

Abstract

This research focuses on exploring the motivation behind the growing trend of Indonesian productive ages seeking employment abroad, specifically focusing on understanding the Indonesian productive age's perspectives on the benefits received and encountered constraints upon seeking employment or employment both overseas and in Indonesia. This research utilises qualitative analysis that is based on in-depth interviews and literature reviews as data collection instruments. This research focuses on six dimensions, such as job requirements & seeking employment, wage differences, migrating costs, job security, migrant integration, and nepotism & meritocracy. These dimensions will be connected to two of the theories, such as international factor mobility and social mobility theory. The findings of this research identify the informants' perspectives on migrating and working in Australia, Japan, Hong Kong, and Germany as mostly positive referring to the analysis of those six dimensions. The study concludes that economic and social factors influenced their migration and integration.

Keywords: Migration, Indonesian Workforce, International Factor Mobility, Social Mobility, Job Requirements, Seeking Employment, Wage Differences, Migration Cost, Job Security, Nepotism, Meritocracy