

A Literature Review on Some Success Factors of Expatriate in Indonesia for Supporting the Success of Sustainable Development Goals (SDGs)

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Abstract: Success is one of the goals to be achieved by every professional foreign worker in Indonesia. There are several characteristics that must be possessed by every professional worker in supporting the success of *sustainable development goals (SDGs)*. Success means professional foreign workers successfully grant their wishes, reach their targets or achieve their dreams in their career, at least with a salary that fulfill their primary and secondary needs. Factors that determine the success of professional workers are Spirituality, Biculturalism, Emotional Intelligence, Management Support, Family Support, Compensation, and Professionalism. This paper will discuss some success factor of expatriates as a literature review on this study in the Indonesian context.

1 INTRODUCTION

1.1 Background

Being a multinational (expatriate) professional worker provided the opportunity to make bigger money because of foreign exchange differences and the salary standards are often higher than in the worker's home country, the job could also be a golden bridge to pursue a better career. Meanwhile, the challenge of working abroad is high risk and failure rate.

Research on professional foreign workers in Indonesia is relatively minimal when the sector has a contribution that cannot be underestimated to the development or investment of the country. Lisna (2012) revealed that the contribution of Indonesian migrant workers (TKI) is the second largest foreign exchange after the oil and gas sector. Many foreign workers achieve success, but not a few of them are failed, not succeed yet or have failed before. Success in this research means professional foreign workers successfully grant their wishes, reach their targets or achieve their dreams in their career, at least with salary that fulfill their primary needs (clothing, food, housing, education, security and health) and

secondary needs (e.g. housing facilities and adequate personal transportation) for themselves and their families properly with local standards. Given the size of the contribution of foreign workers in Indonesia, it is highly relevant that foreign workers should be facilitated by preparing a model blueprint of policy to support a better success for the development of the country.

This study aims to find out the characteristics and key success of foreign workers in Indonesia in supporting the SDGs through in-depth interviews to foreign expatriates in Indonesia, literature review of the Law, previous research and expert opinion until the concept of model design is found. This paper discusses the literature review underlying the research in the Indonesian context.

2 METHODS

Literature study is a written summary of articles from journals, books, and other documents describing both past and current theories and information, organizing libraries into topics and documents needed for the research. In the research, researchers usually emphasize literature studies

taken from articles in journals. However, researchers also need other information taken from conference papers, books and government documents.

According to Creswell, the stages of conducting literature review are as follows: (1) Identifying key terms; (2) Locate literature in accordance with topics that have been found from the database or the internet; (3) Arranging the selected literature (organizing the literature); (4) Writing a Literature Review.

3 RESULTS

Based on the literature review, there are several factors that determine the success of professional workers abroad. Some of these factors are Spirituality, Biculturalism, Emotional Intelligence, Management Support, Family Support, Compensation and Professionalism.

Luke Wood J., Hilton in their research have found that spirituality has a positive impact on academic success. Spirituality shows a positive effect when it is applied to a person, but when spirituality is applied in the work environment, it will face many challenges and opposition especially when the work environment adheres pluralism.

Things that should not be ignored in working abroad are cultural factors. Defines biculturalism as the internalization of both the worker's original culture and the local culture. With the ability to combine the two non-conflicting cultures, they will gain sympathy and support from their superiors and local workers. The synonym of biculturalism is a cross-cultural adjustment. In the Indonesian context, its factors are Cultural Intelligence and Language Ability. Cultural Intelligence means the ability of expatriate in the adaptation of unfamiliar culture. Some researches proof a significant impact of Cultural Intelligence on cross-cultural adjustment. Understanding Cultural Intelligence and language ability have an important impact on the expatriates performing in multicultural environments.

In its development found five emotional intelligence factors consisting of self-awareness (the state when we make ourselves aware of the emotions we are experiencing and also our thoughts about the emotions), the ability to manage emotions, the ability to motivate ourselves, good social relationships and the ability to direct emotions. Research by Mol, Born, Williamson and Vander Molen was able to predict worker performance based on emotional intelligence. Thus, emotional

intelligence is assumed to be one of the success factors of multinational workers.

Another success factor of multinational workers is management support. Selmer pointed out that the interaction between superiors and subordinates can create an environment that motivates and retains employees to stay on the side of management, in addition to compensation. In the Indonesian context, it is namely organizational support. Organizations financial support is very important in adjustment and that of the expatriate family in Indonesia such as to buy fresh food, the ability to get medical treatment including international insurance like going to the hospital and their accompanying spouse, and transportation for going back to home.

Compensation and family roles are included as factors supporting the success of multinational workers. Do not let workers experience home-sick often, because it will interfere with their performance. Competitive compensation packages should be available for those with a good reputation so that workers and their families feel comfortable and support them in their duties.

The last factor is professionalism, Sveiby defined a professional as someone who is able to plan, execute and show a result based on client request. While the competence refers to people who are working in the field of expertise based on the knowledge and skills they have.

Templer examined the personal attributes of expatriate managers and the success of expatriates. The results show that subordinate perceptions of all attributes (knowledge, rational leadership skill, cultural openness, and adaptation) are equally important and all personal attributes are positively related to most success criteria. Nevertheless, rational leadership skill is the most important personal attribute and success factor for the performance of expatriate manager unit performance. The ethnocentric subordinate has a negative relationship to expatriate work adjustment.

Alizee B. Avril examined what factors are required to improve the success of professional workers abroad in multinational companies in the field of hospitality. The results of this study indicate that several factors such as family status, emotional intelligence, exercise habits, and learning orientation are required to improve the success of professional workers abroad.

Barakat, Areeg and Moussa found some variables that affect the learning of expatriates and organizations. This study resulted in a framework of a positive relationship between expatriate international duty and its learning and a positive

relationship between expatriate learning and organizational learning.

4 CONCLUSION

Multinational enterprises have a significant role in the Sustainable Development Goals (SDGs) success. Those multinational companies used more than a half of their senior management team who were expatriates. Thus, The role of professional foreign workers in Indonesia is crucial in supporting the development of SDGs in various forms of characteristics. Foreign workers want to achieve success in the place where they work, and each of them has his/her own way to reach that level of success. Adaptation to the local environment with different culture and language is a must for every foreign worker, this is one of the skills to achieve success because not everyone can adapt well. Besides, Spirituality, Emotional Intelligence, Management Support, Family Support, Compensation, and Professionalism are factors affecting the expatriate's success in Indonesia.

The implication of this literature research is a model design is required for the success of professional foreign workers in helping the realization of SDGs by familiarizing them to the relevant agencies in the Indonesian context. Hopefully, in the future, the researcher could find the possibility of implementation of the success model of Expatriate in Indonesia for Indonesian professional worker in the world.

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