

## **Economic Drivers of Overseas Job Applications: The Mediating Role of Career Opportunities and Moderating Effect of Family Support**

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### **Abstract**

In the context of increasing global labor mobility driven by economic pressures and limited domestic career prospects, understanding the determinants of overseas job interest becomes highly relevant. This study aims to examine the influence of economic factors on the interest in applying for jobs abroad, considering the mediating role of career opportunities and the moderating role of family support. A quantitative approach was employed using a survey method with questionnaires distributed to 149 respondents, and the data were analyzed using SmartPLS 3 software. The results indicate that economic factors have a positive and significant effect on the interest in working abroad, both directly and indirectly through the mediation of career opportunities. However, family support was not found to significantly moderate the relationship between economic factors and job application interest. These findings suggest that while economic conditions and career prospects play a crucial role in encouraging interest in working abroad, family support does not significantly influence this relationship. In conclusion, improving economic conditions and perceived career opportunities are the primary drivers of interest in working overseas, whereas family support is not a determining factor in this context.

**Keywords:** Job Application Interest, Working Abroad, Career Opportunities, Economic Factors, Family Support

### **Introduction**

The increasing interest of the Indonesian people to work abroad is an important issue in the dynamics of national employment. The main factors driving this decision are higher salary standards, better working conditions, and more promising career opportunities than in the country. In addition, economic conditions in Indonesia, which still face challenges, such as a fairly high unemployment rate and a relatively low minimum wage, are increasingly encouraging workers, especially young people, to seek opportunities abroad. According to research by Irawan & Soemardi (2023), economic factors are the main motivation for Indonesian migrant workers, with the majority of them coming from areas with limited employment opportunities (Puspitasari & Kusreni, 2017).

In addition to economic factors, social and cultural aspects also play a role in the decision of the workforce to migrate. A study by Jaenal Rizqi F. (2023) shows that social network factors, such as the presence of friends or family who are already working abroad, have a significant influence on a person's decision to migrate. In addition, the level of education and the number of family dependents are also important factors in determining whether a person will choose to work abroad. Another factor that also affects is political

stability and security in the destination country, which are the main considerations for migrant workers in choosing a place to work. In the context of policy, the government needs to pay attention to these trends and provide protection and training for prospective migrant workers so that they have more competitive skills and can obtain jobs with more decent conditions abroad (Beno et al., 2022).

Regulatory and labor protection factors also affect the decision of the Indonesian people to apply for jobs abroad. A study by Suryanto et al. (2023) shows that employment policies and bilateral agreements between Indonesia and destination countries have a major impact on the interest of migrant workers. Countries that offer better labor protections, such as health insurance, clear labor regulations, and access to legal aid for migrant workers, tend to be more in demand. In contrast, a lack of adequate regulation and protection is often a deterrent factor for workers who are hesitant to work abroad. Therefore, it is important for the Indonesian government to continue to improve the protection policies for migrant workers so that they can work safely and get the rights they deserve in the destination country (Suastrini et al., 2023). These findings point to the policy dimension, showing that protection and regulation are part of the structural conditions influencing migration.

The phenomenon of migrant workers shows that 55% of individuals who want to work abroad prefer temporary (short-term) jobs, while another 45% want permanent (long-term) jobs. Their main motivations for working abroad vary, with 40% of individuals looking for a better work-life balance. In addition, 20% are interested in better career opportunities, while 15% are looking for a higher salary and another 15% want to gain global experience. Only 10% of respondents consider job security as their main reason for working abroad (Sembada et al., 2024).

This issue is increasingly relevant in facing the challenges of globalization and the dynamics of the international labor market, so the right policies are needed to optimize the benefits of labor migration for Indonesia. Here lies the research gap, as previous studies have emphasized descriptive factors but less attention has been given to examining the combined influence of economic drivers, career opportunities, and family support on job application interest abroad. This study therefore aims to address that gap by providing an integrated analysis of these variables.

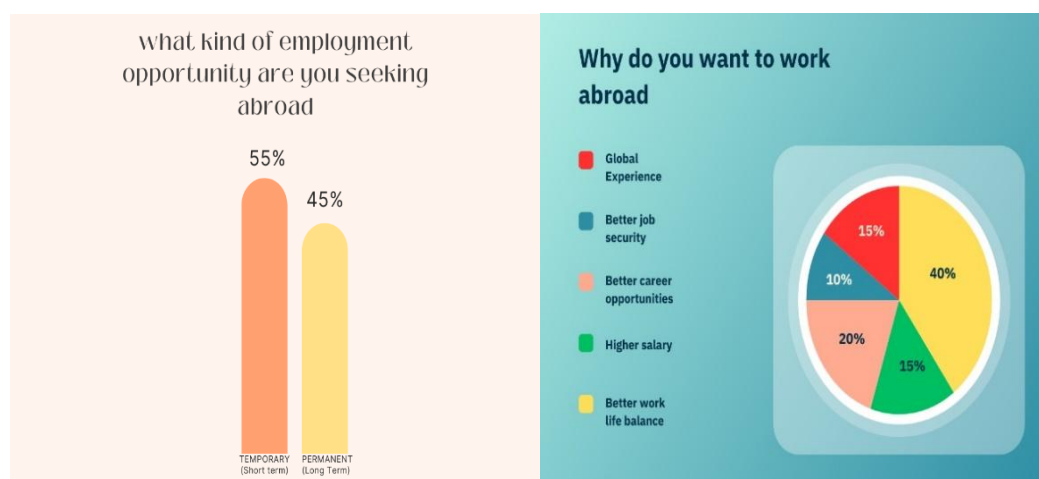


Figure 1. BBCL 2025. ALL RIGHTS RESERVED

Based on figure 1 of the diagram "Employment opportunity" above, it is explained that the phenomenon that occurs in labor migration, the driving factors for individuals to seek employment opportunities abroad as well as the factors that attract a country to attract labor from abroad.

Labor migration is a growing global phenomenon, with many individuals choosing to work abroad for better job security, work-life balance, higher salaries, and more promising career opportunities. This phenomenon reflects a global trend where people are looking for more favorable working conditions compared to those available in their home countries. There are several factors that encourage labor migration. Push factors include lack of adequate employment opportunities in the home country, difficult economic conditions, and political instability that make individuals feel the need to seek a better life elsewhere. Meanwhile, pull factors come from destination countries that offer higher salaries, better benefits, and a more conducive work environment, making it the main attraction for workers from abroad (Puspitasari, 2017).

The research problems that can be studied from the diagram include several important aspects related to labor migration. First, it is necessary to explore how economic and social factors influence a person's decision to work abroad. Second, it is also important to examine the impact caused by labor migration, both on the country of origin and the destination country. In addition, differences in labor regulations in various countries are also a factor that affects labor preferences in choosing a destination country. Finally, it is necessary to understand the extent to which work-life balance is the main consideration in making decisions to migrate work abroad.

The process of labor migration is the result of differences in economic growth and unequal distribution of development facilities between countries. Workers who come from countries with lower economic growth rates will move to countries with higher economic growth rates, higher wages, better environmental conditions, and more job opportunities. Labor pays attention to differences in wages and working conditions across countries or across countries (Scott, 2007).

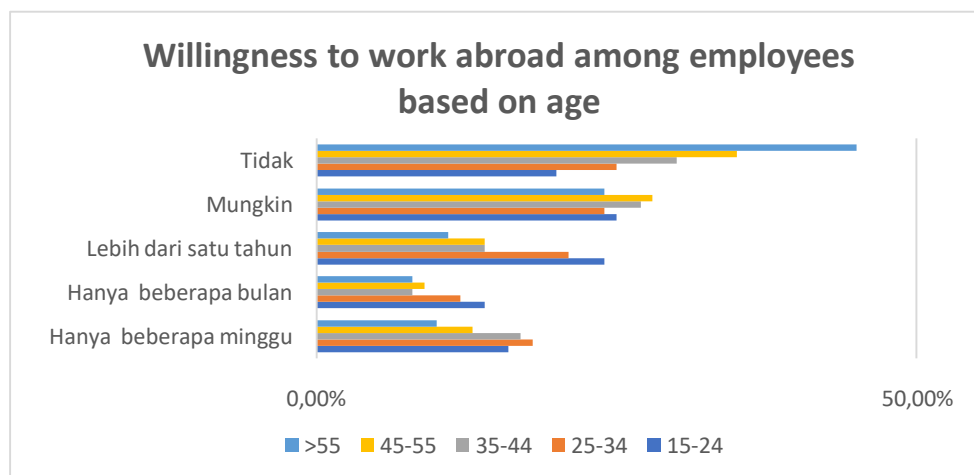


Figure 2. Willingness to work abroad among employees based on age



Based on figure 2 of the diagram "Willingness to work abroad among employees based on age", an interesting phenomenon related to labor migration shows a decrease in interest in working abroad with age. Young age groups, particularly those in the 15–24 age range, tend to be more open to work abroad opportunities compared to older age groups, especially those over 55 years old. The older a person is, the more likely they are to refuse to work abroad. In addition, there are differences in the preference of working duration based on age. Younger individuals are generally willing to work for a longer period of time abroad, while older age groups prefer short work durations or even reject job offers abroad altogether. On the other hand, the level of uncertainty about this decision is also quite high, as shown by the high proportion of "probable" or "probable" answers. *maybe*. This indicates that there are other factors that also influence a person's decision, such as family considerations, economic conditions, or job stability in the country of origin (Suryana, 2012).

The research problems that can be studied from the phenomenon of labor migration based on age include several important things. One of the main questions is about the main factors that lead to a decrease in interest in working abroad with age. In addition, it is necessary to analyze how economic, social, and cultural aspects influence an individual's decision to migrate to work abroad, especially when viewed from the age group difference. The study can also focus on differences in the preference for working duration abroad by age, considering that the younger group tends to be more open to long periods of time than the older group. In addition, the high level of uncertainty indicated by the large number of "probable" answers indicates the need for a more in-depth explanation of the factors that cause doubt in this decision-making, as well as how such uncertainty can be minimized. Finally, it is important to examine the strategies that can be implemented by companies to increase the interest of workers of different age groups to be willing to be placed abroad.

The decline in interest in working abroad with age is influenced by a complex combination of personal, social, and economic factors. Stronger family and social ties, career stability that has been achieved, and a preference for comfort and familiarity in the living environment are the main reasons. In addition, health factors are also an important consideration, especially for those who are elderly. The decision to work abroad is also influenced by economic, social, and cultural factors, which vary depending on the age group. Young tend to be more motivated by economic opportunities and adventure, while middle age is more considerate of the balance between career and family. The elderly prioritize financial stability and closeness to family. Economic, social, and legal uncertainty is also a holding factor, but it can be minimized with in-depth research, networking, financial planning, and corporate support. Companies can increase interest in workers of all ages by offering flexibility, family support, career development, attractive compensation packages, and comprehensive onboarding programs (Stypińska & Gordo, 2018).

Younger workers often view working abroad as an opportunity to gain new experiences, improve their skills, and expand their professional networks on an international scale. This stage of life is generally associated with curiosity, ambition, and a willingness to take risks in order to accelerate career growth. In contrast, middle-aged workers are more likely to carefully weigh the benefits and risks of moving abroad, considering factors such as cost of living, career stability, and the availability of education and healthcare facilities for their families.



Furthermore, the role of companies and institutions is crucial in shaping interest in working abroad. Supportive policies, cultural training, and comprehensive welfare programs can reduce psychological and social barriers that often discourage older employees. By providing clear career pathways, financial security, and inclusive working environments, organizations can foster a more balanced and attractive global workforce, encouraging individuals from different age groups to view international assignments as both achievable and beneficial.



Figure 3. Goodstats survey results for February 2024

Based on figure 3 of the GoodStats survey data chart for the February 2024 period, the main reason Indonesians choose to work abroad is because of the large salary standard, followed by the security factors of the destination country, job availability, better career paths, and cultural and language factors that are easier to understand. This shows that financial incentives and better working conditions abroad are major factors in labor migration decisions.

Research problems that can be explored related to the decision of Indonesian workers to work abroad involve various complex aspects. First, it is important to identify the main factors that are most influential in driving the decision, both from the individual side and from external conditions. Furthermore, it is necessary to compare perceptions between Indonesian workers at home and abroad regarding salary standards and career development opportunities. Security factors in the destination country are also an important consideration, as conditions of stability and legal protection can greatly influence the decision to migrate. In addition, cultural and language factors also play a role in the process of adapting to Indonesian workers abroad, which can have an impact on their comfort and success in the new work environment. Finally, it is necessary to examine whether the factors identified through the survey can be used as indicators in formulating more effective and responsive government policies in managing labor migration (Puspitasari, 2017).



Most Indonesians choose to migrate abroad to get jobs, mainly due to the high unemployment rate and limited employment in the country. Over the past few decades, economic growth in developing countries, including Indonesia, has not been able to create jobs comparable to the rate of population growth. This causes the unemployment problem to continue to increase from year to year. One of the main causes of poverty is the limited employment opportunities, coupled with the low level of education and skills that most job seekers possess. This condition encourages many people to migrate as an alternative to improve their standard of living. The main goal of labor migration is to obtain higher income and improve social status, both for themselves and their families in their hometowns (Soinbala et al., 2022).

## Method

This study uses a quantitative method to examine the influence of economic factors on the interest in applying for jobs abroad supported by the mediating role of career opportunities and family support moderation. The study population included people who were already working, those who had not worked, and students of University of Pelita Bangsa, as well as individuals outside the campus environment, with a sample of 149 respondents taken. The data collection technique was carried out by two methods, namely questionnaires and literature studies. The questionnaire was distributed through Google Form to collect data from respondents by providing a list of questions or statements that must be answered. Construct operationalization was carried out by measuring career opportunities through indicators such as perceived availability of job prospects, potential for career advancement, and skill utilization, while family support was measured through emotional encouragement, financial backing, and approval from family members, all of which were adapted from validated instruments in previous studies. Literature studies are carried out by collecting related literature, including supporting articles and relevant theories to deepen the understanding of the research object. The collected data was then analyzed using statistical analysis techniques with the help of SmartPLS 3 to test the relationships between variables, including direct influence, mediation, and moderation, as well as to measure the validity and reliability of the research instruments by applying standard cut-off criteria, where loading factor values above 0.70 indicate good indicator reliability, Average Variance Extracted (AVE) values greater than 0.50 confirm convergent validity, and Composite Reliability (CR) values above 0.70 demonstrate adequate internal consistency. Explicitly applying these thresholds enhances methodological transparency and ensures that the instruments meet established standards in SEM-PLS analysis.

## Results and Discussion

### Research Results

This study involved as many as 149 respondents from various demographic backgrounds. This profile provides an overview of the characteristics of respondents that are the basis for assessing interest in applying for jobs abroad. Based on gender, the majority of respondents were women, as many as 94 people (63%), while men amounted to 55 people (37%). This composition shows that the interest to work abroad is not only owned by men, but also quite large among women. Judging from the latest education level, most of the respondents were high school/vocational school graduates or equivalent, namely 122 people

(82%). This shows that opportunities and desires to work abroad have emerged since the secondary education level. A total of 25 people (17%) are graduates of Strata One (S1) to Strata Two (S2), and only 2 people (1%) have Diploma Three (D3) education. This composition shows that interest in working abroad is not limited to one level of education, but evenly distributes from high school to college graduates.

The age group of respondents was dominated by those in the 20 to 25 age range, as many as 101 people (68%), while the rest, 48 people (32%), were under 20 years old. This means that the majority of respondents are in early productive age, which is an important phase in career planning, including considering job opportunities abroad. A total of 85 respondents (57%) stated that they are not working, while 64 respondents (43%) already have a job. These findings suggest that interest in working abroad is emerging both from those who are looking for their first job and from those who already have work experience but may be considering new opportunities abroad. Overall, this respondent profile reflects that interest in applying for jobs abroad is widespread among young people, especially those who have just graduated from high school or college, and is not limited to those who are already working. This is an important foundation in understanding the motivations, challenges, and potential strategies to support the readiness of the young workforce to face the global job market.

### Respondent Profile

Table 1. Respondent Profile

| Items     | Type                                     | Respondent | Percentage(%) |
|-----------|--|------------|---------------|
| GENDER    | Male                                     | 55         | 37%           |
|           | Female                                   | 94         | 63%           |
|           | <b>Total</b>                             | <b>149</b> | <b>100%</b>   |
| EDUCATION | High School/Vocational School/Equivalent | 122        | 82%           |
|           | D3                                       | 2          | 1%            |
|           | S1 - S2                                  | 25         | 17%           |
|           | <b>Total</b>                             | <b>149</b> | <b>100%</b>   |
| AGE       | < 20                                     | 48         | 32%           |
|           | 20 – 25                                  | 101        | 68%           |
|           | <b>Total</b>                             | <b>149</b> | <b>100%</b>   |
| STATUS    | NOT WORKING                              | 85         | 57%           |
|           | WORKING                                  | 64         | 43%           |
|           | <b>Total</b>                             | <b>149</b> | <b>100%</b>   |

Table 1 presents the distribution of demographic characteristics of the 149 respondents who participated in this study regarding the interest of applying for jobs abroad. Based on gender, the majority of respondents are women (63%), showing a fairly high interest from women in international job opportunities. In terms of education, most of the respondents (82%) are high school/vocational school graduates or equivalent, which indicates that interest in working abroad has emerged since the secondary education level. Only a small

percentage are educated in D3 (1%) and S1–S2 (17%). Judging from the age group, the majority (68%) are in the age range of 20–25 years, which is the initial productive age and is highly relevant to career development plans. Meanwhile, as many as 32% are under 20 years old. In terms of employment status, 57% of respondents have not worked, while the rest (43%) already have a job. This data shows that the desire to work abroad arises from both novice job seekers and those who already have work experience, and overall reflects the considerable potential of Indonesia's young workforce for the global job market.

### Outer Model

Table 2. Outer Model Result

| Variable | Outer Loading | Composite Reability | AVE   |
|----------|---------------|---------------------|-------|
| DK       | 0.725 - 0.821 | 0.918               | 0.584 |
| E        | 0.615 - 0.806 | 0.869               | 0.527 |
| MMP      | 0.501 - 0.840 | 0.892               | 0.515 |
| PK       | 0.585 – 0.798 | 0.899               | 0.529 |

The results of the external model analysis showed that all constructs in this study, namely family support, economic factors, career opportunities, and interest in applying for jobs abroad, had good reliability and validity values, with a composite reliability of  $> 0.8$  and  $AVE > 0.5$ , this shows that the indicators used in each construct are reliable and valid, and are able to represent the variables measured consistently.

### R Square

Table 3. R Square Result

|            | R Square | R Square Adjusted |
|------------|----------|-------------------|
| <b>MMP</b> | 0,701    | 0,692             |
| <b>PK</b>  | 0,548    | 0,544             |

The R Square value shows that Career Opportunities (PK) is explained by Economic Factors by 54.8%, and Interest in Applying for a Job (MMP) is explained by a combination of other variables by 70.1%. This means that the model has strong predictive capabilities, particularly in explaining the individual's interest in working abroad.

### Path Coefficient

Table 4. Path Coefficient Result

|                                      | Original Sample (O) | Sample Mean (M) | Standard Deviation (STDEV) | T Statistics ( O/STDEV ) | P Values     |
|--------------------------------------|---------------------|-----------------|----------------------------|--------------------------|--------------|
| <b>DK -&gt; MMP</b>                  | 0,139               | 0,143           | 0,068                      | 2,054                    | <b>0,040</b> |
| <b>E -&gt; MMP</b>                   | 0,319               | 0,324           | 0,084                      | 3,784                    | <b>0,000</b> |
| <b>E -&gt; PK</b>                    | 0,740               | 0,745           | 0,039                      | 18,802                   | <b>0,000</b> |
| <b>Moderating Effect 1 -&gt; MMP</b> | -0,042              | -0,041          | 0,034                      | 1,221                    | <b>0,223</b> |
| <b>PK -&gt; MMP</b>                  | 0,483               | 0,481           | 0,086                      | 5,650                    | <b>0,000</b> |



The results of the path test (path coefficients) show that economic factors have a significant direct effect on job interest and career opportunities, and career opportunities also have a significant effect on interest in applying for jobs. In contrast, family support did not show a significant moderation effect.

### Specific Indirect

Table 5. Specific Indirect Result

|                   | Original<br>Sample (O) | Sample<br>Mean (M) | Standard<br>Deviation<br>(STDEV) | T Statistics<br>( O/STDEV ) | P<br>Values  |
|-------------------|------------------------|--------------------|----------------------------------|-----------------------------|--------------|
| E -> HP -><br>MMP | 0,357                  | 0,359              | 0,072                            | 4,992                       | <b>0,000</b> |

The results of the indirect effect show that economic factors have a significant indirect influence on interest in applying for jobs through career opportunities as mediators. This confirms that perceptions of career prospects strengthen economic influence in encouraging individuals to apply for work abroad.

### Discussion

The results of this study reveal that economic factors have a significant influence on individuals' interest in applying for jobs abroad. Economic pressures such as insufficient income, inequality of employment opportunities, and unstable domestic economic conditions encourage individuals to seek more promising alternatives abroad. Career opportunities act as a mediating variable that strengthens the relationship between economic factors and interests, and this finding contributes theoretically by extending the labor migration literature, particularly in the Indonesian context, where structural economic challenges and limited domestic career prospects make career opportunities abroad a decisive driver. By highlighting the mediating role of career opportunities, this study advances previous migration frameworks by showing that it is not merely economic push factors that matter, but also the perceived pathways for professional growth and skill utilization that shape migration intentions. This enriches labor migration theory by integrating career development as a central explanatory mechanism alongside economic considerations. In contrast, family support as a moderation variable showed no significant influence, indicating that the decision to work abroad was influenced more by rational considerations related to economics and career prospects, rather than by family encouragement. This non-significance can be theoretically explained through rational choice perspectives, where economic utility and career advancement outweigh social or emotional considerations when individuals evaluate migration options. Previous studies by De Jong (2000) also suggest that while family may shape initial intentions, final migration decisions are predominantly structured by perceived economic returns and career trajectories.

This research is in line with the migration theory of Todaro (1998) (Fandani & Arini, n.d.), which states that migration decisions are driven by income differences between the region of origin and destination. These findings are also consistent with research presented by Puspitasari & Kusreni (2017), which states that many Indonesian migrant workers come from

areas with limited employment opportunities. This indicates that there are other factors that also influence a person's decision, such as family considerations, economic conditions, or job stability in the country of origin (Suryana, 2012). Thus, this study enriches our understanding of how economic factors, in this case unemployment and the inability of the domestic sector to provide adequate employment, influence an individual's decision to seek opportunities abroad.

While it provides valuable insights, this study has limitations. The data used may only represent a specific region or group of respondents, so generalization of results needs to be done carefully. In addition, variables such as family support may be influenced by cultural factors that were not fully explored in this study.

## Conclusion

This research shows that interest in working abroad arises from both first-time job seekers and experienced ones. This interest is more dominant among young people, especially those who have just graduated from high school or college. Economic factors have been shown to have a significant influence on the interest in applying for jobs abroad, with economic pressures such as insufficient income and inequality of employment opportunities being the main drivers. Career opportunities act as a mediating variable that strengthens the relationship between economic factors and interests, while family support does not have a significant moderation effect. From a theoretical perspective, these findings extend migration theories by highlighting the central role of career opportunities as a mechanism through which economic pressures translate into migration intentions, while also clarifying that family support often emphasized in social capital approaches does not consistently exert moderating power. This nuance contributes to refining existing models of labor migration by integrating both economic-rational and socio-relational dimensions. These findings suggest that employment policy needs to be focused on providing attractive career opportunities, both domestically and to prepare a workforce that is ready to compete in the global marketplace. Further research is expected to explore other social, cultural, or psychological factors that also influence an individual's decision to work abroad, as well as consider the family context and government policies in supporting or limiting labor migration.

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