

Research Article

Competency-based Training Analysis in Increasing Self-efficacy and Self-confidence Indonesian Migrant Workers in South Korea (Study on Workers of Fishery and Marine Sector)

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Abstract.

Employment cases of Indonesian Migrant Workers abroad are still high. Various training and skills provisions have not contributed to the success of Indonesian Migrant Workers in the placement country as expected. This study aims to analyze the implementation of competency-based training that has been implemented in Indonesia, measure the level of self-efficacy, and measure the level of self-confidence of Indonesian Migrant Workers in the marine and fisheries sector in South Korea. The unit of observation in this research is 40 people who have participated in competency-based training and after placement in South Korea, they were given a questionnaire, and interviewed in groups both directly in the South Korean placement country and through online media. This study utilized primary data obtained from the results of questionnaires, interviews, and observations and secondary data in the form of documentation and archives. The data were then analyzed using descriptive statistical data analysis. The results show that the implementation of competency-based training in Indonesia to prepare migrant workers in the fisheries and marine sector for South Korea is considered sufficient, including social, technical, managerial, and non-unit competency units. In addition, the level of self-efficacy of the workers is classified as very high as measured by the dimensions of level, generality, and strength, and the level of self-confidence is classified as high as measured by ability, enthusiasm, and satisfaction.

Keywords: fisheries and marine, migrant workers, competency training, self-efficacy, self confidence

1. INTRODUCTION

In the era of global economic growth and the sophistication of technology and information, Indonesia still has limited employment opportunities that allow people to seek work in the other countries and every year the number continues to increase [1]. One way for the government to reduce the unemployment rate is by Indonesian Migrant Worker other countries [2].

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Even so, there are often cases of migrant workers in placement countries that often become national and international problems. BP2MI's February 2023 report outlined that the majority of problematic Indonesian Migrant Worker complaints came from placements in Saudi Arabia (37 complaints), Malaysia (28 complaints), and Hong Kong (25 complaints) [3]. Whereas every year there are always reports that migrant workers in placement countries experience problems, even though 10 ASEAN leaders in November 2017 in The ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers (ASEAN Consensus) have agreed on a consensus to protect migrant workers and their families [4].

The imbalance between the number of jobs in the country and the existing labor force cause many migrant workers to choose to migrate and work abroad to meet economic demands and pressures even though they do not have expertise, abilities, and skills [5]. One of the Indonesian government's efforts to provide protection for migrant workers is through policies and programs by realizing that the government's efforts to improve the bargaining position, the quality of the workforce in Indonesia, and the level of PMI competition are important [6].

To provide a clear illustration of government regulations to protect Indonesian Migrant Worker and what challenges the government faces, Indonesian Migrant Worker need to improve their working standards to be able to compete in the foreign labor market [7] According to data from the Embassy of the Republic of Indonesia in Seoul, there are currently 32.622 migrant workers from Indonesia in South Korea, and around 3.499 of them work as fishing boat crews. This is reinforced by data from the International Labor Organization (ILO), in 2020 in South Korea there were around 192.833 workers in the fisheries sector, of which around 4.000 were migrant workers. Migrant workers from Indonesia dominate the number of migrant workers in the South Korean fisheries sector with 2.043 people. This, this research will be interesting remittance funds in Indonesia.

From the placement of Indonesian Migrant Worker in South Korea, the most problems are in the fisheries sector. Based on an interview with the head of SPPI South Korea, some of the things complained about are: (1) unclear working hours; (2) the highest number of work accidents; (3) conflicts between employers and migrants and between migrants from other countries; (4) difficulties in adapting to climate and food; (5) lack of technical skills due to differences in the tools used; (6) South Korea's "fast" culture make it difficult for Indonesian for Indonesian Migrant Worker to follow because of slow habits in their home countries.

BP2MI data mentions that there are about 1.179 complaints in various countries and there are about 44 complaints in South Korea [8]. In 2018, VOA Indonesia mentioned that there were accidents in work safety due to the lack of knowledge of Indonesian crew members in using the tools used by workers in South Korea [9]. In addition to the competency factor, various accidents occur due to bad weather with strong winds, high waves, and cold temperatures that cause the ship to capsize.

Some research conducted by researchers related to this problem in the fisheries sector is that training techniques before departure certainly need to be carefully prepared in addition to competency preparation in the field of fisheries and marine affairs, it is also necessary to prepare in the field of mental development of migrant workers so that they can compete and work in foreign countries with confidence and enthusiasm. When a worker has good self-efficacy and self-confidence, of course this will be able to support work in all situations.

Self-efficacy is an individual's belief or belief or belief in his or her ability to self-regulate, complete a task, achieve a goal, produce something, and take action to achieve a goal [10]. Individuals will be more active in completing tasks and increase participation in preparing a budget or managerial performance [11]

Self-confidence is defined as a positive attitude of everyone that shows his or her ability to develop a positive assessment of their selves, the environment, or the situation that they face [12]. Self-confidence is reflected in one's abilities so that one needs to realize one's strengths and weaknesses [13].

Based on the results of preliminary research and interviews with the Indonesian migrant community who are members of the *Serikat Pekerja Migran Indonesia*, said that the early days of work are the most critical moments for migrant workers, therefore it takes consideration and strong motivation to enter this sector, if these critical times can be overcome, then working in this field is very attractive and promises high income. In many cases between the successful and unsuccessful still need to be reviewed, the factors that determine their success through this critical period, so research on the preparation of prospective PMI to South Korea in training need to be analyzed more deeply in preparing them to succeed.

This study seeks to answer several things, namely analyzing the implementation of competency-based training that has been implemented in Indonesia, measuring the level of self-efficacy of Indonesian Migrant Worker in the marine and fisheries sector in South Korea based on the perceptions of users or employers in South Korea, and

measuring the level of self-confidence of Indonesian Migrant Worker in the marine and fisheries sector in South Korea based on the perceptions of users or employers in South Korea.

This research is expected to be useful for the development of theories regarding Competency-Based Training, self-efficacy, and self-confidence so that it is expected to contribute thoughts, suggestions, and knowledge to the study of Human Resource Management, especially in the preparation of workers who will work abroad in general, especially in the fisheries and marine sector.

2. METHODS

In determining the research method, researchers understand how important the role of research design is. The research design is a research plan that will be implemented [14]. In order to achieve the objectives of this study, researchers formulated a research design that can be seen in Table 1.

TABLE 1: Research Design.

Research Objectives (RO)	Method used				
	Type of Research	Research Approach	Unit of Analysis	Observation Unit	Time Horizon
RO – 1	Descriptive	Observation Questionnaire Interview	Maritime Training Center	Prospective migrant workers in the fisheries and marine sector who will work in South Korea	One shot – cross sectional
RO – 2	Descriptive	Observation Questionnaire Interview	South Korean Fisheries and Marine Sector Companies/Business Owners	Migrant workers in the fisheries and marine sector working in South Korea	One shot – cross sectional
RO - 3	Descriptive	Observation Questionnaire Interview	South Korean Fisheries and Marine Sector Companies / Business Owner	Fisheries and marine migrant workers working in South Korea and employers	One shot – cross sectional

The research method carried out is a type of survey research, which is research that seeks to obtain facts and data in the field which aims to obtain precise and real data [15]. Surveys are conducted on large and small populations, but the data studied were data

from samples taken from these populations, and the relationship between sociological and psychological variables. The operational definitions of the variables in the study are explained in Table 2.

TABLE 2: Variable Operationalization.

Variable	Dimensions	Indicator	Measurement	Scale	
Self-Efficacy	Level	Motivation	Confidence can motivate oneself to achieve goals.	Ordinal	
		Hard work	Strives with all you might and efforts to succeed.	Ordinal	
		Power	The strength to be able to use one's best effort to overcome obstacles.	Ordinal	
	Generality	Successful expectation	The level of expectation of success in the activity	Ordinal	
		Task execution confidence	Experience in generation task execution confidence	Ordinal	
		Creative	Creative problem-solving skills	Ordinal	
		Strength	Surviving adversity	Ability to withstand adversity	Ordinal
	Rise from failure		Ability to bounce back from failure	Ordinal	
	Managing mood		Ability to manage mood	Ordinal	
	Self Confidence	Competence	Ability	Ability to achieve various goals in life	ordinal
			Ability to utilize competencies appropriately	Ordinal	
			Mastering the job	Ordinal	
Spirit			Always be optimistic in every activity	Ordinal	
			Have a strong sense of achievement	Ordinal	
		Confidence		Have a positive view of himself	Ordinal
			Satisfaction		Understanding with his/her situation
				Feeling comfortable with the situation	Ordinal
			Knowing what is needed in life	Ordinal	
			No need to compare oneself with others	Ordinal	
Competency-Based Training through off the job and on the job training	Unit of Competency of Socio-cultural	Attitude	Love job	Ordinal	

TABLE 2: Continued.

Variable	Dimensions	Indicator	Measurement	Scale
			Living up to profession	Ordinal
			Valuing the profession	Ordinal
		Knowledge	Cultural knowledge of the work culture of the placement country	Ordinal
			Knowledge of placement country culture	Ordinal
			Knowledge of placement country culture	Ordinal
			Understanding of the general regulation country culture	Ordinal
	Technical competency unit	General skills	Have knowledge of the work environment of the placement country	Ordinal
			Have skills on the use of work safety	Ordinal
			Have skills to adapt to a new environment	Ordinal
			Possess communication skills	Ordinal
			Have skills in managing emotions	Ordinal
		Special skills	Have the basic skills to do the job	Ordinal
			Have basic rigging skills	Ordinal
			Have skills in swimming	Ordinal
			Have technical skills for work in the fisheries and marine sector	Ordinal
	Management technical competency unit	Time management	Time management skills	Ordinal
			Time-use efficiency	Ordinal
		Financial management	Financial management skills	Ordinal
			Entrepreneurial skills	Ordinal
	Non-Unit Competency	Respect opportunity	Utilize opportunities to learn	Ordinal
			Have high aspirations for success	Ordinal

The population in this study is prospective migrant workers in the fisheries and maritime sectors who are in training period and qualify to work in South Korea trained by the Maritime Center training center. With an average number in one month of 40

students being trained, and those who successfully work in South Korea as many as 200-250 in one year. So in this research, the researchers took a sample of 40 respondents, with the inclusion requirements: (i) had undertaken fisheries and marine competency training at the maritime training center, (ii) passed the requirements; (iii) had been placed in the fisheries and marine sector company for at least 3 months in South Korea. As the observation unit or respondent in this research, 40 respondents will be met and interviewed in groups either directly in the South Korean placement country or through Zoom Meetings and fill out the questionnaire that has been prepared through the Google Formulir.

The data collection procedures used in this study are descriptive and qualitative methods with data sources from questionnaires, interviews, and direct field observations related to research variables which include competency-based training, self-efficacy, and self-confidence. Questionnaires were given online for 1-2 months with Google Formulir, interviews were conducted in groups by visiting pockets migrant workers in South Korea and through Zoom Meetings. Observations were also made by visiting training centers in Indonesia, as well as by visiting directly where migrant workers work in the fisheries and maritime sectors in South Korea.

Furthermore, the data were analyzed using descriptive statistical data analysis in the form of average analysis and through a continuum line to see the classification of each dimension used in this study. In addition to utilizing observation, questionnaires, and interviews, this research also utilizes various sources, forms of sources, and types of secondary data that will enrich the research. Some of the data relied upon include data reports from the Badan Pusat Statistik, data reports on Indonesian Migrant Workers from the Ministry of Manpower, scientific journals, as well as printed and electronic books.

This research also involved several institutional parties who assisted, including PUM Senior Expert from the Netherlands as an adviser for further research, ILO Jakarta as the facilitator of the ToT Institute for Prospective Migrant Preparation, BNP2TKILN which is part of the West Java Provincial Employment Service as a pilot project development and preparation site of Indonesian prospective migrants abroad, the *Asosiasi Purna Migran* from the Manpower Office partner institution as an information provider related to former migrants, the Labor Attaché of the Indonesian Embassy in South Korea and SPPI South Korea based in Tongyeong as cooperation partners in digging data related to research themes, Indonesia Korea Legal and Business Advisory Center, Keumseong LLC South Korea as an foreign research partner and resource person related to assistance of PMI who experience problems in South Korea, Anchor Karat Maritim Training Center (Marine

Sector Migrant Worker Preparation Institute) in Tegal, Central Java, and the South Korean Migrant Center based in Ansan, South Korea as resource persons related to the process of assisting problematic migrant workers.

3. RESULTS AND DISCUSSION

Based on the results of the questionnaire that was sent to the workforce in South Korea as many as 40 respondents spread across the South Korean peninsula, the respondents were dominated by PMI aged less than 25 years as much as 44.4%; while those aged between 26-40 years were 33.3% and 41-55 years were 22.2%, and the rest above 55 years only 1%. Work in the fisheries and marine sector is very dangerous and requires strong stamina and physical strength, so it is highly not recommended for Indonesian Migrant Worker the age of 50.

The fisheries and marine sector workforce in South Korea come from various countries, most of them which come from Indonesia. Based on the agreement made between Indonesia and South Korea, Indonesia employes around 36% of foreign workers on South Korean fishing vessels, followed by those from the Philippines and Vietnam with 21% each.

Based on the questionnaire completed by the respondents, 33.3% each worked for less than one year and between 1-3 years; 22.2% have worked for 3-5 years, which means that Indonesian Migrant Worker have applied for reentry and the remaining 11.1% have worked for more than 4 years.

3.1. Result of Competency-Based Training

Based on the results of researchers' observations regarding the implementation of competency-based training in several training places for prospective migrants in the fisheries and maritime sector, namely by means of training institutions preparing relevant competencies in program curriculum planning and implementing training functions according to the field of work based on the results of the assessment and assessment of competency need carried out previously. In its implementation, competency-based training starts with a specific objective, which is to answer the question why it is necessary to implement a competency system, and the answers to these questions

must be clear both at the training institution level and at the employee level. The overall results of the competency-based training assessment can be reviewed in Table 3.

TABLE 3: Recapitulation of Competency-Based Training Research Results.

No	Dimensions	Score	Classification
A	Social Competency Unit	72.61	High
1	Attitude	85.20	Very High
2	Knowledge	60.02	Moderate
B	Technical Competency Unit	58.01	Moderate
1	General Skills	57.80	Moderate
2	Special Skills	58.33	Moderate
C	Managerial Competency Unit	72.25	High
1	Time Management	77,80	High
2	Financial Management	66.70	Moderate
D	Appreciation of Opportunity	61.15	Moderate
1	Appreciation of Opportunity	61.15	Moderate
	Rata-rata	66.71	Moderate

Source: Primary data processed 2022

It is then put into a continuum line, as follows:

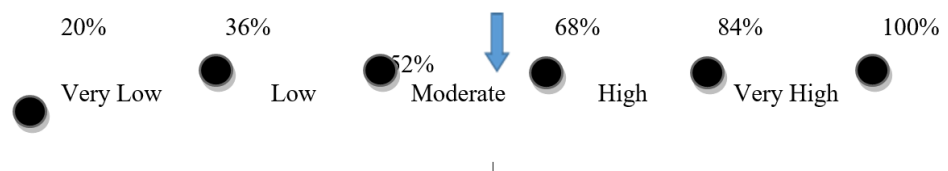


Figure 1: Summary of Variable Measurement Results of Competency-Based Training Implementation.

From these results, it can be interpreted that the level of implementation of competency-based training that has been carried out by training institutions preparing migrant workers in the fisheries and maritime sector in improving social competency units consisting of forming attitudes and knowledge formation is high, technical competency units consisting of general skills and special skills are considered sufficient; managerial competency unit consisting of time management and financial management skills are considered high; appreciation of the opportunity is considered sufficient.

3.2. Self-Efficacy Measurement Result

Self-efficacy can be seen as something that makes each individual different and can cause changes in a person, especially in achieving tasks and goals. The higher the self-efficacy a person has, the higher the performance achieved. They will be able to work and complete tasks according to deadlines, can overcome problems to achieve their goals.

Based on the results of interviews and observations, it can be concluded that related to the function of self-efficacy that must be owned by a person who works in the fisheries and marine sector or who works in fields of work that require high fighting power, namely:

1. Cultivate and develop their mental strengths such as motivation, interest, and attention to complete the work as optimally as possible.
2. Cultivate and develop resilience in the face of obstacles, barriers and problems that hinder their work.
3. Improve and develop the ability to innovate by identifying the best ways to get the job done.
4. Develop one's commitment to expectations and duties and responsibilities.

This study will measure the level of *self-efficacy* possessed by workers in the fisheries and marine sector in South Korea, this research is also motivated by problems in placement. The results of the Self-Efficacy measurement can be reviewed in Table 4.

TABLE 4: Summary of Self Efficacy Measurement Research Results.

No	Dimensions	Percentage	Classification
1.	Level	96.3	Very High
2.	Generality	81.5	High
3.	Strength	81.5	High
Rata-rata		86.43	Very High

Source: Primary data processed 2022

Then put into a continuum line, as follow:

Based on the results of the recapitulation of the self-efficacy variable which consists of the *Level* dimension refers to: the belief that you can motivate yourself to achieve

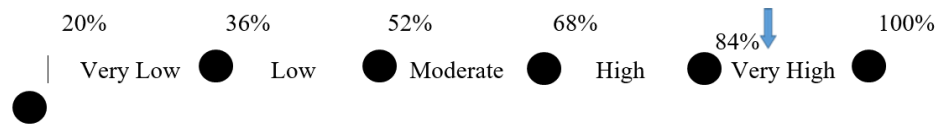


Figure 2: The Continuum Line of the Summarized Measurement of the Self-Efficacy Variable.

goals; the ability to try hard with all your power and effort to succeed; and the strength to be able to use his best efforts to overcome obstacles is very high. The *Generality* dimension refers to: the level of expectation of success in the activities that have been done; experience in generating confidence in the implementation of tasks; and the ability to solve problems creatively is in the high category. And the *Strength* dimension which includes the ability to survive difficulties; the ability to rise from failure; and the ability to manage moods are in a high or good category. So it can be concluded that the self-efficacy possessed by the fisheries and marine sector workers is in a very high category.

Self-Confidence Measurement Results

This study will measure the level of *self-confidence* possessed by workers in the fisheries and marine sector in South Korea. This self-confidence variable is measured in 3 dimensions, namely (i) Ability; (ii) Spirit; and (iii) Satisfaction. The results of the research data analysis based on the questionnaire can be presented in Table 5.

TABLE 5: Recapitulation of Self Confidence Measurement Results.

No	Dimension	Percentage	Classification
1.	Ability	70.4	High
2.	Spirit	88.9	Very High
3.	Satisfaction	75.03	High
Rata-rata		78.11	High

Source: Primary data processed 2022

Then put into a continuum line, as follow:

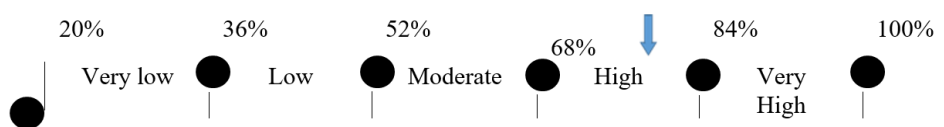


Figure 3: Continuum Line Recapitulating the Measurement of Self Confidence Variables.

Based on the recapitulation results in the table and the continuum line about the level of self- confidence possessed by research respondents in this case are migrant workers

in the fisheries and marine sector in South Korea as measured by the *ability* dimension which includes the ability to achieve various goals in life; the ability to utilize competence appropriately, and the ability to master work in a high or good classification. The *spirit* dimension as measured by optimism in every activity; the level of encouragement to always achieve and ownership of a positive view of himself is classified as very high. And the *satisfaction* dimension which includes the level of understanding of his state; comfort with the current situation; level of knowledge of what is needed in his life; and the attitude of not needing to compare himself with others in a high or good classification. In total, the level of self-confidence of Indonesian migrant workers in the fisheries and marine sector is classified as high or good.

4. CONCLUSION

Based on the research that has been conducted, it can be concluded that the implementation of competency-based training by training institutions preparing migrant workers in the fisheries and marine sectors in improving social competency units consisting of attitude and knowledge formation is high. When reviewing the level of self-efficacy of fisheries and marine sector workers seen from the dimensions of level, generality, and strength are in a very high category. While the level of self-confidence possessed by migrant workers in the fisheries and marine sector in South Korea can be classified as high or good.

The social competency unit, especially in the aspect of general skills, which includes understanding the real conditions of work in the field, as well as cultural and Korean language skills, which are considered to still need more handling, namely in the form of providing material by former Indonesian Migrant Worker who are relevant to the field of work of prospective workers who conduct training; increasing the number of hours of Korean language learning; conditioning with Korean work culture in training settings, so that workers are accustomed to it since in Indonesia.

The findings related to the lack of specific skills related to the field of technical competence in the form of rigging training and swimming and diving skills, it is necessary to emphasize the addition of flight hours before leaving with these skills, by means of independent training or in groups. Additional training hours are recommended.

While the findings are still lacking in the aspect of utilization of opportunities. Although not a unit of competency. However, utilizing existing opportunities is a way to increase

success in the future, because working is not only looking for money, but also looking for higher opportunities for a better future when you return to your home country.

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