

Entrepreneurship Education as a basis for independence for Indonesian migrant workers in Malaysia

Budi Utami^{1*}, Eny Setyariningsih¹, M. Syamsul Hidayat¹, Rita Meiriyanti², Retno Resawati³

¹Departement of Management,, Economic Faculty, Universitas Islam Majapahit
Jl. Raya Jabon No. KM. 0,7, Tambak Rejo, Gayaman, Kec. Mojoanyar, Kab. Mojokerto, Jawa Timur, 61364
- Indonesia

²Universitas PGRI Semarang Universitas PGRI Semarang-Kota Semarang-Jawa Tengah

³Sekolah Tinggi Ilmu Ekonomi Pasundan-Kota Bandung-Jawa Barat

*E-mail: utamiwahjoe@gmail.com

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ABSTRACT The problem that often occurs with Indonesian Migrant Workers is that Indonesian migrant workers are always faced with a lack of activities that can increase their capacity. The education currently being implemented by PMI is equivalent to education, in both Package B and Package C, some even have graduate degrees, but the activities that lead to activities to increase entrepreneurial capacity have not been carried out much. Therefore, online seminar/workshop-based entrepreneurship socialization and offline follow-up evaluations are important in equipping PMIs with the knowledge and preparation of the best assets they currently have. This activity aims to ensure that migrant workers in Malaysia can have useful marketing skills when starting their own businesses to increase their income while working in Malaysia. This activity is carried out twice a week online using the Zoom meeting application and reviewing product innovation results offline at the Indonesian Embassy Hall in Kuala Lumpur, Malaysia. The results of the activities have shown that PMI in Malaysia has and can understand well the implementation of entrepreneurial principles to support important business decision-making.

Keywords: Indonesian Migrant Workers, Entrepreneurship, Business

1. INTRODUCTION

Indonesian migrant workers are workers who already have permission and have met the requirements to work abroad. Indonesian Workers (TKI) are required to register with City/Regency government agencies in the field of employment. Following Law No. 18 of 2017, TKI has been renamed Indonesian Migrant Workers (PMI). PMI is the largest foreign exchange provider in Indonesia. PMI's destination is one of Malaysia. Malaysia is an Asian country that is said to be advanced and has an industrial sector that is full of technology. Malaysia has many developing sectors, such as formal or informal, but there are limitations to working as a PMI, namely a maximum of 12 years. So if PMI have worked during that period they are obliged to return to Indonesia or their country of origin. Because many PMIs are interested in working in Malaysia, there needs to be provision related to entrepreneurship education to support them in adapting to working there and returning to Indonesia. This service aims to provide education and training in soft skills and knowledge which will later be useful when they work there and after they become PMI. It

is hoped that when PMI is equipped with entrepreneurship education, it can provide them with the readiness to enter the world of Indonesian industry or start a business. Evidence that the placement of Malaysia is a dominant interest for PMI can be seen at (<https://databoks.katadata.co.id>) as presented in Table 1 below.

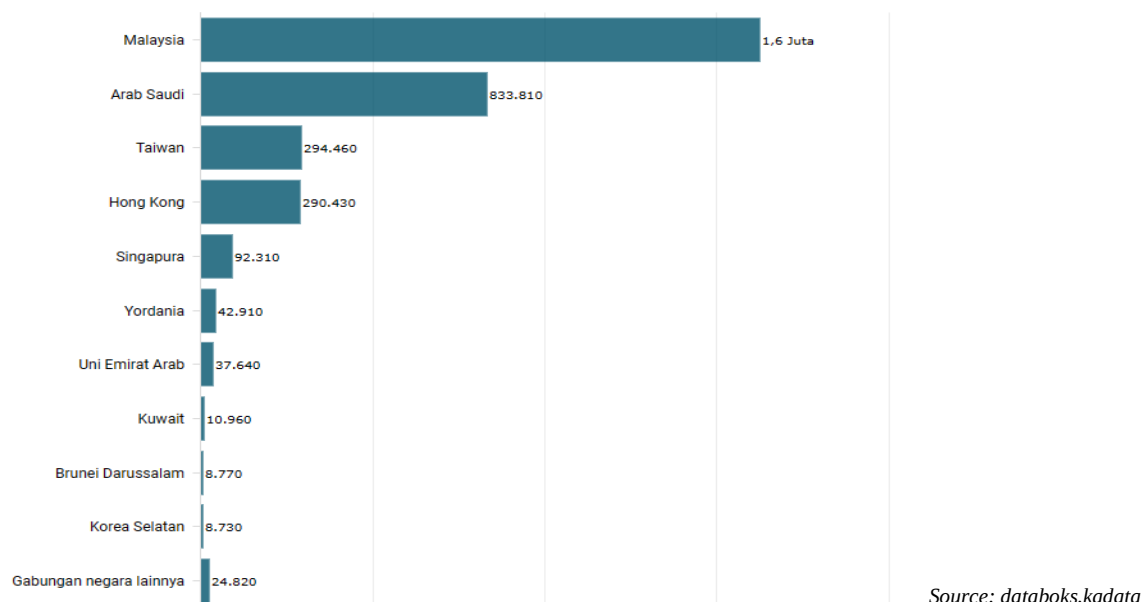


Figure 1. Placement of countries of interest to PMI in 2022

The jobs usually carried out by PMIs in Malaysia are in informal fields such as household assistants and palm oil as well as several other sectors. The problem with novice PMIs is that they need education related to entrepreneurship to gain knowledge, abilities, and a strong desire to adapt and be able to create their field. Therefore, there is a need to increase PMI's capacity and capability (Pratama et al. 2021). The efforts made in this service are conducting workshops and counseling related to entrepreneurship training through effectuation models and thinking designs. Where this training focuses on ability and knowledge, a person can start a business with the assets currently owned without waiting for the assets owned to be perfect or sufficient, but the assets owned must be utilized to the maximum extent possible as capital. The partner's current problem is that PMI has attended other education courses in Malaysia their educational qualifications, but specifically, training related to increasing knowledge and business skills has not been carried out much, so in the future, if PMI retires, they will have the ability and be ready. for entrepreneurship (Yuniriyanti, Sudarwati, and Nurdewanto 2020).

The second activity of this service is to provide entrepreneurship outreach to migrant workers, especially in Malaysia, using design thinking so that in the future PMIs can create a business according to consumer needs or can be said to be under the needs of the target market. PMI is also able to understand and determine the problems faced by customers accurately and also provide

solutions in the form of products and the form of business services so that in the future it will become an irreplaceable choice. Developing an innovation through the mechanism of creating a prototype and testing accurately, quickly, and measurably, as well as having an innovation framework that is right on target, will later be able to produce products that can meet market demand.(Sukaris et al. 2022); (Cahyadi and Baskoro 2022).

Based on this, there are many efforts that can be made to upgrade capabilities, including utilizing human resources who have the competence to direct entrepreneurial training. The purpose of this service is to become a means of increasing knowledge and motivation for novice PMIs so that they have entrepreneurial knowledge and of course later can become entrepreneurs and if they decide not to return as PMIs. This training is designed according to needs and carefully planned so that participants can participate more comfortably and adjust to PMI times. Training is a certain activity to improve abilities, increase knowledge, update knowledge that has been previously obtained. The expected impact of this PKM (community service program) activity includes: (Shabana, Muksin, and ... 2020): 1)

PMI obtains additional knowledge about entrepreneurship 2) Workers have strong motivation in entrepreneurship after PMI 3) PMI can improve their self-quality by gaining knowledge on how to make the right business decisions in entrepreneurship 4) motivate themselves to be able to do business using available resources there are 5) effectuation-based entrepreneurial knowledge. The answers to the problems that have been presented include;

1) Understanding of business or entrepreneurship and the basics of entrepreneurship. The solution to this problem is to provide understanding through online workshops regarding the basics of entrepreneurship, why entrepreneurship is important and why entrepreneurship is an option; 2) Effectuation-based understanding and knowledge. Materials in entrepreneurship seminars and workshops always teach how to achieve success with business in certain ways, but how to motivate entrepreneurship starting from the best assets is not taught much in seminars and workshops to master the effectuation of those who build their business. by operating the Effectuation Cycle. It is very interesting because according to Sarasvathy, entrepreneurship can be taught effectively through this concept; 3) Motivate yourself to become an entrepreneur or business. Apart from knowledge of the basics of entrepreneurship, the way a person motivates themselves is much more important and this must also be provided so that individuals do not stop innovating.

Education is a conscious and planned effort so that human potential can grow and develop. Entrepreneurship, like other scientific disciplines, can be learned, can be formed and can be a talent from birth(Nurhidayani, Martono, and Kusuma Wardani 2021);(Noviearty, Berliani, and Setiawan 2020). Entrepreneurship education is teaching and learning activities about entrepreneurship which

includes the development of knowledge, skills, attitudes and personal character according to the age and development of students(Nurikasari 2016);(Susana et al. 2019).

Entrepreneurship education is an entrepreneurial teaching and learning activity that includes the development of knowledge, personal character, skills and attitudes(Rahim and Basir 2019). The definition is that entrepreneurship education is one of the factors that can improve entrepreneurial attitudes.(Soputan et al. 2020)found that the factors that influence students' entrepreneurial intentions are beliefs about the current situation and entrepreneurial prospects in the future. In general, entrepreneurship education aims to increase awareness of entrepreneurship as a career choice and increase understanding of the process of establishing and managing new business ventures(Wiratno 2012);(Mongkau, Massie, and ... 2019).

Entrepreneurial success is closely related to honesty, discipline and courage as well as implementing good management principles. The things that cause entrepreneurs to fail include lack of careful planning, unsuitable talents, lack of experience, lack of entrepreneurial spirit, lack of capital, weak marketing, and not having a high work ethic. Therefore, in the entrepreneurship learning process students are given motivation to have an entrepreneurial spirit. The criteria for success in entrepreneurship learning are that students have high independence, have high creativity, dare to take risks, are action oriented, have high leadership character, have entrepreneurial skills, understand entrepreneurial concepts and have a hardworking character.(Farida et al. 2017);(Noviearty, Berliani, and Setiawan 2020).

Although migration can be categorized as planned social change, intended changes and unintended changes often occur during the international migration process.(Sapto Bagaskoro, Aditya Alamsyah, and Ramadhan 2022). Expected changes usually have a positive impact on the migration process, but unexpected changes can have detrimental consequences. In this situation, the change in question can be considered a positive impact of the migration process; however, if undesirable changes occur without proper planning, they can lead to undesirable changes, which can be considered as social impacts (social costs) of migration. Some studies that look at undesirable changes in migration include changes in family function and structure, resulting in increased divorce rates among families and communities of origin. PMI children left behind experience learning delays and lack self-confidence, according to findings(Yuniriyanti, Sudarwati, and Nurdewanto 2020). Research result (Nisa 2019) shows that migrant children have worse psychological conditions compared to non-migrant children in Sukabumi, Tasikmalaya, Ponorogo and Tulungagung. Irritability, problems with peers, and hyperactivity are the psychological disorders in question.

In Southeast Asia research conducted by Hidayat (2020), it is explained that when someone who is a migrant worker leaves home, the family members left behind experience different roles. Therefore, it is interesting to study the role of fathers in PMI families, who are not considered to be the party responsible for caring for children. Sending parents, especially mothers, abroad has a significant impact in various ways because they are in a phase of psychological growth and development that requires support from the family, especially parents, namely mothers and fathers. (Hikmawati and Pierewan 2020); (Astuti 2023) discusses the potential problems caused by parents leaving their children as migrant workers and the resulting social costs: "Leaving children behind is a source of a potentially high "social cost of migration", although migration may also confer benefits to the left-behind family through remittance transfers that relax budget constraints, thereby increasing health and education.

2. METHOD

This activity is carried out virtually online using the Zoom cloud meeting platform. This socialization was carried out remotely at each location using the virtual zoom cloud meeting application, due to the scope of PMI in Malaysia. Scope of Implementation as follows.

1. Provide material about activities that will be used for participants in socialization and educational activities.
2. Provide empowerment for students to be able to become individuals who are beneficial to their environment, imaginative and innovative, responsible and responsive in dealing with other people.
3. Submit activity proposals as basic material for implementing activities, as well as a reference for the success of socialization and education activities.

In carrying out activities, the methods and steps taken will be explained as follows:

1. Hold coordination meetings with the PMI Malaysia community in a measured and consistent time.
2. Provide learning about how to build an entrepreneurial spirit through online media while in Malaysia.
3. Properly record all activity participants and the facilities that can be used during the activity.
4. Realize all agendas that have been planned in writing in the PKM activity proposal text.

Then submit it to LPPM UNIM in accordance with the specified procedural directions

Methods

1. Preparation Preparation for this activity includes several procedures:

- a. Prepare materials

- b. Manage licensing documents
- c. Make a proposal and approval process for implementing online community service outreach.

2. Screening

After maximizing preparation, screening then becomes the next agenda. There are several stages carried out:

- a. Prepare speakers and committee before the event
- b. Ensure all tools are ready to be brought to the location

3. Implementation of Action Activities or implementation of plans that have been prepared in the socialization and education provided to PMI Malaysia, including:

- a. Providing material regarding education and cultivating an entrepreneurial spirit to PMI Malaysia.
- b. Providing material regarding the use of online media to develop an entrepreneurial spirit to PMI Malaysia.

4. Evaluation

- a. All PKM members are expected to attend.
- b. Carrying out all socialization activities smoothly and successfully.
- c. 85% of all PKM members must understand education and foster an entrepreneurial spirit.

5. Activity Report To achieve the desired goals, in the realization of the program it is hoped that partners can participate in activities, as follows:

- a. Become a socialization participant, receive theories, concepts, question and answer discussions, and other things provided during the activity process.
- b. Providing workshop facilities and certificates needed during the activity process.

Procedure

The stages used by the proposer to resolve problems at PMI are as follows:

- 1) Brainstorming or discussions with the team to find the best way to support solutions to the problems that have been presented, this discussion is focused on a group to discuss the basics of entrepreneurship
- 2) This Entrepreneurship Education Training is carried out using online seminar and workshop methods via zoom meetings about the meaning and how to effectuation and how to motivate yourself to be able to execute the business you are running.

5. RESULT AND DISCUSSION

An illustration of this service system is PMI in Malaysia +50 who take part in the entrepreneurship education program through workshops. All PMIs are given material that is

adjusted to study hours and does not interfere with their work. So, if you have been provided with this entrepreneurship training, you can balance your education according to your interests and talents while in Malaysia.

Activities Referring to the answers to the problems that have been described, the impact/results of this PKM are described as follows; Based on the proposed activity plan, the results of community service activities are presented as below: a) Brain storming and preliminary discussion. Exchanging opinions with participants is carried out in order to discuss what to do in the future. This discussion is focused on a group to discuss the basics of basics of entrepreneurship. Discussions were held with the Entrepreneurship Matching team who also carried out this activity online over a period of 1 month for Migrant Workers in Malaysia in collaboration with the Islamic University of Majapahit Indonesia and the Indonesian Embassy in Malaysia.

Based on the discussion, one of the materials offered was material on starting an effectuation-based business. In principle, this material is about presenting a way of doing business that relies on the best assets you currently have, starting now, and not waiting for everything to be big and perfect. This material is one of the materials that is considered suitable for beginners, especially Indonesian Migrant Workers in Malaysia so that participants have an entrepreneurial mentality in starting a business and facing uncertainty and participants have the ability to start a business from the easiest assets and overcome obstacles.

Implementation of Entrepreneurship Training This training is carried out using an online seminar and workshop method about the meaning and how to effectuation and how to motivate yourself to be able to execute the business you are running. Activity time with activity duration: +-1 month Month 14 October to 11 November, held twice a week and held every weekend (Saturday and Sunday) according to the PMI schedule, Saturday and Sunday, Start Time: 19.00 to 21.00 WIB or 20.00 to 22.00 Malaysia time. Implementation of online entrepreneurship workshops for PMI in Malaysia is carried out online to deliver material on the basics of entrepreneurship, with learning media via the Zoom application, Miro (virtual board application) and also using LMS (learning management system). After all the material has been delivered, activities will continue to carry out offline sustainability reviews on December 12 at the Indonesian Embassy Hall in Kuala Lumpur, Malaysia.

Discussion

The results of the discussion stated that if PKM activities had been carried out with seminars and workshops then the discussion was based on indicators of success, namely:

- a. Participants have the ability to adapt a product to what the market wants

- b. Make it easier for PMI to learn how to correctly identify consumer problems and offer solutions to problems through online and offline products and services.
- c. PMI can further develop product innovation and creativity through rapid market testing stages based on product innovation.
- d. Critical thinking and problem solving skills can be learned by PMI. This ability begins with determining the cause of the problem and developing a problem solving method. They can also learn to work together productively and find solutions.

Based on what is done as part of work that is integrated with Business/Entrepreneurship Training Seminars and Workshops including 3 activities carried out in a hybrid manner, in the future the PKM work that will be carried out can be through business or marketing training at mid-level companies or what we usually call advanced level, namely providing advice and managing businesses that have started to be established, both in financial management and marketing management in order to expand networks and strengthen business bases and new products because business learning will always occur.

Able to accelerate the increase in entrepreneurial power (Pratama et al. 2021) Apart from that, learning in the context of practical development will be able to develop entrepreneurial attitudes, including self-confidence, thinking about hard work. success, as research shows (Sukaris et al. 2022), those who show business success starts from the desire to succeed, self-determination, self-confidence and strong thinking.

6. CONCLUSION

The conclusion of this PKM states that the reference indicator for the success of this entrepreneurship education activity for PMI is that what is planned and the activities that have been carried out, in particular a follow-up offline review was carried out on December 12 to deepen the implementation of the principles of effectuation. Participants have also gained key factors of entrepreneurial effectuation through understanding how to make appropriate business decisions in uncertain situations. Participants have a basic understanding of making very important business decisions based on research of successful companies in the world.

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the efforts that have been made can have an impact on the welfare of PMIs, both during their work contract period and long after their retirement.

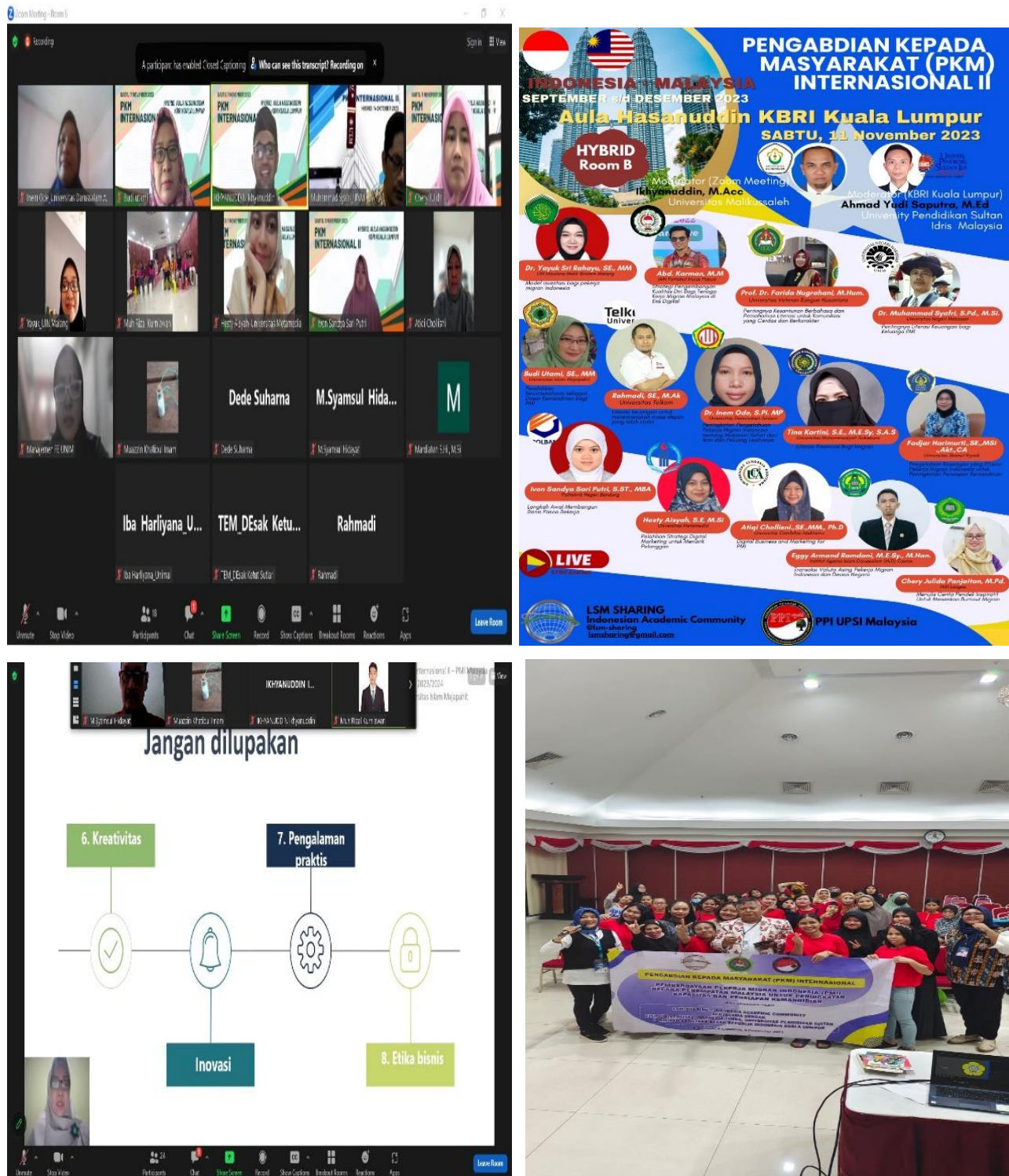


Figure 2. Documentation of the implementation of PKM activities

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