all variables used showing the Kaiser Mayer Olkin (KMO) value > 0.5 so that it is declared valid and show Cronbach's Alpha value > 0.6 so that it is declared reliable.

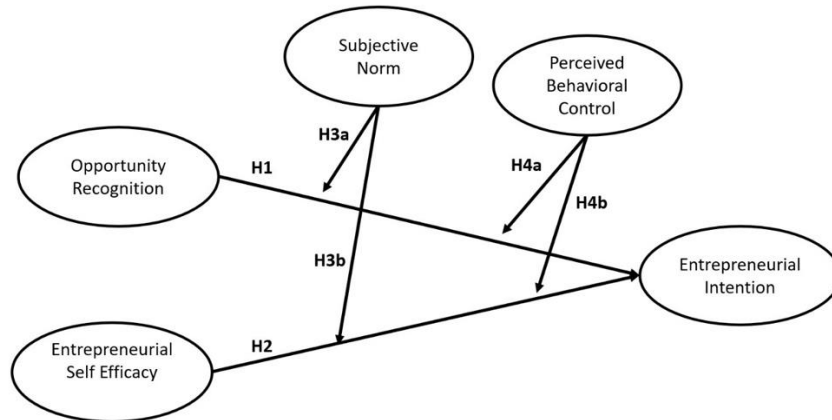


Figure 1 The hypothesized structural model

3. RESULT AND DISCUSSION

3.1. Result

The model (Figure 1) is analyzed by hierarchical regression. Hierarchical regression is a regression analysis that is carried out repeatedly with different numbers and types of variables. These variables can increase or persist, and this is done to know the effect of each variable at different levels of testing. Based on Table 1, it can be seen in Model 1, which is the result of the control variables (gender, education, and entrepreneurial relatives) with an R Square of 0.027, which means that the control variable has an influence of 2.7% on the respondents' entrepreneurial intentions. In Model 2, which has added the opportunity recognition and entrepreneurial self-efficacy variables, it shows that opportunity recognition has a positive and significant effect on entrepreneurial intentions ($\beta = 0.347$; $p < 0.001$), while entrepreneurial self-efficacy has a negative and insignificant effect on entrepreneurial intentions ($\beta = -0.073$; $p > 0.05$). In the 3rd stage model, what is done is the addition of subjective norms moderating variables and interaction variables between subjective norms and opportunity recognition (SN x OR), this is to analyze the effect of moderating subjective norms on the relationship between opportunity recognition and entrepreneurial intentions, from the results it can be seen The interaction between subjective norms and opportunity recognition has a negative and

significant effect ($\beta = -0.122$; $p < 0.05$) indicating that there is a moderating effect of subjective norms on the relationship between opportunity recognition and entrepreneurial intentions.

In the 4-stage model, the interaction variable between subjective norms and entrepreneurial self-efficacy (SN x ESE) is added to analyze the moderating effect of subjective norms on the relationship between entrepreneurial self-efficacy and entrepreneurial intentions, the results obtained show that the interaction between subjective norms and entrepreneurial self-efficacy have a negative and insignificant effect ($\beta = -0.030$; $p > 0.05$) this indicates that there is no moderating effect of subjective norms on the relationship between entrepreneurial self-efficacy and entrepreneurial intentions. In Model 5, the steps taken are adding perceived behavioral control variables and perceived behavioral control and opportunity recognition (PBC x OR) interaction variables to analyze the moderating effect of perceived behavioral control variables on the relationship between opportunity recognition and entrepreneurial intentions, from the results it can be seen the interaction between perceived behavioral control and opportunity recognition is not significant ($\beta = 0.063$; $p > 0.05$) so it can be concluded that there is no moderating effect of perceived behavioral control on the relationship between opportunity recognition and entrepreneurial intentions.

In Model 6, the stages of adding the perceived behavioral control and entrepreneurial self-efficacy

(PBC x ESE) interaction variables are carried out to see the moderating effect of perceived behavioral control on the relationship between entrepreneurial self-efficacy and entrepreneurial intentions. From the results, it can be seen the interaction between perceived behavioral control

and entrepreneurial self-efficacy is not significant ($\beta = -0.109$; $p > 0.05$), so it can be concluded that there is no moderating effect of perceived behavioral control on the relationship between entrepreneurial self-efficacy and entrepreneurial intentions.

Table 1 Result of Regression Analysis

	Entrepreneurship Intention					
	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6
Control Variable	-					
Sex	-0,169	-0,063	0,086	0,096	0,102	0,106
Education	-0,015	-0,035	-0,037	-0,037	-0,011	-0,014
Entrepreneurial Relatives	-0,316*	-0,182	-0,083	-0,083	-0,028	-0,032
Independent Variable						
Opportunity Recognition (OR)		0,347***	0,177**	0,177**	0,086	0,098
Entrepreneurial Self Efficacy (ESE)		-0,073	-0,022	-0,024	-0,011	-0,038
Moderator						
Subjective Norms (SN)			0,358***	0,370***	0,194**	0,179**
Perceived Behavioral Control (PBC)					0,414***	0,437***
Interaction						
SN x OR			-0,122**	-0,123**	-0,110	-0,150*
SN x ESE				-0,030	-0,066	0,035
PBC x OR					0,063	0,108
PBC x ESE						-0,109
R ²	0,027	0,137	0,252	0,253	0,339	0,327
Δ R ²	0,017	0,123	0,234	0,233	0,317	0,322
F-value	2,751*	18,900***	22,611***	0,362	18,993***	3,324

* $p < 0,05$; ** $p < 0,01$; *** $p < 0,001$

3.2. Discussion

This paper uses SPSS20.0 and Lisrel 8.80 software to construct the SEM structural equation model and analyses the influence of OR and ESE on entrepreneurial intention, based on 302 valid questionnaires. The result shows that OR has a positive influence on entrepreneurial intention, but not for ESE. In addition, SN has a negative moderating effect on the relationship between OR and EI but not at ESE and EI. On the other hand, PBC did not have a moderating effect on both relationship between OR and ESE to EI. To sum up the result hypotheses, H1 and H3a were statistically proven, whilst H2, H3b, H4a, and H4b was not statistically supported.

This result is in line with previous research by [9], which proved that opportunity recognition is positively correlated with one's entrepreneurial desire and [31], who prove that subjective norms have a negative moderating effect on the relationship between entrepreneurial intentions. This result is different from most research results which state that there is a positive relationship between entrepreneurial self-efficacy and entrepreneurial intentions, as stated and research conducted by [32] wherein this study it was found that subjective norms influenced on between entrepreneurial self-efficacy and entrepreneurial intentions.

This study offers some implication from perspective of theory and practice both. The results of this study support several previous studies, such as [8], which proves how the ability to identify opportunities is an essential factor in one's entrepreneurial intentions. In addition, this study further strengthens research that shows a curvilinear effect for entrepreneurial self-efficacy. In addition, this research can also provide research results related to moderators that can influence the relationship between variables in the context of entrepreneurial desire. Based on this research, it is known that there is a need for government elements to provide appropriate training for former migrant workers, education and training, and appropriate assistance, especially regarding identifying and taking advantage of a business opportunity. Can be more active in starting to become an entrepreneur. In addition, this study also shows the critical influence of other parties for former migrant workers in determining their entrepreneurial intentions where those closest to them such as family, neighbors to those who become role models such as teachers, leaders in the environment can determine the decisions of former migrant workers in choosing to become entrepreneurs.

4. CONCLUSION

The finding of this study showed that opportunity recognition had been shown to have a significant and positive effect on the entrepreneurial intention, but on the other hand, entrepreneurial self-efficacy does not, so the ability to identify business opportunities has a significant influence on the respondent's desire to start a business, but on the other hand, self-efficacy does not affect the respondent's desire to start a business. High subjective norms can lead to a decrease in identifying business opportunities. It can also reduce the entrepreneurial desire of the respondents, and perceived behavioural control is not one of the respondents' aspects in influencing their desire to start a business. Future research may also consider studying the effect of creativity, culture and environment in its influence to the entrepreneurship intention.

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