

## ANALYSIS OF INTERNATIONAL MIGRANT WORKERS (CASE STUDY OF WORKER OF MADURA ORIGIN)

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### ABSTRACT

*As international migrant workers they should equip themselves with the necessary education and skills to compete with other overseas workers. This means that international migrant workers need to improve their quality and ability to compete in jobs in the global job market. In addition it is also required a high work motivation to produce a satisfactory performance. The capabilities needed to support performance are cognitive, affective, and psychomotor abilities. These three abilities together with their work motivation are instrumental in digging and analyzing international migrant workers from the island of Madura. Based on the results of qualitative research using interview technique and observation on three informants who had worked abroad as nursing, baby sitter, and housekeeper whose data validity of interview result is measured using triangulation method shows different ability in running his job (though having the same work motivation) resulted in the resulting performance is also different. Low performance due to lack of ability in cognitive, affective, and psychomotor aspects resulted in workers who could not compete with other workers. This is evident from the lack of contract extension for low-performing workers. It is therefore recommended for prospective international migrant workers to equip themselves with sufficient capacity through trainings undertaken by Balai Latihan Kerja (BLK)/.*

**Keywords:** International migrant, ability, motivation, performance, competitive.

### INTRODUCTION

The many problems faced by labor in Indonesia such as: the low quality of labor, the unequal labor force, the unequal distribution of labor and unemployment must be seriously handled by the government, the private sector, and the public through a study, Studies, and scientific discussions that can provide input to the government in making the right policy in the field of employment. However, it is not an easy task to solve the problems of employment in Indonesia. This is because of problems from the side of its own workforce other than the outsider of labor. In terms of its own workforce the problems that arise are the low quality of education and skills possessed in addition to the bad mental attitude that most Indonesians have shown in the form of: quick surrender, low fighting power, and not future-oriented. These problems lead to low competitiveness in the world of work, especially in the global job market today. The low competitiveness of Indonesian human resources can be seen from The Human Capital Report

2016 released by World Economic Forum (WEF) which shows the competitiveness of Indonesian human resources is so low because it is in the order of 72 of 130 countries. This sequence puts Indonesia under the shadow of other ASEAN countries such as Singapore, Malaysia, Thailand, the Philippines, and even we are outranking Sri Lanka that has penetrated the top 50 ranks.

On the other side to get the solution from economic crush of worker's family and to get around unemployment because of the very small number of employment and unbalanced with number of worker in Indonesia, they work abroad as international migrant worker with low education and skill that can be categorized As uneducated and untrained workers who most of them work as casual labor (such as factory workers, construction laborers, housemaids, rubber tappers, etc.). As international migrant workers they should equip themselves with the necessary education and skills to compete with other overseas workers. This means that international migrant workers need to improve their quality and ability to compete in jobs in the global job market. One of the solutions to improve the quality of the workforce is through empowerment of workers through the Training Center organized by the government and private (Indonesian labor service delivery companies), especially the improvement of quality for people who lower high school education level because they usually only have low skills And unable to continue to higher education. Training Center is one of human resource competency development instruments that is expected to transfer knowledge, skills, and productive work attitude with various curriculum and existing programs.

Development of human resources at the Training Center through training activities is a non-formal education program. According to the Law of the Republic of Indonesia No.13 Year 2003 article 1 clause 9 job training is the whole activity to give, gain, improve, and develop work competence, productivity, discipline, attitude, and work ethic at certain skill level and skill according to level And job and job qualifications. Through job training is expected to equip, improve, and develop work competencies to improve the ability, productivity, and prosperity of prospective workers.

Madura Island is known as an island whose people like to wander both domestically and abroad. Maduranese are known to be wanderers since time immemorial because the jobs in the island of Madura are very limited due to the fact that their land structure is not good for farming, nor is there a rapidly growing industrialization that can provide jobs for Maduranese. Even though the existing suramadu bridge operated since 2009 has not had a significant impact on economic and industrial growth on the island of Madura.

Various studies ever conducted on Maduranese (De Jonge, 1989; Warsono, 1992; Suhanadji, 1998) who have been migrants show that their reasons for being migrant workers are: (1) to improve the family economy, (2) low level of education to find employment in Indonesia, (3) they do not have Expertise to work in his area, (4) easy to find employment abroad without high education certificate, (5) high salary / wage earned to become overseas migrant worker, and (6) join husband work abroad.

Based on the above background then the question of this research is: What is the ability of the competitiveness of international migrant workers coming from the island of Madura?

## **LITERATURE REVIEW**

Migration is a demographic component that influences the population dynamics in addition to fertility and mortality. According to RozyMunir (2000) migration is the migration of residents with the aim of settling from one place to another beyond political or state boundaries or administrative boundaries or inner boundaries of a country. Migration is often interpreted as a relatively permanent move from one region to another. There are two important dimensions that need to be reviewed in the migration review, which is the time dimension and the dimension of the region. For the time dimension, the exact size does not exist because it is difficult to

determine how long a person moves a residence to be considered a migrant, but usually used the definitions specified in the population census.

According Rogler, Lloyd (1994) there are two approaches in assessing the phenomenon of international migration: the theoretical approach that explains the initial process and causes of the initiation and theoretical approaches that describe the process after the migration (continuation). One example of migration theory that uses an initiation approach is neo-classical theory. This theory states that the main cause of labor migration is due to differences in wages (income) between different regions. If these wage differentials continue to be allowed then it is ensured that migration flows from low wage regions to higher paying areas will be even greater. The higher the migration it will be ensured the greater the remittance obtained by the country of origin. Analogue with this theory is the findings of research conducted by Lee (1966) and Zelinsky (1971) in the wirawan (2006). Both researchers said that the main motive that causes a person to migrate is an economic reason.

While the theory that explains the international migration of the continuation approach states that as a result of migratory flows there is a network of migrants involving interpersonal networks between the migrant population in the place of origin and destination. This migrant network provides assistance to potential migrants from the home areas in both information and financial form.

Dual labor market theory argues that international migration is only caused by pull factors from developed countries as the recipient country of migration. This theory explains that the labor market can be divided into two segments namely the main segments and additional segments. The main segment has the characteristics of capital-intensive production methods and is dominated by skilled labor, while for additional segments it is characterized as having labor-intensive and predominantly labor-less labor methods. International migration occurs when there is demand for labor in additional segments of the recipient country.

Based on a research report entitled IMD World Talent Report 2015 presented by the Institute of Management Development (IMD) by conducting surveys in 61 countries including Indonesia for talented and skilled talent ranking in 2015 aimed to assess the extent Where a country is attractive and able to retain the talented and skilled workers available in the country to participate in the economy of a country - shows that Indonesia is downgrading. In 2014 Indonesia was ranked 25th but in 2015 Indonesia's ranking fell by 16th place to rank 41. The position of Indonesia is far below the position of neighboring countries such as Singapore, Malaysia, and Thailand. This ranking is based on the calculation results with certain weights that consider the three factors of development and investment factors, factors of attractiveness of a country, and the factors of human resource readiness. Each factor is subdivided into several other details.

For the first two factors, Indonesia has the same relative rank as the previous year. However, for the third factor, the readiness of human resources is the most dominant factor contributing to the declining rank of Indonesian skilled workers in 2015. In 2014, Indonesia is still ranked 19th of 61 countries for this factor. However, in 2015, Indonesia's workforce readiness ratings fell to rank 42. The readiness factor of Indonesian workers is still less able to compete with other countries in 2015. For this factor, Indonesia only excel in the quantity (growth) of labor force where Indonesia Ranked fifth. Other indicators such as education system, managerial education, senior manager's competence, international experience, and language skills are ranked above 30. Even for financial skills, Indonesia is ranked 44th. This shows that the performance of human resources in Indonesia is still low. Given that the actual performance is also a behavior in work, and behavior is a function of the relationship between the organism and the stimuli in the form of both physical and socio-cultural environment leading to a fulfillment then the performance is formed from the combination of such relationships. That is, there are individual characteristics and characteristics of the environment that shape performance.

From an individual point of view, performance can be formulated as a result of multiplication between motivation and ability. Morf (in Ancok, D. 2007) mentions motivation and ability as competence. Motivation with regard to desire or willingness to perform work. It is the duty for the leadership to create the willingness of his subordinates. Without a willingness to work, even if an employee has the ability to work, then the expected performance will not happen. Vice versa, although an employee has a willingness to work but does not have the ability to work, the expected performance will not happen. Both become the main elements for the creation of the expected performance.

To support the importance of competence, findings from research conducted by Rahman, Hesham (2002) can be used as a reference. They found that the individual performance in a successful group was negatively related to the business dimensions (from -0.09 to -0.22), and positively correlated with the ability dimension (from 0.40 to 0.29). While the individual performance in the failed group was negatively related to the ability dimension (from -0.36 to -0.33), and positively correlated with the business dimension (from 0.32 to 0.33).

One of the breakthroughs that can be done to overcome the problem of the quality of Indonesian workers in order to improve performance and competitive is through the improvement of the role of vocational training center (BLK). BLK's contribution in improving migrant skills is in the form of providing and training the world's workforce. Through training, the demand to improve the quality of human resources in order to be able to compete to enter the local and global work market can be achieved. This is because the training can improve, and develop work competencies to improve the ability, productivity, and welfare of prospective workers.

Ontologically, the definition of training as stated by Friedman and Yarbrough (in Dessler, 2015) is as follows:

“Training is a process used by organizations to meet their goals. It is called into operation when a state of affairs is a state of affairs. The trainer's role is to facilitate trainees' movement from the status quo to the ideal”.

The definition indicates that training is a learning effort, organized by organizations (government agencies, non-government organizations, corporations, etc.) to meet the needs or to achieve organizational goals.

The background of establishing a BLK in the labor service environment is due to the classic problems that arise in employment in Indonesia that are prospective applicants / job seekers many who do not have adequate capabilities as requested by the users. The existence of encouragement and demand from the world of work (the users) so that the government can facilitate the availability of job seekers who can meet the qualifications they need is another reason for the existence of BLK. This is in line with the basic task of the UPTD BLK Dinsosnakertrans Bangkalan which has the task of performing some technical activities in the field of skills training, knowledge, and administration, and management of the Training Center which is under and responsible to the Bupati through the Head of Social Service, Manpower and Transmigration.

The tasks carried out by UPTD BLK Bangkalan above can not be separated from the UPTD functions contained in the local regulation (Bangkalan District) no. 16 year 2011, where there are various functions inherent in the BLT UPTD, among which are: Collection of materials operational implementation of service activities and dissemination of information field training; Preparation of methods, curriculum, schedule and training aids; The empowerment of training facilities; Collection of materials for the implementation of coordination and cooperation with related institutions and other institutions in the field of labor training; Collection of materials for the implementation of supervision, evaluation and reporting in the field of labor training.

Competency-based training organized by BLK Dinsosnakertrans Bangkalan District is held annually in accordance with the budget received from the central government. So far BLK Dinsosnakertrans Bangkalan District has conducted training for 7 (seven) vocational areas

where each capacity training is 16 participants per batch. In one year BLK Dinsosnakertrans Bangkalan District conducts training five times (armed forces) for each area of competence. Thus, since it was established in 2012 until the middle of 2016 BLK Dinsosnakertrans Bangkalan District has graduated 1,485 trainees.

The target of the training in the BLK is not to seek work for the graduates but instead to seek skills trained for about one month on weekdays with the duration of the training starting at 08.00 to 16.00 or the equivalence of the training being held for 240 hours per force. Training participants in BLK Dinsosnakertrans Bangkalan District is not limited only Bangkalan residents but may be from outside Bangkalan district as long as the relevant has a KTP and aged about 18 years up to 35 years.

## **RESEARCH METHODS**

The analytical unit in assessing international migrant workers is migrant workers who have worked overseas for at least 3 years. A minimum 3 year limit is intended to extract information from them about all the abilities and motivations they have and do during the work (migration process) in a country. For example: how they are able to carry out the job that is his responsibility until the employer is satisfied with the results of his work. In addition to the criteria of at least 3 years, the selection of informants also concerns the level of education, gender, and domicile in the destination countries: Saudi Arabia, Oman, and Kuwait. This is because most Madurnese prefer to work on the peninsula of Arabia or the Middle East (Arab countries) for religious reasons in which the Maduranese are known as tribes who are devout to religion (Islam) so it is appropriate that they work in an Arabic country that is identical to Islam. Determination of informants in this study was conducted by purposive sampling by taking informants of different destination countries. Taking informants from Maduranese tribe is because the Maduranese known as immigrants since a long time ago. Even according to the results of a study in 2016 as many as 50% of Maduranese migrate to work outside the island of Madura. It is interesting to find out, however, that if a migrant worker is a woman it will be seamlessly permitted by her husband or family.

In determining the amount and timing of interacting with data sources, researchers used the sampling concept recommended by Lincoln and Guba (in Sudarwati, 2014), ie maximum variation sampling to document unique variations. The researcher will stop the data collection if from the data source is no longer found new variety. With this concept, the number of data sources is not the main concern, but rather the complete acquisition of information with the diversity that exists. Data collection is done by unstructured interview technique and observation (observation). This is done to avoid the rigors of the interview. Even interviews in this study are often done spontaneously, ie not through an agreement of time and place first with the informant. In this way researchers always try to take advantage of opportunities and the most appropriate places to conduct interviews.

This study uses primary data and secondary data. Primary data obtained through the results of in-depth interviews directed directly to research samples and government agencies related research topics, namely the Office of Social-Manpower, and Transmigration. Secondary data used is real time and valid data obtained through desk review policy Bangkalan regency and references related to the research topic

The trustworthiness of the data in this study was conducted with four criteria as recommended by Lincoln and Guba. They are: credibility, transferability, dependability, and confirmability. In order to increase the degree of confidence in data acquisition, done by triangulation method. Triangulation method is the technique of checking the validity of data that utilizes something else outside the data for the purposes of checking or as a comparison of the data. Four common types of triangulation are the use of sources, methods, researchers and theories (Patton, 1987; Moleong, 1999; Sutopo, 2002: 78). In this research the validity or stabilization and the truth of

information is achieved by using two triangulation techniques namely: Source triangulation and triangulation of researchers.

The data analysis in this research is through an analytical work process consisting of three activities. The process occurs simultaneously as an interconnected before, and after data collection. The three activities are data reduction, data presentation, and conclusion drawing (Koentjaraningrat, 1986: 269). This process of analysis is carried out simultaneously with the data collection process. Three components of the above analysis, the activity is in the form of interaction with the data collection process so as to form a cycle that is done continuously. With this form the researcher keeps moving between the three components with the data collection component during the research process.

After rough data in the form of notes written from the field, interviews, photographs, library books, and other references collected then data reduction begins. Furthermore, the data is processed and summarized in accordance with the research questions, then just made a final report of writing.

### **FINDING AND DISCUSSION**

Delivery of Indonesian labor abroad mostly to meet additional market segments. That is, they work as uneducated and trained workers. As a result labor migration abroad has problems. The problems that arise, among others, are due to the lack of work skills possessed, resulting in a lack of maximum productivity of their work in various countries often resulted from the wage earned by Indonesian migrant workers under the wages received by migrant workers from other countries. This condition proves that the Indonesian government has not been maximized to empower the migrants although the Indonesian embassy has been extending the work system to better understand how the employer wants employment (ELSAM, 2002). In addition, international migrants are faced with different working environment situations in their hometown. They are required to quickly adapt to their new work environment abroad. Taking into account the above conditions, in this study the analysis of international migrant workers is directed by using the approach: the ability and motivation of migrants. The use of both approaches is consistent with Vroom theory developed by Morf which states that the factors that affect a worker's performance are ability and motivation based on re-research conducted by Rahman, Hesham (2002).

#### **Capability Approach**

Man created by Allah SWT equipped with the ability to meet the needs of his life. Various abilities possessed by humans can be grouped into cognitive, affective, and psychomotor abilities. These three abilities play a role and influence in determining a worker's performance.

#### **Cognitive Ability**

Cognitive abilities are oriented toward thinking skills that include intellectual ability, ie remembering, understanding, applying, analyzing up to the evaluating capabilities that require workers to link and incorporate some ideas, ideas, methods or procedures learned to solve problems in the job. Cognitive ability refers to the ability in the field of mastery of knowledge owned by a worker. In carrying out any work and from any profession cognitive ability is required to expedite a worker's work.

Ibu Latifa (a migrant worker from Bangkalan who works in Oman) before becoming a migrant worker has equipped himself with knowledge about the work to be handled in the destination country. This is evident from the essence of interview result as follows:

"I before going to have attended a training organized by BLK. In the training for 2 weeks I was given the material knowledge of how to run the job of caring for the elderly. So when in Oman country I'm not confused anymore with my job as a nursing nurse,

including when there is a problem in doing my work I can solve that problem based on the knowledge I get when I attend "

A similar but not the same experience was experienced by Farida's mother (a migrant worker from Sampang who works in Kuwait). Ibu Farida who previously worked as a baby sitter in Surabaya went to work in Kuwait as a baby sitter so that when she attended training before leaving for destination country she followed it only for formalities only. This is revealed from the following interview summaries:

"Since I went to Kuwait to work as a baby sitter, the work I have handled there is nothing new for me. My love for a baby who supports me works maximally to care for my employer's baby. Moreover my employer is a good man. "

Different things experienced by Saodah (migrant workers from Pamekasan working in Saudi Arabia). Saodah who went through PJTKI had problems in doing the job as a housemaid. This is revealed from the following interview summary:

"Although I have attended training held by PJTKI but when I run a job at home employers in Saudi Arabia I have problems when told to cook Arab cuisine. Frankly in Indonesia I never cook "

The various answers given by the informants above show that not all informants have cognitive abilities appropriate to those required by the work undertaken by the informant. Cognitive disadvantages in carrying out the work cause not maximal performance that causes low worker competitiveness. This is evident from that experienced by Zaroh, namely he does not renew his contract term. While Latifa's mother and Farida's mother because they have adequate cognitive skills in carrying out their work then the term of his contract is extended.

### **Affective Ability**

Affective ability refers to the domains associated with attitudes and values. Affective domains include behavioral traits such as feelings, interests, attitudes, emotions, and values. Some experts say that a person's attitude can be predicted when someone has a high degree of cognitive power. The affective ability of the worker appears in various observable behaviors ranging from being able to receive or pay attention to something, responding (meaning "active participation"), judging or appreciating, organizing or organizing, to characterizing a value.

This affective ability also plays a role in performance formation. This can be seen from the results of interviews conducted on the three informants above. In relation to this ability the results of interviews with Latifa's mother can be summarized as follows:

"As I work for caring for the elderly, my priority is my caring and compassion for her to have a passion for life. This is evident when I feed him the food that is happily responded to. Similarly, when I cleanse his body with tenderness, he seems happy. "

While the results of interviews with Farida's mother about this cognitive ability can be described as follows:

"It's impossible to take care of a baby without any love for him. Moreover, babies can not understand the words of adults. But with touch and love the baby can feel my warmth and concern for him. This is reflected from the baby's face when I am nearby. "

While Saodah has different experiences about this affective ability. Saodah has a view that can be written as follows.

"Actually I'm not interested in working abroad as a housemaid because I know the job as a maid must be very much. Starting from sweeping, mopping, cooking, washing, ironing, etc. Imagine working in an employer's house with a family member of 9 people and having only one maid".

It is not surprising then that Saodah's contract term was not extended by her employer and was forced to return to Madura because Saodah was in terms of Cognitive ability, affective inadequate as a migrant worker.

### **Psychomotor Ability**

The psychomotor domain is a domain related to skill or ability to act after a person receives a particular learning experience. Psychomotor learning results are actually a continuation of the results of cognitive learning (understand something) and the results of affective learning (newly seen in the form of behavioral trends). The psychomotor aspect is related to physical activity, such as running, painting, washing, cooking, sweeping, and so on.

The results of skills learning (psychomotor) can be measured through: (1) direct observation and behavioral assessment during the process of running the work, (2) after the training, by giving the test to learners to measure knowledge, skills and attitude, 3) some time after work finishes the job.

The three informants have different psychomotor abilities because the job objects are handled differently. Suppose Ms. Latifa does the job of caring for the elderly. At the time of the interview while he was performing the activities of undressing, washing the body, dressing, hair washing and feeding his elderly parents, it was apparent that Latifa's mother was skilled in carrying out the activity so that it could be imagined with the same work done in the State Oman then Latifa's mother could be said to have excellent psychomotor ability.

Similarly, Farida's mother when she conducted the interview while carrying out the activities of caring for the baby from her new siblings 3 months of giving birth, which is to prepare for bathing, bathing the baby, trim her hair, put on baby clothes, powder the baby, until her baby nephew 3 months It appears that he is deft (skilled) in caring for and caring for babies. Moreover, it appears that in taking care of the baby, Farida's mother did so lovingly so that the baby's face look happy to be treated by Farida's mother. Therefore, it can be dianalogkan when Farida's mother runs a job as a baby siiter in Kuwait then his psychomotor abilities the same as when he runs activities nursing his nephew who is 3 months old.

A different thing is found in the third informant, Saodah. When the observation is not directly done when he asked his parents to cook food it appears that he is in the cooking process does not memiki skills required for it. For example, when frying crackers and tempeh, the fire stove was raised and as a result fried crackers and tempeh into black bitter (burned, Javanese term). Therefore, it is only natural that his presentation in Saudi Arabia does not extend his contract term.

Based on the findings of the three informants mentioned above for the above three can be stated that the above three functions play a role and influence on the formation of a worker's performance and this is in accordance with that stated by Ulrich (Dessler, 2015) based on performance theory proposed by previous HRM experts that one of the factors Contributing to a person's performance is the ability he or she possesses in carrying out the work in hand.

### **Motivation**

Motivation that comes from word to movere has a sense of encouragement to do something to meet the needs. Everyone has a different motive for doing things, but basically doing something in order to meet an urgent need. Similarly, international migrants from Madura who are willing to sacrifice to work far across the sea, hundreds or even thousands of kilometers traveled by

leaving family, relatives, neighbors in his village no other in order to meet the needs of his life that is felt not fulfilled if for example they To migrate and work only in Indonesia.

The results of previous research as stated at the beginning of this paper indicate that their motive as an international migrant worker is one of them is in order to improve the welfare of the family, which nota bene want to get a salary / wage is greater than if working in Indonesia. This indicates that the fulfillment of physical needs, such as: clothing, food, boards (houses) are the main reasons they work abroad. This is only natural because there is no one in the world who does not want to have enough money to be able to buy food, clothes, houses, and so much better and better.

Similarly, the results of interviews and observations of the three informants of this study showed no different motives. Mrs. Latifa, for example. He is willing to part with family and relatives in his hometown just for the sake of having money to meet the needs of the family. This is summarized from the interview:

"Alhamdulillah while working 6 years in Oman country I can raise a lot of money to meet the needs of children and families. I can buy a motorcycle, build a house, send my children to school, and meet their food needs. More money from my work in Oman I tube for family purposes in the future "

Similarly, Farida's mother has a similar motivation to Latifa's mother. Mrs. Farida is willing to work in Kuwait thousands of kilometers away from Madura because in a country rich in wealth due to the sale of oil mines so that the level of prosperity of the population is higher than the population of Indonesia dare to give salary / wage to large migrant workers. This is felt as a blessing for Farida's mother revealed from the interview result which summarized as follows:

"I am very happy to work in Kuwait for a far greater salary rewards than working as a baby sitter in Indonesia. Alhamdulillah the term of my former employment contract was extended to 2 times. Actually want to be extended again the contract but due to family reasons in Madura then I was forced to go back to Madura. Hopefully next time I can still go back to work in Kuwait ".

While Saodah also have the same reason with the two informants above. He wants to work abroad because he wants to earn the great salary he needs to help the family economy. Unfortunately he worked in Saudi Arabia for only 3 years and his contract term was not renewed by his employer because his employer was disappointed with Saodah's performance in performing his job as a housekeeper.

Based on the expression of the three informants above can be stated that their motivation to work there is to meet the physical needs, namely: clothing, food, and boards. These physical needs are perceived by them as primary needs (principal) that must be fulfilled even by working away from home. Fulfill the physical needs of migrants as primary needs in accordance with motivational theory developed by A. Maslow. Maslow in his theory expressed as the hierarchical model of human needs explains that human life basically has five tiered needs (hierarchy) that start from physical needs, the need for security, social needs, reward needs, and actualization needs of. According to A. Maslow man will not move to a higher level of need before the needs at the previous level are met. Thus, if we observe the motives of migrants working abroad then they are only at the level of fulfilling the most basic needs of the hierarchy of human needs proposed by Maslow.

For the needs of security, social, and other needs for them difficult they get even though these needs they need to be met. This is because they are in a new social environment that actually requires them to quickly adapt to the social environment in the destination country. The

example of Latifa's mother at the beginning did not yet know the culture held by the people there so that he was assisted by his employer must understand how the condition or environment of the community there. While in the country of Oman, Latifa's mother seldom talks or talks with neighbors. Different cultures cause Latifa's mother to have difficulty adapting so that she rarely communicates with Oman citizens, other than her employer and family. A similar experience has also been experienced by Farida and Saodah's mothers where they find it difficult to adapt to their new environment different from their home country. In such conditions, psychological social problems are very potential to emerge. In addition, migrants belong to a group that is classified as risky to be treated unfairly.

This phenomenon encourages migrants to build social networks in the destination areas. These efforts can lead to the development of relationships with the natives of the destination area as well as fostering the fraternity of migrants into new communities. These social networks have different characteristics and strengths in their survival and welfare improvement efforts. For example, Indonesian migrant workers who work as domestic servants in the Arab country have a new social network completely different from the old network while still living in the area of origin

The existence of a social network formed by migrants proves that while in the country people need social needs to be met. This is in accordance with the nature of human beings as social creatures that require interaction and communication between people with each other.

## **CONCLUSION**

Based on the analysis of international migrant workers (case study of migrant workers from Madura island) it can be concluded that the extension of the contract period can be done if the migrant worker has a good or satisfactory performance in the eyes of the employer. While performance is a function of ability and motivation. Thus if a migrant worker wants to have a high performance then the concerned should improve his ability, both cognitive, affective, and psychomotor skills. In addition must have good skills, then the motivation of work also contributes to the formation of performance. A worker who has low work motivation then it can be ascertained the performance will be low.

The results of this study support the motivational theory proposed by Vroom, Morf, Ulrich, and A. Maslow. The essence of their theory is that the formation of performance is necessary for the improvement of competitiveness in the struggle for the labor market. Based on the results of this study also can be concluded that not all international migrant workers from the island of Madura have no competitiveness with other workers. For workers who have good cognitive, affective, and psychomotor skills as well as high motivation in work support for high performance creation. It is therefore recommended for prospective migrants who will work abroad to pay attention to both factors.

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### **Regional Regulations / Legislation**

Regional Regulation of Bangkalan Regency no. 16 in 2011

Law of the Republic of Indonesia No. 13 of 2003

Act No. 6 of 2012 on Ratification of International Convention On The Protection Of The Rights Of All Migrant Workers And Members Of Their Families