

## **Abstract**

The study explores the factors shaping the outcome of the International Student Mobility (ISM) program. A phenomenological and case study approach was used to uncover the factors influencing individual outcomes. We analyzed 10 Indonesia International Student Mobility Awardee (IISMA) participants who had returned to Indonesia. The analysis revealed three key factors influencing the program's impact on participants: Motivation, Experience, and Host University. These factors can interact with one another and are influenced by participants' social capital. The contribution of each factor is not always equal in shaping the program's outcome. The context during the program and after returning to Indonesia affects the extent of each factor's contribution. The unequal contribution of factors is the reason for varying outcomes in individuals. Additionally, we found that the prestige associated with being an IISMA participant and the experience of studying at a renowned international university had the most significant positive impact on participants' careers. Lastly, we observed a minimal contribution from the IISMA program in nurturing each factor that influences individual outcomes.

**Keywords:** ISM Outcome, Motivation, IISMA, ISM, Antecedents