

A STUDY ON THE MOTIVATION OF INDONESIAN WORKER IN JAPAN

Yan Pradnyawati*, Iwao Kato**

*Graduate school Of Social and Cultural Studies,

**Wako University

**Email : uqixyan15@gmail.com

ABSTRACT

Background: By the decreasing productive populations in Japan and the high demand for labor in Japan, the Indonesian labors are motivated to work in Japan. Objectives: The purpose of this study is to find out the factors that motivate Indonesian labors to work in Japanese companies based on Maslow's motivation theory. Methods/Approach: This research is a qualitative descriptive study. The research methodology used in this research plan includes qualitative data. Qualitative research is to know the work motivation of Indonesian workers in Japan by using a questionnaire given to 30 Indonesian immigrant in Japan

Keywords: work motivation, Indonesia migrants workers, Maslow's motivation theory

JEL, classification: E₂₀, E₂₇, F₂₂, J₆₀, J₆₁

I. BACKGROUND

Indonesia is one of high population growth in Southeast Asia. The Indonesian market is small, so it cannot accommodate the Indonesian labors maximally and make the unemployment increases. The total population of Indonesia in August 2018 based on the projected population of 2010–2035 estimated at 265.52 million people, with the working age population amounted to 194.78 million people, increased by 1.23 million people (0.64 percent) compared to previous six months (193.54 million people) and increased by 2.70 million people (1.41 percent) compared to last year (192.08 million people). The total number of working people in August 2018 was 124.01 million people, decreased by 3.06 million people (2.41percent) compared to the condition in February 2018 (127.07 million people), and increased by 2.99 million people (2.47percent) compared to the condition in August 2017 (121.02 million people)¹.

Unemployment in Indonesia is not a new thing. This fact can be seen by the high population growth in Indonesia but the employment is measly. The weak economic system in Indonesia has caused that many labors are exported to earn more income. The expectation to rely on the local community of their origin as a support for life is very thin, so they choose to go to other places that can support their economic needs

Rapidly aging demography, Japan seems to be slowly starting to open up to the concept of

foreigners coming to Japan to work. From 2017 to 2018 there was an increase in the number of foreign workers as much as 14.2%. The number of companies that employ foreign workers also increased by 11.2% from the previous year. Nationally, China is the largest number, 389,117 (26.6% of the total number of foreign workers). Followed by Filipina 164,006 (11,2%). Indonesia 21.7%, and Nepal 18.0%, it (refers to immigrant in Japan) is higher than the previous year's growth rate (ministry of health, labor and welfare 2018). 2 The national agency for the protection and placement of Indonesian workers (BNP2TKI), indicates that in 2018 there were twenty three thousand Indonesian labors in Japan. Japan is in tenth place out of 40 destination countries for Indonesian labor²

The economic background and the amounts of job opportunities in foreign country give a motivation to prospective Indonesian labors try to look for a better job opportunities abroad. The main destination of Indonesian labor is developed countries with greater wages than the wages that received in Indonesia. One of them is Japan. By the decreasing populations in Japan and the high demand for labor in Japan caused the Indonesian labors are motivated to work in Japan.

Motivation has many definitions, but the most important ones are related to the workplace. According to Maslow, motivation is a condition that encourages a person to do an act or activity consciously. So the motivation to work is someone's

¹ BPS-Statistics Indonesia. August 2018. *Labor Force Situation Indonesia*. ISSN: 0126-647x

² Bank Indonesia. *Statistika Ekonomi dan Keuangan Indonesia*. Table V-30

encouragement in doing work on their own awareness. Maslow argues that motivation is based on five basic needs (Maslow needs hierarchy). Needs can be interpreted as a gap or conflict experienced between reality and internal encouragement. According to Maslow, if the employee's needs can be fulfilled, it will increase the motivation even if the employee's needs are not met will lead to feelings of disappointment and cause decreased motivation. So the greater motivation in doing workers will be positively proportional to productivity. Based on what has been described in the background of the study; the problems can be formulated as follows: What is the work motivation of Indonesian labors to work in Japan? How is the motivation come to work, work hard, and continue to work in Japan?

II. LITERATUR REVIEW

Webster's New Collegiate Dictionary, a motive is "something a need or desire that causes a person to act". "Motivate, in turn, means "to provide with a motive," and motivation is defined as "the act or process of motivating". Consequently, motivation is the performance or procedure of presenting an intention that origin a person to capture some accomplishment (Shanks. N. H.)³. According to Butkus & Green (1999)⁴, motivation is derived from the word "motivate", means to move, push or influence to proceed for fulfilling a want. According to Bartol and Martin (1998)⁵, motivation "energizes behavior, gives direction to behavior, and underscores the tendency to persist". Islam and Ismail (2008)⁶ suggested that motivation is an

³ Shanks. N. H. & Dore, A. (2012). *Management and motivation. In Manzoor Quratul – Ain. Impact Of employees Motivation on organizational effectiveness.* European Journal of business and Management. Vol 3, No.3 ;2222-2839

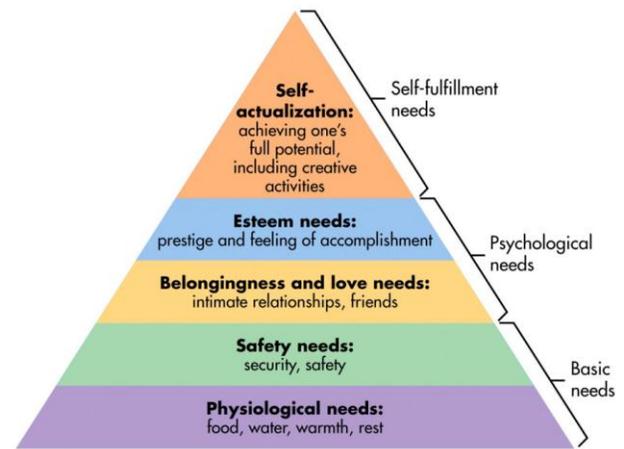
⁴Butkus, R.T., & Green, T.B. (1999). *Motivation, Beliefs And Organizational Transformation. Organozational Quorum Books.* In Elizabeth Boye Kuranchie – Mensah & Kewsi Amponsah – Tawaih. (2016). *Employee Motivation And Work Performance : A Comparative Study Of Mining Companies In Ghana.* Journal Of Industrial Engineering And Managemnt. - 9(2): 255-309 .

⁵Bartol, K.M., & Martin, D.C (1998),*Management (3rd ed.)*, New York: McGraw-Hill. In Ahmed A. AlArainin .(2013) . *Exploratory Study On Employees Motivation In The Omani Private Banking Sector.* International Journal Of Organization Theory And Behaviour, 16(2): 208-220.

⁶ Islam, R & Ismail, A.H (2008) *Employee Motivation : A Malaysian Perspective.* International

important aspect by leading function in influence on others to work toward companies' goals.

Figure 1 Maslow's need hierarchy



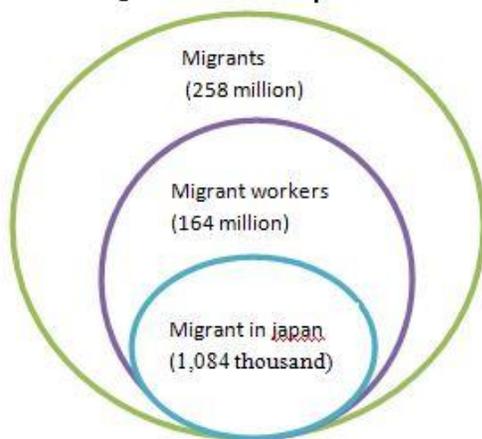
Source : Hamzali Mutiarawathi. 2011. *The Concerns and Motivations of Indonesian Nurses and Care Workers in Japan in the Frame of IJ-EPA (Indonesia-Japan Economic Partnership Agreement)*

Stated the five needs of the human hierarchy are as follows:

- a. Physiological needs. Physiological needs are needs to survival that consists of food, drink, house, and so on. The desire to fulfill this need will stimulate someone to act or work hard.
- b. Safety and security needs. Safety and security needs are need for freedom from threat, namely feel safe from the accident threat and the safety in working. This need leads to two forms: (1) The needs for safety in work place, (2) the needs for property in work place at work time.
- c. Affiliation or acceptance needs. Because of the human is a social being, certainly they have social needs that consist of four groups, namely: (1) The needs to be accepted by others (sense of belonging), (2) The needs to be respected (sense of importance), (3) The need to the progress and not failure (sense of achievement), (4) The needs participation (sense of participation)
- d. Esteem or status needs. Esteem or status needs are the need for self-respect and prestige esteem by the employee and the community.
- e. Self actualization. Self actualization is the need for self-actualization by using the abilities, skills,

and optimal potential to achieve a satisfy work achievement

Figure 2 *Number of International migrants*



Source : Number of International Migrants created from data United Nations Department Of Economics And Social Affair (UNDESA) 2018. International Migrant Stock 2017 Table Database

Overall, the estimated number of international migrants has increased over the past four-and-a-half decades. The total estimated 257 million people living in a country other than their country of birth in 2017 is almost 100 million more than in 1990 (when it was 153 million; see table 1). While the proportion of international migrants globally has increased over this period, it is evident that the vast majority of people continue to live in the country in which they were born. There were an estimated 258 million international migrants worldwide in 2017.

III. DATA

Data collection of this research were gathered from questionnaire, interview, Literature review, and data from table database united nations department of economics and social affair (UNDESA) 2018 International Migrant Stock 2017. Interview is one of observation or indirect data collection technique. The interviews were the qualitative data that shows us to gain a deeper understanding of individual participants, including their opinions, perspectives, and attitudes. Questionnaire will be given to respondents is about work motivation. The score for each answer point on the questionnaire will determined by using Likert scale.

IV. METHODOLOGY

This research is a qualitative descriptive study. The research methodology used in this research plan includes qualitative data. Qualitative research is to knowing the work motivation of Indonesian workers

to work in Japan by using a questionnaire given to 30 Indonesian Immigrant in Japan.

V. EXPECTED OUTPUT

This research to find out the motivation of Indonesian migrant labor to work in Japan was motivated by socio-economic factors. There are also positives relationship between motivation to come to Japan, motivation to work hard in Japan, and motivation to continue work in Japan

Table 1 *Profile of respondents*

	Characteristic	Total Respondents	Percentage
Gender	male	17	57%
	female	13	43%
Aged	< 25 years old	10	33%
	26-35 years old	14	46%
	36-45 years old	4	14%
	> 46 years old	2	7%
Status	married	12	40%
	single	18	60%
Education	doctoral degree	0	0%
	master degree	1	3%
	bachelor degree	21	70%
	high school	8	27%
	other	0	0%
Length of work	< 5 years	8	27%
	6-10 years	6	23%
	11-15 years	5	17%
	15-20 years	10	33%
	> 20 years	1	3%
Salary	< \150.000	1	3%
	\150.000-\200.000	5	17%
	\200.000-\300.000	12	40%
	\400.000-\500.000	10	33%
	>\500.000	2	8%
Type of work	caregiver	10	33%
	factory worker	2	7%
	agricultural	9	37%
	company employee	6	23%
	other	3	9%

Table 2 *Descriptive statistics for answers about motivation of Indonesia workers*

NO	Maslow's need herarchy	Total	Average	Percentage
	Physiological Needs	487	3,24667	81,17%
	Safety of security needs	480	3,2	80,00%
	Affiliation or acceptance needs	546	3,04667	91,00%
	Esteem or status needs	464	3,09333	77,33%
	Self actualization	473	3,15333	78,83%

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