

## Revisiting the Life Satisfaction of Indonesian Migrant Worker: A Case Study of Taiwan

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### Abstract

The number of Indonesian workers in Taiwan stirs up the question of whether these individuals are satisfied with their current jobs and the quality of life they have in Taiwan?. This article aimed to study to examine the relationship between facets of job satisfaction and life satisfaction of Indonesian migrant workers in Taiwan. With ample scholarly investigations of the relationship between job satisfaction and life satisfaction, notably among migrant workers, a specific examination of Indonesian migrant workers in Taiwan is still lacking. Compared to other foreign working destinations like UAE, Saudi Arabia, or South Korea, and despite the fact that the facet of job satisfaction is still the sole measurement, Taiwan is believed to represent different values, politics, regulations, and cultural imposes over the Indonesian migrant worker that strongly influences their life satisfaction. Hence, the study is inevitably imperative. The study employed a quantitative method whereby sequenced analysis on reliability factor analysis, Cronbach's Alpha, and regression analysis run by Programs of 301 questionnaires. The research results were found as follows;

The logic of the finding is due to the fact that the main reason Indonesian migrant workers come to Taiwan to work is based on their necessity to maintain their family's economy. That is why, the migrant workers prioritize the amount of pay they are getting as one of the most important factors, which turns out, directly affected their life satisfaction. The other reason that will affect Indonesian migrant workers' life satisfaction is promotion. The reason behind this hypothesis

approval is the workforce fact in Taiwan that tends to promote the workers with higher education degrees, and mostly local Taiwanese rather than Indonesian migrant workers.

**Keywords:** Indonesian Migrant Workers; Taiwan Labor Market; Job Satisfaction, Life Satisfaction

## Introduction

The Indonesia labor migration has been on the record for years from around the 1960s and the skyrocket numbers have grown post the Asian financial crisis in 1997 until the present time. The migration of Indonesia labor migrants who are commonly known as Tenaga Kerja Indonesia (TKI) are geared mostly by the reasons of poverty, lack of employment opportunities, and wage gap between Indonesia and the countries of destinations. The overseas labor migrations predominantly attracted individuals who are employed in the non-formal sectors. And owing to the fact that these job seekers are unskilled and despite there the enactment of legal protections for domestic migrant workers, Indonesian migrant workers are so vulnerable to severe abuse both physical and psychological, exploitation, violence of their rights, intimidation, as well as harassments, especially occurred towards the women workers (International Organization for Migration [IOM], 2010).

The case studies of Indonesia's women migrant domestic worker in UAE has informed the regulators in both countries to act upon the protection of the migrant workers. Roughly 370.000 Indonesian women leave the country to work in 2011. The numbers may be much higher with the fact that not all the migrations are legally recorded. The illegal cases of Indonesian women's migration to foreign countries are becoming a complex jurisdiction issue Indonesian's government is dealing with. The barriers in enforcing the policy protections rights of Indonesia women workers (e.g. being asked to work for excessive hours, violence, unremunerated overtimes, unfair contract, debt entrapment to sexual harassments and severe abuses) are still hanging as a problematic task to address because most of the cases of Indonesian women workers' violations cannot be depended due complex Indonesia's jurisdiction outreaches and workers' legal status. The National Authority for the Placement and Protection of Indonesian Overseas Workers or as known as National Authority for the Placement and Protection of Indonesian Overseas Workers: BNP2TKI (2017) recorded the migrant workers' cases of 9.764 from the first it established in 2011. From the total cases, the highest claims come from the UAE at 5.524 cases and most of the cases are women's workers which made up 90% from the overall Indonesian workers in the UAE. According

to BNP2TKI, the claims are reported from the workers' families in Indonesia and the issues are ranging from sexual harassment, the salary not being paid, physical abuses, and the contract violations, to death sentences (BNP2TKI, 2017).

**Indonesian Migrant Worker in Taiwan** Since 1992, the Taiwanese government has enabled the involvement of foreign workers in the elderly care industry upon the issuance of the Employment Service Act 7 by the Legislative Yuan (Lan, 2006; Loveband, 2004). However, the decision to execute the mass import of migrant workers was a cautionary step by the government and was carried out by strict supervision to control the influx of foreign workers, notably in international border areas (Lan, 2006). The authorities intended to also protect its own national workforce in the country, especially after the devastating occurrence of the 1997–98 Asian Crisis (Loveband, 2004). This policy, as Loveband (2004) extends, signifies the condition that only foreign workers from specific countries are allowed to enter Taiwan for work purposes, mainly from the ASEAN community which includes nations like Thailand, the Philippines, Vietnam, Malaysia and Indonesian. Unfortunately, Malaysia has stopped sending its labor resources to Taiwan due to the shortage of domestic workers. Additionally, the wage rate in the country was almost equal to the rate in Taiwan (Lan, 2006; Setyaningsih, 2016).

The increase of Indonesian migrant workers compared to other foreign workers in the social welfare sector highlight that the preference of Taiwanese has towards migrant workers. Among the foreign worker community in Taiwan, migrant workers are most favored in matters of caring for parents. Thus, Indonesian foreign workers have a comparative advantage compared to other migrant workers, which should enable the government to increase their bargaining power. Coupled with the intense promotion by agents through stereotyping based on citizenship, Indonesian migrant workers have an exceptional branding image in the perspective of the people and government of Taiwan.

Indonesian foreign workers are more favored, despite the availability of other migrant employees including Filipinos, Thais and Vietnamese who also work in the social welfare sector in the country (Yuniarto, 2015). This signifies the stereotype that is embedded in the minds of Taiwanese employers, notably that female migrant workers are more suited to work as nurses for the elderly. Some migrant workers also include people who have high level of patience and loyalty, with a non-demanding nature even though they are vulnerable to double exploitation (Loveband, 2004; Gusman, 2012). In addition, Indonesian migrant workers are viewed as being

more diligent, friendly, and loyal, despite being less skilled as nurses (Setyaningsih 2016,; Lan 2006).

Evidently, Indonesian migrant workers have secured dominance placement within the caretaker industry because of the extensive product positioning and great promotion carried out by agents as the brokers between labor, employer, and the migrant workforce itself (Loveband, 2004; Setyaningsih, 2016). Needless to say, not all families can have the privilege to recruit domestic workers to ease their workload in the household, with an addition of several conditions that must be met by a family to recruit these foreign helpers, families who have the intention to recruit migrant workers, must meet specific criteria. For instance, families with 2 or more young children, elderly family members aged 75 years and over, family members who suffer from paralysis, whether they live at home or in nursing homes, or elderly patients suffering from diseases which is included in the 32 types of diseases categorized by the government.

**Statement of Problem** Despite more regulated law, and streamlined policy, most Indonesian migrant workers face difficulties at work, including language barriers, personal relationship issues between the employer–employee, and the existence of being home sick. Despite these challenges, in order to paying their brokers monthly fees and earn more income to send back home to their families, many workers decide to work overtime with little to no holidays (Lan, 2006). It is important to examine satisfaction of foreign workers in terms of their jobs because most individuals spend a lot of their time at their place of employment (Liou et al., 2012).

Generally, the number of Indonesian workers in Taiwan is increasing continuously which stirs up the question whether these individuals are satisfied with their current jobs and quality of life they have in Taiwan? Hence, the purpose of the research is to investigate the relationship between job satisfaction and life satisfaction within the diaspora of Indonesian migrant worker in Taiwan. Consequently, to strive in providing a better understanding of the quality of Indonesian workers' job and life as compared to previous similar studies in different work–destination countries.

## **Research Objectives**

1. To study the relationship between 9 facets of job satisfaction toward life satisfaction

## **Hypotheses**

Corresponding to Noe et al. (2010) and Spector (1985) on nine facets of job satisfaction and the relationship between job satisfaction and life satisfaction (Frisch, et al., 2005; Diener,

et al., 1985; Diener, 2009; Bassett, 1994; Blau, 1994; Organ, 1998; Fox, Dwyer & Ganster, 1993; Morrison, 1994) the hypotheses are proposed as follow:

H1: There is a correlation between pay and life satisfaction of Indonesian workers in Taiwan

H2: There is a correlation between promotion and life satisfaction of Indonesian workers in Taiwan.

H3: There is a correlation between fringe benefits and life satisfaction of Indonesian workers in Taiwan.

H4: There is a correlation between contingent rewards and life satisfaction of Indonesian workers in Taiwan.

H5: There is a correlation between supervision and life satisfaction of Indonesian workers in Taiwan.

H6: There is a correlation between operating procedure and life satisfaction of Indonesian workers in Taiwan.

H7: There is a correlation between co-workers and life satisfaction of Indonesian workers in Taiwan.

## Literature Review

According to Mangkunegara (2010), job satisfaction is defined as the existence of support for the employees related to their work responsibilities and the condition of their workplace. On the other hand, Greenberg & Baron (2003) defined job satisfaction as a person's positive or negative attitude towards their work. Handoko (2004) explains job satisfaction as a pleasant or unpleasant emotional state at which employees view their work. Wibowo (2016), Judge (2009) and Robbins & Judge (2009) describe the phrase as thoughts, feelings, and inclinations of one's actions which constitute a person's attitude towards work as a result of their perception towards their work.

In terms of emotional definition, job satisfaction can be represented as the emotional response to various aspects of one's work (Frisch et al., 2005). Additionally, Robbins (2003) and Martoyo (2010) explains that job satisfaction is the emotional state of employees with the presence of the meeting point between the value of employee retribution from an enterprise or organization with a level of remuneration that is desired by the employee. For instance, the concept of repaying an employee financial term or non-financial. Anoraga & Pakarti (2006) emphasizes that job satisfaction is the satisfaction of the employee towards the job itself, work

conditions, as well as the relationships between superiors, subordinates and among the employees themselves.

Luthans & Avolio (2003) clarified that satisfaction arises from evaluation to an experience, or a psychological statement due to an expectation associated with what they receive. Wexley & Yukl (1977) emphasized job satisfaction as a generalization of attitudes towards one's work that is based on various aspects of the work. Wexley & Yukl (1977), and O'Donnell (1999) explored six theories for job satisfaction which are the incompatibility theory, justice theory, the two-factor theory, equity theory, the requirement theory of needs, and the theory of views of social groups.

### **Nine Facets of Job Satisfaction**

Job satisfaction can be further elaborated based on the nine facets of job satisfaction by Noe et al. (2010), and Spector (1985), which include pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, co-workers, nature of work, and communication.

As mentioned by Noe et al. (2010), and Spector (1985), pay that is considered as a significant tool in furthering the goals within a company can be separated into two main characteristics: pay level and job structure. Pay level is described as wages, salaries and bonuses while job structure is presented as the relative pay of jobs within an organization. Furthermore, promotion is defined as the progress or advancements executed in the sake of pursuing a higher position with increased challenges, level of authority, and responsibility (Noe et al., 2010).

Sequentially, the aspect of supervision, as mentioned by Noe et al. (2010), is defined as the supervisor which are the individuals working in an organization besides the regular employees, can also affect job satisfaction. These leaders possess the same values, attitudes, and philosophies that can increase the satisfaction within their subordinates despite the tendencies of these values to become homogenous over time – hence retention theory of employment in the human resources management is exercised (Noe et al., 2010). The employees have a higher rate of satisfaction when they are supported by their supervisors to achieve their individual goals. The relationship between work satisfaction and manager-employee relation has normally bridged by the scheme of rewards. It can be in the form of policies, procedures and standards over the set of performance the employees can achieve within a certain period of time.

The following facet is fringe benefits. Another study done by Mondy (2010) explained – the term is presented as both financial and non-financial compensations. Financial compensations consist of direct compensation including bonuses, and indirect compensation which includes

retirement plans. On the other hand, non-financial compensations consist of the autonomy of the job, the environment and flexibility within the workplace. Moreover, Judge (2009), and Robin (2003) agreed that contingent rewards are referred as promises and exchanges of rewards and recognition for good work in terms of the workers. This execution of reward is also known as performance-based rewards.

The next facet that affects job satisfaction is the existing co-workers in the individuals' workplace. Noe et al. (2010) categorized the term as people who work in the same organization excluding supervisors. Similar to the facet of supervisors, when one is surrounded by co-workers who share the same values, attitudes, and philosophies as them can drastically improve job satisfaction. Employees tend to be satisfied with their jobs when they are provided with the support of their co-workers to achieve their own personal goals (Noe et al., 2005).

Lastly according to Noe et al. (2010), and Spector (1985), communications would play an integral role in shaping the quantified information of job satisfaction of an individual. This is to understand that communication is referred to as the act of informing the current employees and job applicants of their returns on their benefit investments (Noe et al. 2010), and hence having the sense of security at the very outset, would lead into clear understanding of an employee over his or her job – leading to continuous trust, sense of accountability and job satisfaction.

### **Life Satisfaction**

It is possible that life satisfaction can reflect experiences that have influenced people in a positive manner and possess the ability to motivate people to pursue and reach their goals (Frisch et al., 2005). Life satisfaction is a cognitive component in subjective wellbeing (Diener, 2009). According to Diener & Lucas (2000), subjective wellbeing refers to individual subjective beliefs or feelings that life is going well. Diener et al. (1985) identify positive effects and negative effects as an affective component of subjective wellbeing and life satisfaction as a cognitive component. Effective components refer to the individual's direct evaluation of events that occur in one's life, including feelings that are materialized as a result of either pleasant or unpleasant experiences in an individual's life while the cognitive component refers to cognitive evaluation of an individual's life as a whole and over important area of an individual's life (Diener & Lucas, 2000).

There are two emotions that can affect how people see their lives. Hope and optimism both consist of cognitive processes that are oriented towards the goals and perceptions of those goals. The second hope and optimism consists of cognitive processes that are usually oriented towards achieving the goals and perceptions of those goals. Overall life satisfaction comes from

within an individual based on their personal values and what he holds important. For some families, for others it is love, and for others it is money or other material goods, good ways, it varies from one person to another. Satisfaction is also related to fulfilling life needs. Employees who feel fulfilled their needs will perceive themselves as employees who have satisfaction with their work. On the contrary, dissatisfaction appears if one or part of its needs cannot be fulfilled.

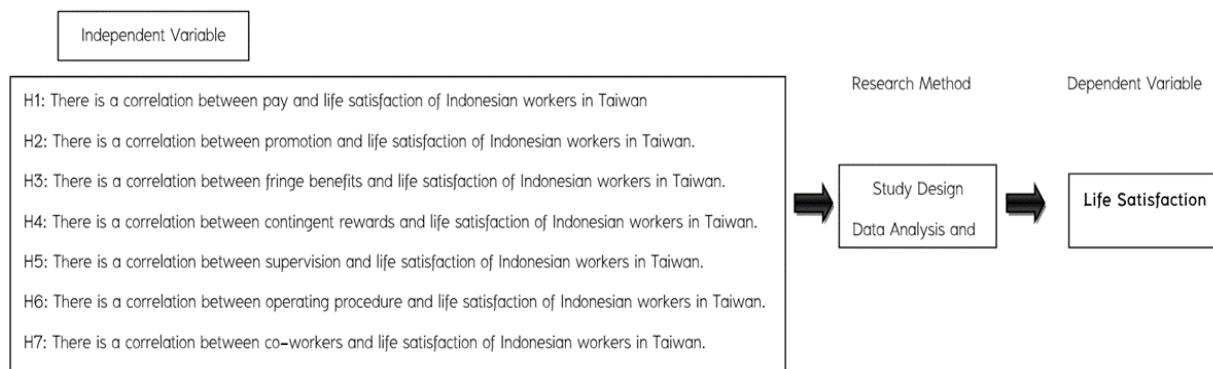
### **The Relationship of Job Satisfaction and Life Satisfaction**

As specified by Basset (1994), job satisfaction is strongly influenced by life satisfaction, where employees with a higher position feel more satisfied because they have greater autonomy, work variety and the liberty to conduct assessments, whereas lower level employees are more likely to experience dissatisfaction and boredom due to less challenging work and smaller-sized responsibilities. This situation can happen to employees at lower levels who are highly educated, in the case at which their jobs does not resonate with their expertise. Both Blau (1994), and Organ (1998) acknowledged the statement and confirmed that job satisfaction does affect life satisfaction. On the other hand, Fox, Dwyer & Ganster (1993) stated that the factors that affect job satisfaction and life satisfaction include the conditions of employees, universal financial incentives, harmony in terms of work conditions including interdependence between managers and employees while financial incentives for employee life satisfaction are with the existence of salaries, wages, bonus accepted by employees. It can be said that with the fact that job satisfaction affects life satisfaction of employees is preferable, because this can result in the increase of work performance within the company, which in return strengthens the institution or company as a whole. Allen & Meyer (1990) suggested that employees have the intention to contribute to their company, with the existence of a balance in life satisfaction and job satisfaction. These employees will continue to work well with the motivation of being awarded in the form of extrinsic rewards such as promotions, or an increase in salary increases or work position. Furthermore, Morrison (1994) explained that employee job satisfaction is divided into several categories, namely the influence of job satisfaction on employee performance, the influence of job satisfaction on the company, and employee job satisfaction with the rules given by the company.

### **Conceptual Framework**

This research is a research study. Survey research. The researcher defines the research conceptual framework based on the concept 7 Hypostases. As show in Figure 1 Corresponding to Noe et al. (2010), and Spector (1985) on nine facets of job satisfaction and the relationship

between job satisfaction and life satisfaction (Frisch et al., 2005; Diener et al., 1985; Diener, 2009; Basett, 1994; Blau, 1994; Organ, 1998; Fox, Dwyer & Ganster, 1993; Morrison, 1994), of together with independent Variable and Dependent Variable. The details are as follows.



**Fig.1** Conceptual Framework

## Research Methodology

### Study Design

Survey questionnaire was sent to Indonesian migrant workers in Kaohsiung, Taiwan. The questionnaire was translated from English into Indonesia. In order to get high validity and reliability, a total of 400 questionnaires were sent and 301 were received. This study includes two kinds of variables: independent variable and dependent variables. Where independent variable is nine-facet of job satisfaction and dependent variable is life satisfaction. The variables for this study are shown in Table 1:

**Table 1** Independent Variable and Dependent Variable

Variable		Likert scale type
Independent Variable	Nine-Facets of Job Satisfaction	Six –points Likert scale: From ‘strongly disagree’ (1) to ‘strongly agree’ (6)
Dependent Variable	Life Satisfaction	Seven –points Likert scale: From ‘strongly disagree’ (1) to ‘strongly agree’ (6)

Researchers used the thirty-six items Job Satisfaction Survey (JSS) to measure job satisfaction. These thirty-six items were developed by Spector (1985) to measure the several aspects of job satisfaction such as pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, co-workers, nature of work and communication, all of which were included

in the present survey. The response format of the JSS is a six-point Likert scale, ranging from ‘disagree very much’ (1) to ‘agree very much’ (6).

Researchers preferring the 6-point scale cited the following reasons:

They prefer to have an even number of ratings in the scale to have respondents commit to either the positive or negative end of the scale. These researchers disagree with giving the respondent a neutral or ambivalent answer choice. They also argue that neutral answers are rare anyways because in the majority of the cases, only those who had a positive or negative experience/opinion will want to participate in a research study. Then, in order to investigate the life satisfaction of Indonesian workers in Taiwan, researcher used the questionnaires, six-point Likert scale that summated rating scale format with 6 choices per item ranging from strongly disagree (1) to strongly agree (6).

### **Data Analysis and Reliability**

The questionnaire was analyzed by SPSS software. Meanwhile, factor analysis was conducted to develop the construct that helps analyze the questionnaire responses and to evaluate factor that influence job satisfaction and life satisfaction. Factor analysis also employed to generate hypotheses regarding causal mechanism or to screen variables for subsequent analysis. Sequentially, internal consistency analysis (Cronbach's alpha –  $\alpha$ ) used to confirm the reliability of each research factors. In other word, reliability is measured in terms of the ratio of true score variance to observed score variance. It can test the internal consistency of each factor. If alpha is greater than 0.7, it means that is has high reliability According to Nunnally & Benstein (1994), the scale research should be a preliminary assessment by Cronbach's alpha coefficient. Cronbach's alpha coefficient of variation value in the rage [0-1]. Cronbach's alpha coefficient as high as possible, however, if the Cronbach's alpha coefficient is too large (.0.95) showed more variation in scale no different than other. Scale of reliability Cronbach's alpha well as variability in the range of 0.70 to 0.80. If Cronbach's alpha is  $> = 0.60$  is acceptable scale in term of reliability. The variables used Cronbach's alpha measure correlation coefficient of total variable  $> = 0.30$  is satisfactory. If variable has a correlation coefficient of total variation  $<0.30$ , the variable measuring unsatisfactory. And if alpha is smaller than 0.3, then it implies that there is low reliability. However, for exploratory factor analysis alpha can be reduced to 0.6 (Zikmund et al., 2012). After the data is ensured for validity and reliability, the last method to evaluate and test the hypothesis is regression analysis method. Regression analysis is a statistical method commonly used to

analyze the correction between two factors. In this study, this method will have used to explore the relationship among variables are: Facets of Job Satisfaction and Life Satisfaction.

The results showed that all facets of nine-facet of job satisfaction and life satisfaction have Cronbach's alpha value greater than 0.7. There are 11 factors have alpha greater than 0.7 including Pay, Promotion, Supervision, Fringe Benefits, Contingent Rewards, Operating Procedures, Co-workers, Nature of work, Communication, and Life Satisfaction. The result shows a good Conbrach's Alpha from 0.803 to 0.968.

In order to verify the erection proposed in this study, this study used Pearson correlation coefficient verification to analyse the relevant factors. Table 3 shows the degree of relation between the various variables of job satisfaction and life satisfaction, and there is a significant positive correlation between each variable. that all the attributes have a strong correlation with each other. All shown that it is closer to 1 than to 0. And all the sig. (2-tailed) is less than 0.0.

## Results

Objective 1. The results showed that. the measured attributes of the respondents are shown in table 2: There are 8 items including age, gender, relationship, current job in Taiwan, working length in Taiwan, working hours, do they have friends or relatives in Taiwan, and ever changing job. The output indicates that all of respondents are Indonesian migrant workers who works in Taiwan with 54.2% or 163 of 301 respondents are female. The average age of respondents are 30–40 years old 46.8% or 141 of 301 respondents. The most of the respondents of relationship is married with 72.8% or 219 of 301 respondents. The most current job in Taiwan is Caregiver with 56.2% or 169 of 301 respondents. The most of working length in Taiwan is more than three years with 68.4% or 206 of 301 respondents. The most respondents of working hours is more than 40 hours/week with 79.4% or 293 of 301. The most friend and relatives is ye with 771% or 232 of 301 respondents, and the most ever-changing job is yes with 69.1% or 208 of 301 respondents.

**Table 2** Result of Regression Analysis

Model	Coefficients				
	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	.324	.201		1.14	.108
Pay	.367	.087	.351	4.201	.000*
Promotion	.252	.069	.237	3.681	.000*
Supervision	-.056	.074	.053	-.749	.454
Fringe Benefits	-.114	.101	-.108	-1.127	.261
Contingent Rewards	.053	.090	.050	.588	.557
Operating Procedures	-.106	.080	-.101	-1.333	.183
Co-workers	.016	.112	.015	.143	.886
Nature of work	.135	.078	.133	1.724	.086
Communication	.360	.094	.342	3.817	.000*

From the table 2, regression analysis result, the study concludes that from H1 to H7, only H1 ('Pay' factor), H2 ('Promotion' factor) and ('Communication' factor) are established.

## Discussions

The logic of the finding due to the fact that the main reason Indonesian migrant workers come to Taiwan to work is based on their necessity to maintain their family's economy. That is why, the migrant workers prioritize the amount of pay they are getting as one of the most important factors, which turns out, directly affected their life satisfaction. The other reason that will affect Indonesian migrant worker's life satisfaction is promotion. The reason behind this hypothesis approval is the workforce fact in Taiwan that tends to promote the workers with higher education degree, and mostly local Taiwanese rather than Indonesian migrant worker. Of this sense, when the promotion occurs to one of Indonesian migrant workers, high appreciation toward their achievements correspond strongly to their life satisfaction. Lastly in the study finding of hypothesis approval, is communication. This factor has led significantly towards life satisfaction owing to the fact that the ability to master Mandarin language can open much bigger opportunities of Indonesian migrant workers to better job offer, better professional networking and after all, better life satisfaction.

**Table 3** The Result of Hypothesis

Hypothesis	Result
H1: There is correlation between pay and life satisfaction workers in Taiwan	<b>Supported</b>
H2: There is correlation between promotion and life satisfaction of Indonesian workers in Taiwan.	<b>Supported</b>
H3: There is correlation between fringe benefits and life satisfaction of Indonesian workers in Taiwan	<b>Not Supported</b>
H4: There is correlation between contingent rewards and life satisfaction of Indonesian workers in Taiwan.	<b>Not supported</b>
H5: There is correlation between supervision and life satisfaction of Indonesian workers in Taiwan.	<b>Not supported</b>
H6: There is correlation between operating procedure and life satisfaction of Indonesian workers in Taiwan.	<b>Not supported</b>
H7: There is correlation between co-workers and life satisfaction of Indonesian workers in Taiwan.	<b>Not supported</b>

Nowadays, in the era of an increasingly competitive economy, attracting foreign workers from various countries is an efficient factor for the Taiwanese business community to solve the problem of lack of human resources and reduce labor costs. In the case of Indonesian migrant worker, despite the attempt to satisfy workers are not discussed as formal as those workforces in the established, national or multinational companies, the policy focus on this matter cannot be left trivial as good life of migrant worker means better indicator of Taiwan's labor workforce dynamics.

Looking further into studies, there are several factors that are significant in the aim of supporting life satisfaction within workers, namely health, physical attraction, autonomy level, opportunities interaction outside the family, type of work, employment status, life conditions, property ownership, balance between expectations and achievements, emotional adjustment, attitudes towards certain age periods and the realism of the concept of role. explained that in the possession of good health, people of any age are able to do what they want to do while the existence of poor health will be an obstacle towards the achievement of one's satisfaction for their wants and needs. Furthermore, the presence of physical attraction can cause individuals to be accepted and preferred by their community, which is often one of the factors of greater achievement compared to the lack attraction. In terms of autonomy level, Explained that the greater the autonomy achieved, the greater the happiness to exist. He also pointed out that

opportunities interaction outside the family is also crucial in terms of life satisfaction, because high social values are emphasized in popularity regardless of their age. One tends to have a higher level of happiness if they have the opportunity to establish social relations with people in the outside environment, such as the surrounding community, their peers both of the same-sex and different sex by participating in activities held in the environment or in communities around the residence of the elderly such as social gathering, recitation, devotional work with the aim that the elderly will have more opportunities for interaction.

Significantly, as this study finding resonates to another study especially in the pay and promotion indicators, “the balance between expectations and achievements is important for the aim of obtaining life satisfaction, at which can be done when one's goal is achieved” Characterized it as someone who has the tendency to imagine the role and its benefit that will be played in the future at which if the package is not preferred, the level of happiness will decrease.

## Knowledge from Research

To conclude this research tested the theory and filled the gap of business literature on migrant worker's behavioral point of view towards life satisfaction. More notably focused to Indonesian migrant worker in Taiwan being exercised by nine facets of job satisfaction. The hypothesis approvals between pay, promotion and communication corresponding to life satisfaction, although not predominately responsive to the majority of hypothesis.

## Conclusion

To conclude, although there is a huge room for study extension and development as equipped by Hurlock (2020) this research has, in its capacity, tested the theory and filled the gap of business literature on migrant worker's behavioral point of view towards life satisfaction. More notably focused to Indonesian migrant worker in Taiwan being exercised by nine facets of job satisfaction. The hypothesis approvals between pay, promotion and communication corresponding to life satisfaction, although not predominately responsive to the majority of hypothesis, without surprises, have shown the simplicity of nine-facet theory testing – where the factors related to the same degree of fringe benefit like property ownership, employment status, contingent reward to even health condition (Hurlock, 2020) are not under Indonesian migrant workers' priority consideration. Yet, this still represents a novelty by disclosing the behavioral life expectation of

Indonesian migrant worker in Taiwan. The approval hypothesis also indicates the nature of workforce arena of this study that is within the niche group of labored migrant workers. Hence, the decision to examine Noe et al. (2010), and Spector (1985) is a right decision. Further research can navigate another aspect of life satisfaction within different social condition of workforce such as Indonesian woman migrant worker in UEA or Indonesian expatriate diaspora in other part of the world, adopting a more comprehensive life satisfaction theory.

## Suggestions

This research is survey research. If qualitative research is conducted with in-depth inquiries into relevant details, it will provide useful information that is useful to the agencies that need the information for policy-making in the relevant workforce.

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