

## Emotional Intelligence as Predictor of Work Motivation: The Mediating Role of Self-Esteem - Case of Prospective Indonesian Domestic Migrant Workers

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### Abstract

The Decree of the Minister of Manpower No. 313 of 2015 established the Indonesian National Work Competency Standards (SKKNI) for domestic workers which became the guideline for competency test material for Prospective Indonesian Domestic Migrant Workers (Ministry of Manpower, 2015). Most of those competencies are technical competencies such as Operating Cleaning Equipment, Cleaning Living Rooms and Bedrooms, or Cleaning Bathrooms and Toilet Facilities, which are easily observed by the assessor with the naked eye, so we consider it necessary to find out the mental processes behind the technical activities of Prospective Indonesian Domestic Migrant Workers such as how they identify their strengths and weaknesses, self-motivation and managing emotions that encourage work motivation. The study was non-experimental based on quantitative research and utilized a survey method to collect data. The linear regression method was used to predict the value of Intrinsic Motivation, which is the response or outcome of Emotional Intelligence being analyzed. We put that there is a relationship between emotional intelligence and work motivation which is mediated by self-efficacy as the hypothesis of this study. The data collected consisted of 210 Prospective Domestic Migrant Workers. There is a significant relationship between Emotional Intelligence and Intrinsic Motivation ( $r(208) = 1,0; p < 0,001$ ), partially mediated by Self-Efficacy, which is 28.1% has been proved by the Pearson correlation coefficient. Thus, all Job Training Institutions for Prospective Indonesian Domestic Migrant Workers must pay more attention to developing emotional intelligence for Prospective Indonesian Domestic Migrant Workers, instead of only focusing on providing technical knowledge related to work, but also psychological provision because it has been proven that technical ability has a positive correlation with emotions in predicting work motivation.

**Keywords:** Domestic Migrant Workers, Emotional Intelligence, Intrinsic Motivation, Self-Efficacy

### Abstrak

Melalui Keputusan Menteri Ketenagakerjaan Nomor 313 Tahun 2015 ditetapkan Standar Kompetensi Kerja Nasional Indonesia (SKKNI) Pekerja Domestik yang menjadi pedoman materi uji kompetensi Calon Pekerja Domestik Migran Indonesia (Kemenaker, 2015). Kompetensi tersebut sebagian besar merupakan kompetensi teknis seperti Mengoperasikan Alat Kebersihan, Membersihkan Ruang Tamu dan Kamar Tidur atau Membersihkan Sarana Kamar Mandi dan Toilet yang mudah diamati oleh asesor dengan mata telanjang, sehingga kami memandang perlu untuk mengetahui proses mental yang melatarbelakangi kegiatan teknis Calon Pekerja Migran Indonesia tersebut seperti bagaimana mengidentifikasi kelebihan dan kekurangan diri, motivasi diri dan mengelola emosi yang mendorong motivasi kerja. Penelitian ini merupakan penelitian non-eksperimental berdasarkan penelitian kuantitatif dan menggunakan metode survei untuk mengumpulkan data. Metode regresi linier digunakan untuk memprediksi nilai Motivasi Intrinsik, yaitu respon atau hasil Kecerdasan Emosional yang dianalisis. Kami memilih terdapatnya hubungan antara kecerdasan emosional dengan motivasi kerja yang dimediasi oleh efikasi diri sebagai hipotesis dari penelitian ini. Data yang dikumpulkan terdiri dari Calon Pekerja Domestik Migran sebanyak 210 orang. Adanya hubungan yang signifikan antara Kecerdasan Emosional dengan Motivasi Intrinsik ( $r(208) = 1,0; p < 0,001$ ), yang secara parsial dimediasi oleh Self-Efficacy yaitu sebesar 28,1% telah dibuktikan dengan hasil koefisien korelasi Pearson. Oleh karena itu, seluruh Lembaga Pelatihan Kerja Pekerja Domestik harus lebih memperhatikan pengembangan kecerdasan emosional Calon Pekerja Domestik Migran Indonesia, bukan hanya berfokus pada pemberian pengetahuan teknis terkait pekerjaan, tetapi juga pembekalan psikologis karena sudah terbukti bahwa kemampuan teknis berkorelasi positif dengan emosi dalam memprediksi motivasi kerja.

**Kata Kunci:** Pekerja Migran Rumah Tangga, Kecerdasan Emosional, Motivasi Intrinsik, Efikasi Diri

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## BACKGROUND

Reported based on standards set by the government that 9.57% of the population in Indonesia is the poor category population included (BPS, 2023). Economics is the basic reason why countries with high per capita income need migrant workers, which is also the economic reason why migrant workers need to work abroad. To understand the reasons for employers' use of migrant workers and the behavior, experiences, and aspirations of migrant workers, it is necessary to pay attention to the socio-economic context (MacKenzie & Forde, 2009). Migration across borders of home countries in search of resources, jobs, and higher incomes and wealth has been a centuries-long phenomenon that is well documented and discussed in socio-economic as well as historical and political analysis. (Chowdhury & Chakraborty, 2021).

A quantitative study on Indonesian female migrant workers working in Hong Kong on the mental health concluded that 18% of migrant workers showed poor mental health conditions, from the data analysis this was shown by the presence of aspects of anxiety, depression, emotional attachment, and very low life satisfaction in Indonesian female domestic migrant workers in Hong Kong. This can happen because they are far from their hometown, lonely, and socio-cultural differences (Iqbal, 2020). Previously, there had also been a qualitative study on migrant workers in the destination country of Malaysia, reporting that low-income levels in the area of origin were the main factor in people choosing to become migrant workers. The necessities of life that must be met are always a factor in people migrating to get a higher income because of the economic backwardness that occurs in rural areas due to limited employment opportunities.

Family income is a person's main motivation to migrate (Biroum Bernardianto & Sandita, 2017). The two studies each discuss emotions and motivation in Indonesian migrant workers. Feelings, or affection, which can involve physiological arousal, conscious experience, and behavioral expression are emotions, a force that moves humans to behave, think, and feel (King, 2017). Something that causes feelings to arise and the force that moves someone to behave is a mental process, something that is invisible, but exists. The processing of information about behavior is the first step taken to transform mental processes into objects of scientific study that can be approached, rather than in subjective conative terms (Shenhav et al., 2017).

The social scientific study of competency began in the early 1970s. The Indonesian Migrant Worker

Protection Agency (Badan Perlindungan Pekerja Migran Indonesia), through its official website [www.bp2mi.go.id](http://www.bp2mi.go.id), released that in 2023 Indonesia dispatched 274.965 migrant workers. Of this number, 36% are informal workers (BP2MI, 2024). Government Regulation of the Republic of Indonesia No. 59 of 2021 concerning the Implementation of Protection for Indonesian Migrant Workers to improve the quality of Prospective Indonesian Migrant Workers mandates the standardization of job training competencies and competency-based job training (Setkab, 2021) so that there will be no placement for Prospective Indonesian Migrant Workers who do not take competency-based training in Job Training and competency tests carried out by the Professional Certification Institute. The Decree of the Minister of Manpower No. 313 of 2015 established the Indonesian National Work Competency Standards (SKKNI) for domestic workers which became the guideline for competency test material for Prospective Indonesian Domestic Migrant Workers (Ministry of Manpower, 2015).

Most of those competencies are technical competencies such as Operating Cleaning Equipment, Cleaning Living Rooms and Bedrooms, or Cleaning Bathrooms and Toilet Facilities, which are easily observed by the assessor with the naked eye. The knowledge and abilities required to apply specific technical principles and information in a function or job role are usually called technical competencies that help identify and articulate job requirements and determine work instructions. It can be used in setting performance expectations, setting goals for completing work, and providing feedback to supervisors (Fahad et al., 2016) so we consider it necessary to find out the mental processes behind the technical activities of Prospective Indonesian Domestic Migrant Workers such as how they identify their strengths and weaknesses, self-motivation and managing emotions that encourage work motivation.

Emotions involve in everything we do such as actions, decisions, and judgments. Goleman (1996) explains that the ability to recognize one's feelings and the feelings of others, the ability to motivate oneself, and the ability to manage emotions well in oneself and relationships with others are abilities produced by emotional intelligence. So individuals who have emotional intelligence will use their thinking to regulate their emotions rather than prioritizing their emotions over their thoughts (Neale et al., 2009). In the work environment, emotional intelligence becomes something of value.

Employees with high levels of emotional intelligence have a greater ability to cooperate with

others, manage stress, find ways out of conflicts related to work, and maintain good workplace relationships, by learning from previous interpersonal mistakes. Self-awareness, self-control, empathy, and social skills are personality qualities possessed by someone with emotional intelligence, furthermore, physical and psychological changes that affect a person's thoughts and behavior are produced by complex feelings known as emotions (Dr. Arora, 2017), and ability to express and regulate emotions (Husain et al., 2022) and recognition, expression, understanding, management of emotions related to self-perception (Gillioz et al., 2023) and greatly influence the ability to innovate (Binsaeed et al., 2023), thus high emotional intelligence often correlates with increased motivation.

Various psychological phenomena including temperament, personality, mood, and motivation are generally related to emotions. People being engaged in an activity with a full sense of willingness, volition, and choice characterizes autonomous motivation (Deci et al., 2017). As well as Goleman's explanations about emotional intelligence, understanding one's own emotions and empathizing with others can create a sense of purpose and engagement, driving intrinsic motivation. For informal migrant workers, especially domestic workers, their motivation to leave their families and go work abroad is to fulfill their families' basic needs. Their decision to become migrant workers and their motivation for working as migrant workers are actions that involve emotions.

Economics is the main motivation for migrant workers (Biroum Bernardianto & Sandita, 2017). This is in line with the theory of human motivation (Maslow, 1970) which is still often used as a reference by many studies that humans have basic needs that must be met to survive. After the needs are satisfied, people will focus more on job performance (Dhaliwal, 2016). Sustained motivation and quality performance are behaviors driven by greater autonomy and will produce subjective well-being, positive experiences, and better psychological health. (Ryan et al., 2022). Statistically, there is a significant influence between wages on employee productivity in other words wages have a positive effect on employee productivity (Alam et al., 2020).

Better self-awareness is often demonstrated by individuals with high emotional intelligence and emotional regulation contributing to a positive self-perception. Our accumulated beliefs about ourselves, called self-concept, are a collection of our beliefs about ourselves that involve self-esteem. Not only about who we are, but we also evaluate how we value ourselves. (Fiske & Taylor, 2017). Compared to individuals with low

self-esteem who often doubt their abilities and are suspicious of their self-worth, individuals with high self-esteem tend to view themselves as capable, important, and valuable, (Yang et al., 2022). Understanding and managing emotions effectively can boost confidence and self-worth, which are key components of self-esteem. Thus, individuals with high emotional intelligence have better self-esteem than those with low emotional intelligence.

In the long term, people experience changes related to temporary increases or decreases in their feelings of self-worth as well as increases or decreases in their general level of self-esteem. (Orth, 2018). In 2020, the International Monetary Fund wrote on its official website [www.imf.org](http://www.imf.org) that because they tend to be less educated and exacerbated by the absence of formal contracts, informal workers are more likely to be poor than workers in the formal sector. (IMF, 2020). Against the background of economic limitations and low education, it is interesting to investigate further the self-esteem of migrant workers and how self-esteem moderates the correlation between emotional intelligence and motivation of prospective migrant workers. To achieve the economic and social goals of migrant workers, ways are needed to increase employee self-esteem (Whelpley & McDaniel, 2016).

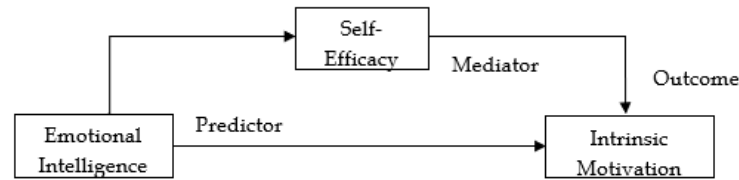
The welfare that workers feel at work is related to the quality of the worker's relationships with their colleagues (Perinelli et al., 2022). People with good self-esteem (trait, state, and boosted) have good in-group satisfaction (Federico & Sedikides, 2020). Poor performance is usually caused by anxiety about life not meeting the individual's expectations (King, 2017). Individuals tend to be confident in setting goals and work hard to achieve them if they have confidence in their abilities and perceive themselves positively. Self-esteem is positively correlated with self-efficacy, which confirms that the level of self-efficacy can influence self-esteem and self-confidence, and shows a direct relationship between self-esteem, happiness, and mental well-being (Bandura et al., 1999).

## RESEARCH METHODS

Self-Determination Theory (SDT), is closely related to the social conditions that encourage or hinder human progress and critically studies the factors, both intrinsic to individual development and within the social context, that facilitate vitality, motivation, integration, and social welfare. This study was conducted guided by SDT (Deci et al., 2017) and how it facilitates intrinsic motivation, social development, and well-being (Dunn & Zimmer, 2020) in

observing what factors drive the work motivation of Prospective Indonesian Domestic Migrant workers which involves their emotional intelligence and self-efficacy using a quantitative research model. This study hypothesizes that Self-Efficacy will mediate the

relationship between Emotional Intelligence and Intrinsic Motivation. The research model and the proposed relationship between Emotional Intelligence and Intrinsic Motivation are shown in Figure 1.



**Figure 1: The Proposed Research Model**

The study was based on quantitative correlational research, used a non-experimental design, and utilized a survey method to collect data. To predict the value of Intrinsic Motivation which is the response or result of the analyzed Emotional Intelligence, the linear regression method is used and by using a simple random sampling technique, thus, each individual in the population has the same opportunity to be selected (Gravetter & Forzano, 2016). It was conducted in a Job Training Institute, which provides training and provision for prospective migrant workers from all over Indonesia. Before the research was carried out, the researchers collaborated with the authorities in the Job Training Institute to provide information to potential participants about this research, the purpose of the research, what will be done in the research, and informed consent. Researchers use Zoho Form as a survey medium that will be given to participants.

From a target population of 250 individuals, a total of 210 responses were received and analyzed. The analysis was performed using Pearson's correlation analysis and Haye's mediation analysis.

Measurements in this study used the **Schutte Self-Report Emotional Intelligence Test (SSEIT)**, **Intrinsic Motivation Inventory (IMI)**, and **General Self-Efficacy Scale (GSE)**. SSEIT (Schutte et al., 1998) is a widely used assessment tool designed to measure an individual's level of emotional intelligence. It consists of 33 items that gauge various aspects of emotional intelligence, such as recognizing, understanding, expressing, and regulating emotions. People can take the test to gain insights into their emotional intelligence skills. IMI consists of 22 items, it is a multidimensional measurement device intended to assess a participant's subjective experience related to a target activity in laboratory experiments. The perceived choice and perceived competence concepts are theorized to be positive predictors of both self-report

and behavioral measures of intrinsic motivation, (Deci et al., 1994). Meanwhile, GSE consists of 10 items, it assesses the strength of an individual's belief in his or her ability to respond to novel or difficult situations and to deal with any associated obstacles or setbacks (Schwarzer et al., 1995).

## RESEARCH RESULTS

### Findings

This research aims to determine Emotional Intelligence and its predictions on Intrinsic Motivation mediated by Self-Efficacy in Prospective Indonesian Domestic Migrant Workers. It used SSEIT to measure Emotional Intelligence with a Cronbach's alpha of 0.903, IMI to measure Intrinsic Motivation with a Cronbach's alpha of 0.855, and GSE to measure Self-Efficacy with a Cronbach's alpha of 0.893 as shown in Tabel 1 that showed all the instruments are reliable ( $\alpha > 0.7$ ) refer to attitudes measurement scale (Hair et al., 2019).

**Table 1. Reliability Test**

	Cronbach's a	N of items
SSEIT	0.903	33
IMI	0.855	22
GSE	0.893	10

The data collected consisted of 210 Prospective Migrant Workers from Banten (17), Jakarta (1), West Java (81), Central Java (36), East Java (12), Lampung (41), and West Nusa Tenggara (2). 31% of respondents are 18-23 years old, 29% are 24-29 years old, 21% are 30-35 years old and 19% are 36-40 years old. The results of data analysis as shown in Tabel 2 showed that Emotional Intelligence ( $M = 116$ ,  $SD = 23.1$ ), Intrinsic Motivation ( $M = 86.9$ ,  $SD = 17.3$ ), and Self Efficacy ( $M = 36.3$ ,  $SD = 7.26$ ) are normally distributed.

**Table 2: Normality Test**

	Emotional Intelligence	Intrinsic Motivation	Self-Efficacy
N	210	210	210
Missing	0	0	0
Mean	116	86.9	36.3
Median	116	87.0	36.0
Standard deviation	23.1	17.3	7.26
Minimum	56	42	17
Maximum	160	120	50
Shapiro-Wilk W	0.980	0.979	0.979
Shapiro-Wilk p	0.004	0.004	0.003

Findings from this study, based on the results of the Pearson’s correlation coefficient as shown in Tabel 3, the relationship between Emotional Intelligence and Intrinsic Motivation ( $r(210) = 1,000$ ; 95%CI [1,000;1,000];  $p < .001$ ) is significant. It complemented previous studies that To be tough and have good resilience, emotional intelligence is needed as a prerequisite to produce better motivation in achieving work performance (Magnano et al., 2016).

Individuals high in trait Emotional Intelligence tend to experience positive acts (trait happiness and optimism), possess robust self-esteem, and have the ability to cope effectively with stress (Bacon & Corr, 2017). This statement is described by this study that Emotional Intelligence has a significant relationship

with Self Efficacy ( $r(210) = 0,993$ ; 95% CI [0,995; 0991];  $p < .001$ )

The Self-Efficacy that a person has will usually influence the individual in determining an action or decision to fulfill their needs. An individual's belief in their ability to exercise control over their motivation, behavior, and social environment is reflected in self-efficacy which influences all kinds of human experience, including the goals to be achieved, the amount of energy expended to achieve goals, and the possibility of achieving a certain level of behavioral performance. (Trautner & Schwinger, 2020). Hence, a significant relationship between Intrinsic Motivation and Self-Efficacy ( $r(210) = 0,993$ ; 95% CI [0,995; 0991];  $p < .001$ ) was found by this study.

**Table 3: Regression Analysis of The Correlation of Emotional Intelligence, Intrinsic Motivation and Self-Efficacy**

		Emotional Intelligence	Intrinsic Motivation	Self-Efficacy
Emotional Intelligence	Pearson’s r	—	—	—
	p-value	—	—	—
	95% CI Upper	—	—	—
	95% CI Lower	—	—	—
	N	—	—	—
Intrinsic Motivation	Pearson’s r	1.000***	—	—
	p-value	<.001	—	—
	95% CI Upper	1.000	—	—
	95% CI Lower	1.000	—	—
	N	210	—	—
Self-Efficacy	Pearson’s r	0.993***	0.993***	—
	p-value	<.001	<.001	—
	95% CI Upper	0.995	0.995	—
	95% CI Lower	0.991	0.991	—
	N	210	210	—

Note. \*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$

A mediation analysis of Hayes was conducted to examine the mediating effect of Self-Efficacy on Emotional Intelligence and Intrinsic Motivation. The total effect of the model was found to be significant,  $b = 1.099$ ,  $SE = 0.0699$ ,  $z = 15.71$ ,  $95\% CI [0.962, 1.236]$ ,  $p < .001$ . It was found that there was a statistically significant direct effect,  $b = 0.790$ ,  $SE =$

$0.0987$ ,  $z = 8.01$ ,  $95\% CI [0.597, 0.984]$ ,  $p < .001$ . A statistically significant indirect effect was also found,  $b = 0.308$ ,  $SE = 0.0750$ ,  $z = 4.11$ ,  $95\% CI [0.161, 0.455]$ ,  $p < .001$ . These results indicate that the relationship between Emotional Intelligence and Intrinsic Motivation is partially mediated by Self-Efficacy, which is 28.1% as shown in Table 4.

**Table 4: Regression Analysis of Mediation of Self-Efficacy Between Emotional Intelligence and Intrinsic Motivation**

Effect	Estimate	SE	95% Confidence Interval		z	p	% Mediation
			Lower	Upper			
Indirect	0.308	0.0750	0.161	0.455	4.11	< .001	28.1
Direct	0.790	0.0987	0.597	0.984	8.01	< .001	71.9
Total	1.099	0.0699	0.962	1.236	15.71	< .001	100.0

## DISCUSSION

As a developing macro theory with human motivation and personality approach, the scope of the Self-Determination Theory (SDT) approach is research into the growth tendencies inherent in humans and the innate psychological needs that are the basis for self-motivation and the integration of their personality as well as conditions that encourage these positive processes (Deci et al., 2017). People being engaged in an activity with a full sense of willingness, volition, and choice characterizes autonomous motivation. Often, intrinsic motivation is regulated by autonomous activities. Individuals are likely to become more autonomously motivated when they understand the worth and purpose of their jobs, feel ownership and autonomy in carrying them out, and receive clear feedback and support, thus they reliably perform better, learn better, and be better adjusted (Dunn & Zimmer, 2020). Focuses on human motivation, innate individual psychological needs proposed by SDT are autonomy, competence, and relatedness. SDT doesn't explicitly define Emotional Intelligence, it recognizes the role of Intrinsic Motivation. But in the context of SDT, Emotional Intelligence can be seen as a facilitator of Intrinsic Motivation. Fulfilling the need for autonomy and competence is the output of the ability to understand and manage emotions, both in oneself and in others.

To navigate emotions, make informed choices, and engage in activities that align with their values and interests are better equipped by individuals with Emotional Intelligence. Intrinsic Motivation, according to SDT, stems from satisfying innate psychological needs. Emotional intelligence supports this by fostering a sense of autonomy in understanding and regulating one's emotions, competence

in handling social interactions, and relatedness in connecting with others on an emotional level. In essence, Emotional Intelligence plays a crucial role in supporting the psychological needs that drive Intrinsic Motivation within the framework of SDT. Recognizing and understanding emotions, both in oneself and others involved by Emotional Intelligence. Intrinsic Motivation, on the other hand, comes from internal factors such as personal satisfaction and enjoyment. Emotional Intelligence contributes to Intrinsic Motivation by helping individuals navigate and manage their own emotions, fostering a positive mindset, and developing a sense of purpose and fulfillment in their pursuits. This self-awareness and regulation can enhance the internal drive that underlies Intrinsic Motivation

Hierarchy of Needs (Maslow, 1970) categorizes human needs into a pyramid with five levels, often depicted as a hierarchy. Maslow proposed that individuals typically progress through these stages, with the lower needs needing fulfillment before higher-level needs become motivating factors. On the other hand, One of the goals of organizational behavior researchers who often explore what motivates people to work is to understand individual work behavior and its results. (Mathieu et al., 2017). Motivation influences work behavior which will determine the outcomes. Migrant workers can be situated within Maslow's Hierarchy of Needs based on their unique circumstances. Basic necessities like food to survive are the first grade of needs to be fulfilled. Migrant workers often face challenges in meeting basic physiological needs such as access to food in their homeland. The second grade of needs is employment, to get health, and to have a decent place to live. For each grade, people fulfill all of those not only for themselves but also for their families and loved ones. Thus, love and belongingness are the third

grade of needs, the social needs including friendship and family. Migrant workers may experience a sense of isolation due to being away from their home and family. Establishing connections within the community or forming relationships with fellow workers becomes important for their emotional well-being. Meanwhile, one of the relevant abilities according to Emotional Intelligence is related to the emotional self-management the ability to carry out accurate reasoning about emotions and the ability to use emotions and emotional knowledge to improve thinking (Mayer et al., 2008). Emotional self-management itself is intertwined with various levels of Maslow's Hierarchy of Needs, influencing both basic survival needs and higher-level aspirations for personal growth and fulfillment.

The psychological constructs that relate to an individual's perception of themselves, but they differ in their focus and impact are Self-Efficacy and Self-Esteem. While both Self-Efficacy and Self-Esteem contribute to a person's psychological well-being, they focus on different aspects. Self-efficacy is a specific task and it is related to a person's self-confidence in carrying out certain activities, how much effort an individual makes in carrying out an activity or trying to achieve a certain goal depends on how confident they are in being able to do that thing (Fiske & Taylor, 2017), while Self-Esteem is a more global evaluation of one's worth. In this study, researchers used Self-Efficacy as a parameter because this is to the characteristics of migrant workers, according to The Indonesian Migrant Worker Protection Agency data, 36% of Indonesian migrant workers are informal workers (BP2MI, 2024), and are the target of this research. While SDT emphasizes the importance of autonomy and competence for Intrinsic Motivation, Self-Efficacy can be seen as contributing to the competence aspect. When individuals believe in their ability to perform tasks successfully, they are more likely to experience a sense of competence, which aligns with one of the basic psychological needs in SDT. Self-efficacy and SDT are related in the sense that both contribute to understanding motivation and behavior. Self-efficacy, with its focus on perceived capabilities, aligns with the competence needed in SDT. Together, they provide insights into the factors influencing human motivation and the pursuit of goals.

### Limitation

However, the limitation of this study is that the sample data was collected only at one job training institution, so it cannot be compared with other training institutions, related to training methods and the completeness of the learning facilities availability to train the skills of Prospective Indonesian Domestic Migrant Workers. In the future, this study can be further developed and it can be used as a reference for determining government policy regarding the standardization of training materials, methods, and facilities for implementing job training at job training institutions for Prospective Domestic Migrant Workers throughout Indonesia.

### CONCLUSION

The significant influence of Emotional Intelligence as a manifestation of emotional maturity in predicting individual work motivation is partially mediated by Self-Efficacy found by this study. Through the learning process, The form of Self-Efficacy occurs due to the adaptation and learning processes that exist in work situations (Jamil, 2018). Employer control which lies in the study of employment law in the labor market and migration is further strengthened by the existence of skills regulations in the selection of migrant workers (Boucher, Anna & Wright, 2023), thus Republic of Indonesia Government Regulation Number 59 of 2021 concerning the Implementation of Protection for Indonesian Migrant Workers in an effort to improve the quality of Prospective Indonesian Migrant Workers which mandates standardization of job training competencies and competency-based job training (Setkab, 2021) has been fulfilled by the Job Training Institution for prospective Indonesian domestic migrant workers refers to the standard competencies required for domestic migrant workers including official language training used in the destination country with a training duration of 2 months, it can be concluded that training has an effect significant impact on the performance of Indonesian Migrant Workers abroad (Jaya et al., 2022) but it also significant correlated with emotion to perceive work motivation. Thus, all Job Training Institutions for Prospective Indonesian Domestic Migrant Workers must pay more attention to developing emotional intelligence for Prospective Indonesian Migrant Workers, instead of only focusing on providing technical knowledge related to work, but also psychological provision.

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