

Knowledge Remittance and Self-Employment Career: Narratives of Indonesian Return Migrant Workers

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Abstract

Return migrant workers are believed to carry new knowledge and skills to their home countries which in some ways assist to the development of skills and behaviors as useful ingredients to rebuild their occupational careers after return. This study aimed to explore the formation of self-employment tendency of the returnees through the transmission of knowledge remittances. The data gathered through interviews with eight Indonesian return migrant workers from developed countries. Thematic analysis was employed to present the narratives. The results suggest that returnees obtained task-related and non-task related knowledge during their migration period which played a role to modify or strengthen their prior orientation toward self-employment. Adopting human capital perspective, the study especially argues that knowledge which is both task-related and specifically related to business activities have greater potential in shaping self-employment tendency of the returnees. The study demonstrated that the existence of any forms of learning communities in the host countries offer pivotal role in facilitating knowledge interaction and creating learning environment.

Keywords: return migrant workers, self-employment, knowledge remittance, human capital

1. Introduction

The existence of labor migration and migrant workers has become more significant and attracts various concerns nowadays. Statistic data showed that in 2013 around 232 million people have

migrated globally and 150.3 million of them have worked or hunted for work in many host countries. The migrant workers usually concentrated in sectors such as service and manufacturing, while 11.5% of its population, mostly are woman, worked in domestic sector (ILO, 2015). While the developed countries have been focusing on the flow of immigrations, some less developed countries have been anticipating the return of migrant workers as it created domestic questions on societal integration and employment.

Indonesia, one the prominent source of migrant workers in Asia-Pacific, for instance, has promoted the entrepreneurship as answers to the questions (Spitzer, 2016). The majority of Indonesian migrant workers are low-skilled temporary (contractual) workers, have no higher education, and predominantly supply the need of domestic workers and manufacturing labor in various destination of countries (Palmer, 2016). The cycle of international labor migration is strongly controlled and restricted by state apparatus and policy (Kloppenburg & Peters, 2012). Considering their remittance potential, the government creates discourses on “successful migrant” which overemphasize the economic successfulness during and after the migration period (Chan, 2014). This optimism lay on the beliefs that migrant workers’ financial remittances contributes significantly to local development (Dahles, 2015; de Haas, 2005; Martinez, Cummings, & Vaaler, 2015). Furthermore, it facilitates investments and new businesses creation, and provides solutions to financial liquidity problems (Mesnard 2004; Ropoport&Docquier, 2006; Lartey, 2016). Benefitting from the financial remittances and experience while they work abroad, the returnees are expected to be self-employed or to enter the field of entrepreneurship when they return back home.

In the literature of return migration, which is arguably overlooked under the fast growing field of migration (Piotrowski& Tong, 2010; Bijwaard& Van Doeselaar, 2014; Junge, Diez, &Schatzl, 2013), the tendency of returnees to become entrepreneurs or self-employed individuals is evident (e.g., Ilahi (1991), Dustman and Kirchkamp (2002), Black &Castaldo (2009)). Although, there are various definitions mentioned in the research studies. However, most of them use term entrepreneurship or self-employment to represent independent money-making activities outside the employee paid work. McCormick &Wahba (2001) have used the term entrepreneur as an umbrella concept for: 1) employer (business owner with employees), 2) self-employed person, and

3) employee with personal business projects outside their primary work. Piracha&Vadean (2010). On the other hand, differentiates: 1) the entrepreneur (business owner with employees) with 2) own account workers ('marginalized' self-employed or unincorporated business owner), 3) wage worker (employee), and 4) non-participation (unemployed).The research mentions that the own account workers or self-employed individuals have significant existence in less developed countries.

Wennekers, Uhlaner, &Thurik (2002) have denoted the term self-employed to "*people who provide employment for themselves as business owners*", and positioned the self-employment as an indicator or proxy for entrepreneurship activities. Under this sense, self-employment covers the definition of business ownership; either the business is incorporated (run professionally by the owner-cum-manager) or unincorporated (in which the owner prefers not to have a salary but takes the profit to cover personal expenses). A prominent dissimilarity of self-employed to entrepreneur is that the latter relates to legal entity (Henrekson, 2007). The attachment of legality to the definition of entrepreneurship serves as a reason for this study to use the term self-employment. The term is used to represent all activities of business ownership and money-making activities outside the salary work scene and is better fit to apply for Indonesia (and other less developed countries) context as the businesses operated by the returnees are mainly on categories of micro-business and informal sector (Mead & Morrisson, 1996; Archempong & Esposito, 2014). These kinds of business might not or less require legality from the officials even if they employ some other individuals to work for the business.

Literature on return migration portrays the self-employment as a consequence of human capital accumulation (Gubert & Nordman, 2011; Ammasari, 2004). Previous researches on occupational tendency of the returnees from less developed countries suggest that the general tendency of returnees to pursue self-employment is explained by factors financial remittances (McCormick & Wahba, 2003; Mesnard, 2004) or social capital (e.g., Levitt & Lamba Nieves, 2013).

This research work aims to investigate how the self-employment is shaped by a factor that is overlooked in the literature: transmission of knowledge remittance, which is somewhat overlooked in the literature. The investigation focuses on how the knowledge remittance is transmitted to the migrant workers and how they diffuse it in the context of work after return.

The concept of knowledge remittance is derived from Social Remittance (Levitt, 1998). The latter is used to signify all non-financial gains or benefits brought by the migrant workers to their places of origin: new or better skills and knowledge, fresher visions, technology transfers, and other abilities which are able to enhance their capacity as social being. Some of researchers use both of terms interchangeably (e.g., Southiseng & Walsh, 2011; Pfeiffer, 2013) but this research define knowledge remittance as attributes of individual human capital. The narrow definition precludes itself from discussion of norms, identity, or social capital which generally is tied together as elements of social capital.

Researches on Social Remittance (Levitt, 1998; Faini 2007) offer less detail elaboration on issues related to knowledge. Levitt & Lamba-Nieves (2011) argue that social remittance is a concept that still invites for continued empirical verification (Levitt, 2011 and Lamba-Nieves, 2011) and theoretical refinement (Boccagni and Decimo, 2013). The study tries to contribute to the scholarship by fill in the gap on the literature on knowledge remittances and offering interpretation of it based on attributes of human capital (Unger, Rauch, Frese, & Rosenbusch, 2011). The perspective is used it to analyze the work transition of Indonesian return migrant workers toward entrepreneurship and contribute to relevant policy making discussion.

Levitt (1998) discusses that social remittances transmitted through individuals, organizations, and informal social groups and networks. The idea and behavior can be traveled intentionally or unintentionally, through elites or ordinary individual actors. The intersection between the returnees occupation and their home societies reflects the intersection between knowledge and other forms of social remittances brought by the migrants as an effect –in some ways- of their stay abroad and the reception of home societies toward them (Boccagni and Decimo, 2013).

2. Self-Employment of Returnees on the Literature

Previous researches on occupational tendency of the returnees from less developed countries suggest that general tendency of returnees to pursue self-employment is explained by variables of savings (e.g., Wahba, 2004; Carling, 2014) or social network (e.g., Woodruff & Zenteno, 2007). Researches, which mostly adopt quantitative method, highlight aspects related to accumulation of

human capital as significant trigger of occupational change toward entrepreneurship;1) duration of working abroad which enable acquisition of knowledge and skills,2) prior business related experience before and during migration, and 3) level of education and educational improvement they make before and during migration.

Duration of Migration and the Experience

Duration of migration has been echoed by Arif&Irfan (1997) as drivers for occupational changes after the migrants return back home countries. Based on empirical research in Pakistan, the research argued that the occupational changes from employment in production or service jobs into small business activities. Using the context of return migrants in Egypt, McCormick & Wahba (2001) argue that returnees with higher saving and longer duration of working abroad are more likely to become self-employed. Returnees with lower level of education turned into self-employment mainly because the success of savings they earn abroad. However, returnees with higher level of education turned into self-employment due to the experience grasped during the extensive duration of migration. Those who work longer in abroad have higher potential to carry knowledge and skills which are useful for their return and bear any (business) idea exercised in the host countries (Mc Cormick & Wahba, 2001, p.176).

Those who have spent longer period of work abroad might also be group of talented workers who are persistent as they overcome challenges on the job market and environment. Demurger and Xu (2011) 's investigation in China show that the duration of migration abroad might be deliver more substantial experience if the migrants also experience frequent job changes. The research argues that the frequency of job changes significantly influence the occupational choice towards self-employment. The situation of changing occupation or place of work arguably transformed them to be relatively lower risk averse.

Prior Business Related Experience

Black, King, &Tiemoko (2003) argue that on empirical research in Ghana, many of the returnees have their businesses had formally set up before they returnback home for good or establish it shortly after return. It might reflect the acquisition of entrepreneurial knowledge during migration.

Piracha&Vadean (2010) argue that self-employment or entrepreneurship activities during migration have positive impact to the occupational choice towards entrepreneurship after return.

Using the context of Ghana and Cote d'Ivoire, Black &Castado (2009) argue that work experience abroad play more significant role in shaping self-employment tendency, rather than education completed before and during migration. It is congruent toDemurger and Xu (2011)'s finding in China that migration experience, which is not only reflected by the duration abroad but also the frequency of job changing appear as significantly influence the occupational choice towards self-employment. Frequency of job changing can be viewed as a relatively lower risk aversion.

Level of Education

The level of education plays an important role in shaping self-employment tendency as educated migrants have more ability to transform their experience during migration to gain better position in job market or be self-employed (Dustmann&Kirchkamp, 2002). Using the setting of returnees in Turkey, the research shows positive link of education level and employment. Although higher educated migrants might expect for high salaried work, there is a positive correlation between education and the tendency for self-employment careers after return. The higher educated people have and open to more possibilities of occupation. Other researchers such as Kilic, Carletto, Davis, &Zezza (2009) and Piracha&Vadean (2010), that have studied Albanian returnees case, they have contend that level of education is a matter. They argue that returnees who are higher educated, possess soft skills and have significant financial saving are more likely to be run their own business after they return.

3. Human Capital

Literature on occupational tendency of returnees toward self-employment built in human capital theory (previous knowledge, education, experience). It is in line with major researches in entrepreneurship filed that attributes of human capital are believed to be urgent variable in the formation and success of entrepreneurial firms and individual entrepreneurs (Florin, Lubatkin, Schulze, 2003). The argument built under this theory is that people with various and high level of knowledge and skills have more advantage in economic attainment (Becker, 1964; Schultz, 1961).

As the body of literature developed variety of explanations, Unger et al. (2011) break-down the concept of human capital based on categories based on task-relatedness and divide the types of human capital between human capital's investment and outcome. Based on meta-analysis of 70 articles from top management and entrepreneurship journal (1969-2008), the research identifies attributes which are commonly used by the researchers and explain the categories it offers (Table 1).

Table 1. Attributes of Human Capital

HC investment	Outcomes of HC investment	High task-relatedness	Low task-relatedness
Education (level, years)	Entrepreneurial skill	Start-up/owner experience	Education, general
Start-up/owner experience	Entrepreneurial competence	Sector specific experience	Education , level
Sector specific experience	Entrepreneurial knowledge	Management experience	Education, years
Management experience	Management skills	Decision skill	Education, non-formal
Work experience	Specific social skills	Expertise	Education, parent
Business education	Business skills	Finance experience	Work experience
Parent entrepreneur	Marketing skills	Industry skill	Meta-cognitive skills
Marketing experience	Meta-cognitive skills	Knowledge intensity	
International experience	Decision skill	Managerial competencies	
Related work experience	Expertise	Leadership experience	
Knowledge intensity	Industry skills	Entrepreneurial competence	
Specific learning experience	Managerial competencies	Entrepreneurial knowledge	

Specific vocational training	New resource skill	Opportunity skill	
Technological experience	Opportunity skill	Marketing skills	
Finance experience	Organization skill	Management skills	
Leadership experience	Technical skills	Specific social skills	
Learning orientation		Business skills	
Small business experience		International experience	
Technical training		Technical skills	

Source: (Unger et al., 2011)

The study clarifies two varying capital dimensions: (1) Low versus high-task relatedness. Education and work experience are among the low task-related of human capital. On the other hand, startup experience, industry specific experience, management experience, having a self-employed parent, specific experiences in trade, technology, or small business ventures, are among the high task related human capital. (2) Human capital investment versus outcomes. Human capital investment includes; education, start-up experiences, industry specific experience, management experience, and work experience. Human capital outcomes related to skill, competency, and knowledge (Unger et al., 2011, p. 349). Martin, McNally, & Kay (2013) have added an element of specific entrepreneurship education and training as both high task-related and outcome oriented.

Marvel, Davis, & Sproul (2014) argue that operationalization of human capital applied to entrepreneurship researches in the previous studies are mostly related to work experience, education, and entrepreneurial experience. Work experience is substantially matter if it is related to a specific industry or sector and position held in the business. The education mainly is matter not only about the years of completion but also technical specification it offers. Entrepreneurial experience is more substantial if it refers to prior business ownership or starts up experience (Marvel et al., 2014, p. 608).

The level of usefulness of the human capital might depend on the quality or type of the capital. Human capital in the forms of high task-related and human capital outcomes are believed to have bigger impact in shaping the self-employment tendency and success rather than the low task-related and human capital investments (Unger et al., 2011; Martin et al., 2013). However, the effectiveness of application of the HC perspective in entrepreneurship research relates to the researchers' ability in mapping patterns of causality (Marvel et al., 2014).

4. Data and Method

In order to explore the formation of self-employment of the returnees and how the knowledge remittance plays a role in shaping it, this study employed semi-structured interviews as methods of data collection. The purpose of acquiring interviews was to provide in-depth information about the experience of individuals or opinion on certain topics (Creswell, 2007; Turner III, 2010). At the initial stage, the researcher sought information regarding contacts of return migrant workers from Facebook groups and associations of (return) migrant workers. After having contacts, the selection for those involved in the study was made based on 1) interest and willingness to participate in the study or to be interviewed 2) accommodation of variety of backgrounds of the returnees (gender, host countries, prior and current careers).

For this paper, data of interviews with eight participants are selected and included in the analysis. The eight participants represent two destination regions: East Asia and Western Europe. They also reflect the multiplicity of circumstances of the return migrant workers. Texts from the interviews were treated as narrative or *storied* data in terms that it incorporates 'why' and 'how' experience besides 'what' (Sarbin, 1986). The narratives are positioned under a belief that 'a story about oneself involves telling a story about choice and action, which have integrally moral and ethical dimension' (Rice & Ezzy, 1999). This study did not aim to incorporate any statistical measurement to test hypothesis but focused on exploring the experience and opinion of the interviewees.

Interviews were done through face to face or phone interviews. Each interview was lasted approximately 1 hour. The phone interviews were conducted to reach some participants who were difficult to be reached physically due to geographical consent. Holt (2010) supports the use of

telephone as a preferred alternative to conduct interviews with particular groups. This research employed the phone interviews for a practical reason, rather than ideological motives. The challenge of conducting the phone interview method was that the time and ‘mood’ management of the interviewees. To avoid anxiety of the interviewees during the interview (Stephens, 2007), the researcher suggested the participants take break whenever they felt tired or interrupted by events in their circumstances.

Table 2. Interviewees (8 Indonesian Return Migrant Workers)

Pseudonym	Gender	Age when Migrated	Years of Migration	Years after Returned	Host Country
BER	Female	21	4	10	Taiwan
ROCH	Male	27	5	5	Korea
SAL	Female	20	4	6	Hong Kong
ZID	Female	20	4	12	Taiwan
AVI	Female	30	8	1	Switzerland
LIZ	Female	27	2	remigrated	Belgium
YAN	Male	34	4	1 year	Austria
HEN	Male	27	6	remigrated	The Netherlands

Thematic analysis is employed to present the data. According to Braun and Clarke (2006), minimum aim of thematic analysis is to organize and describe the data sets. Moreover, it helps in identifying, analyzing, and configuring patterns within the data. Analysis of the data was guided by procedures of coding, categorizing, concept mapping and the theme generation (Johnson & Christensen, 2008). The procedure to configure themes in this research is deductive (Boyatzis,

1998) in sense it is: 1) driven by research questions 2) follow the pattern of narrative plots including the beginning, the middle, and the end (Gergen&Gergen, 1986). In order to interpret the larger meaning of data, a theoretical lens is used to discuss the findings (Creswell, 2013), which is theory of human capital and social remittance.

This paper presents a story of one among eight interviewees and discusses it with the lenses of human capital and knowledge remittance perspective.

5. Narratives of Roch

Pre- Migration Scene: Low education, early marriage, micro business

Roch has worked five years in Korea. He started the job at 2010 and returned home in May 2015. He comes from a poor family in a high populated village in East Java. The highest education he affords was middle school. Despite his study achievement was good; he did not want to create more burdens on his father who was only a small farmer.

After finishing the school, Roch went to Jakarta, the capital of Indonesia, to seek for a job. He believes that his destiny will end as nothing if he spends the entire of his life in his village. He experienced various types of jobs, from a worker of construction project to a steward in a cafe. He enjoyed his time working in a cafe as it exposed him to cooking and culinary business. He is a fast learner.

“I didn’t go to (higher) school. Everything I saw in my life is all lessons to me.”
“I didn’t go to (higher) school. All things I have seen in my life were all lessons taught me.”

After he got married at a young age –he was about 21 years old-, Roch started to run a mobile food stall. Roch’s food stall sold ‘*Mie Ayam*’, a popular traditional chicken noodle soup. This preference of business was influenced by his love in cooking, especially cooking noodles. He transported his cart of noodle through housing complex and sold the food to the inhabitants. However, he felt that his small stall was not sufficient to cover his life needs. He wanted to grow the business need fresh money to inject to the business but he had neither saving nor access to banks.

His domestic economy situation could not climb higher and triggered conflicts with his wife. He finally decided to work abroad as a temporary migrant worker. He thought the remittance he got from abroad can be used as a source for investment in his business. It also temporarily escaped him from his family.

Migration, Failure, & Remigration

In 2006, his uncle who had worked in the Malaysia helped him to get a job in rubber factory. He experienced extensive physical work inside the factory for two and a half years. He described the time of working in Malaysia as an unhappy moment. The work circumstance was not enjoyable. Too much time spent in the factory and less exploration to the environment. Roch's monthly salary was in fact small (under expectation) and he spent part of it to pay phone cost and to cover his stay in Malaysia. He used to contacts his family in Indonesia, especially his baby daughter, too often.

"I am not a typical person who likes to spree. The failure of my spell in Malaysia was because of the insufficient salary and the high cost of communication. I was not that discipline (in managing the small salary)...."

When he finished the job contract, Roch had no enough money. He returned as a fail migrant worker. As he could not improve the family economy, Roch and his wife agreed to divorce. Roch tried to restart his life. He started to do any job he got at his locality, including temporary construction worker, until his father told him about his debt problem. Roch's father highly indebted as the result of farming was not well. He was planning to go for work abroad to settle his debts. Roch disagreed with his father's plan. Instead, he offered himself as a migrant worker for the second time.

The unsuccessful experience in Malaysia had made him to search for another country destination which offers better conditions, especially higher salary. Only with significant payment, he thought the debt of his father can be paid and capital injection for his food business can be realized. He was lucky because the manpower authority had just promoted South Korea as a viable destination for Indonesian migrant workers. And luckily also, the minimum education to apply for the job was

the middle school. Roch then prepared himself by taking Korean and English course. He financed the courses using his salary as a labor in construction project.

Experience beyond Job: Community, Entrepreneurship Training, Motivation to Return

He migrated to Korea in 2010. Roch worked as machine operator in a textile manufacture. The job was very technical. Once he learned about how to operate the machine, then it was easy to do it. He got one year contract at the beginning. Because of his ability to speak English, his employer gave him higher admiration. He was also happy with the working conditions as the boss was a communicative and an easygoing person. Roch got contract extension twice, each for two years. Totally, he worked five years at the company.

During his period working in Korea, he actively involved in Indonesian community organization. Once, he was elected as the chair of Indonesian Muslim community at the industrial park in which his company located. Although his knowledge about religion is not better than his friends, he remained a devoted practitioner as inherited by his family. However, he believes that his fellow migrant workers elected him due to his sociability and supple attitude. His function at the organization allowed him to liaise with local authorities, including helping his fellow mates to get local driving license from the police, which in return praised by his boss.

During his period in Korea, Roch was also involved in activities of entrepreneurship training organized by the migrant workers community. The community invited trainers and motivators on entrepreneurship to share knowledge and skills to the migrant workers. Influenced by the trainers and motivators, Roch collected books related to entrepreneurial experiences and success motivation to deepen his knowledge. He impressed by motivating words that he thought came from Bab Sadino, a legendary Indonesian entrepreneur and public speaker:

“Small money you get from your own business won’t be less valuable than big money you get from working as an employee. If you make money independently, you are the boss”

When his work contract was about to end, His boss offered him two more years contract extension with much higher salary. However, Roch decided to return home and start his own business. He

did not regret the decision because he wanted to leave the comfort zone to pursue his entrepreneurship career. In addition, he fulfilled one of objectives of his migration: to pay all his father's debts. He did more: built a house for his mother and helped his youngest sister to finish her university education.

Return: Leave the Comfort Zone, Fast Move to Realize Business Idea

“Whenever I return back to Indonesia, I will need to restart my life. It is better to step sooner than later.”

Actually, his family advised him not to take risks by leaving his opportunity in Korea. His friends also asked him to reconsider the plan to be business owner as business might place him in uncertainty. Some of them even said “stupid” when Roch rejected the contract extension offer. However, imagination of being successful business person always haunts him. To be self-employed, in his understanding, will make him free to think and act.

“Self-employed person have ability to show all their visions, actions, without interference from others (to the decision).”

Before he flew to Indonesia, he prepared the things he wants to do in his home country. As he likes culinary, especially noodles, and had experience in selling it, he plotted to develop a Korean style noodle. Noodle is a popular snack or food in some countries in Asia although countries have various flavors and types of noodles. Roch bought equipment such as chopstick, chopstick containers, and bowls from Korea which he was sure difficult to find in Indonesia.

Roch learnt that Indonesian youngsters were well exposed to Korean culture by the way the Korean pop music spread throughout the Indonesian market. Korean dramas were also popular in Indonesian TVs. He believed that such cultural diffusion might provide a good environment for him to realize the idea of establishing a Korean-style noodle restaurant in Indonesian.

After arriving at home, he surveyed the place to open his restaurant and his preferences went to Madiun, a middle-level city that close to his village. The first reason is that the culinary business

has more opportunity to be developed in such big city. Madiun has a center of culinary which is unfolded in one of the main streets there. The second reason is that Roch does not want to be far away from his family, especially his kid, as he already left them for five years during his tenure in Korea.

Roch started his noodle restaurant just few weeks after arriving in his hometown. His mother questioned why he did not take some of his time to relax after five years working. His neighbors also commented it cynically: “Where did Roch ‘throw’ the money he got from Korea, so that he needed to work again just after returned?” Roch understood that the environment sometimes discourages returned migrant workers not to start work soon and not to take risks of doing any business. The success of return migrant in his *kampong* was more symbolized by materials they can buy after migration (land, house, car, motorcycle) and it caused the remittance ends in such not productive consumption. However, what he understood was that entrepreneurial knowledge and motivations he got from various trainings in Korea and skills he learned from his prior experience need an immediately test.

“I think, learning from whoever won’t be useful if you do nothing after the events. If you do not move fast, everything will remain in daydream and the money won’t come....”

Why Friends Failed?

Roch believes that if he does not move fast, his life will be ended like some of return migrant workers he knows. One of his best friends while in Korea also returned at the same time to Indonesia, but he failed to start any entrepreneurship activity. It was probably because he did nothing for months after he returned. Roch saw the returned as not well prepared on what they have to do. On the other hand, they are risk-averse individuals who seem skeptic to business.

“They were afraid if they would lose their money in the business. They don’t want to take risks. They have never understood that every job has its own risk. Our task is to diminish the risk maximally. If we change such mentality, doing business will be much easier.”

Roch advised a best friend who confused on what to do after returned home to start the business from the skills he had. Roch's friend had photography skills and during his spell in Korea he enjoyed the vast access to various new photography technologies. He learnt new skills and bought some equipment. Roch then persuaded him to try to open a photography studio in his town. Nevertheless, Roch's friend was unwilling to start the move.

“He was a kind of professional photographer....He held a DSLR camera (a professional camera)....he has money, he has complete equipment. I don't know why he did not make it as a tool for his new job....Of course the surrounding environment has never given courage to him to be self-employed person....but the situation depends on him, not on the people.”

Roch believes that returnees turn into self-employment or entrepreneurship work flinches from personal will. The thing is not everybody wants to try realizing the will. Many of them delighted by the comfort zone and have no bravery to move away from it. The enchantment of comfort zone as paid employee can still attract those who failed in business to return to it. So, it is better to prepare the move towards business ownership before the returnees return back home.

Business Community & Advices

Roch felt that he prepared his restaurant business very well. He knew that when he started the business, he had to be patience in nurturing it. He frequently asked for suggestions from the customers to improve the menu and the design of his restaurant. His social skill on organizing, which he grasped during his serve as committee member of Indonesian community in Korea, was useful to organize customers. He could manage to have a business community which the members are his customers. They come various backgrounds: local banker, agriculture businessman, business motivator, to university lecturer who visited his restaurant. From this community, which actively have 'coffee rendezvous' to discuss any business idea, Roch got advices to improve the appearance and of his restaurant into totally Korean-style. It argues that by designing the restaurant totally in Korean way, the customers will experience a sensation like they happen to be in Korea. It will make the restaurant looked unique also by the customers.

“My business community said, if I adopt Korea as a theme of my restaurant, I can't do it vaguely. It has to be fully like a Korean restaurant.”

The previous name of the restaurant was 'D'Gebraak' (literally means: the beat) was then changed into 'Mie Korea' (Korean Noodle). Roch tried to develop menus which can be associated to Korean. The main menu his restaurant offered is '*Miyatopang*'. Roch named it as an acronym which stands for Indonesian "*noodle soup on the bowl made from eatable dumplings*". So far, the small restaurant attracted the local goers as it is unique and offers new kind of food. He admitted that '*Miyatopang*' is not an original Korean noodle menu, but he got the idea to explore the new combination when he was in Korea. Another thing he changed was the appearance of his restaurant. He placed Korean ornaments and photos on all sides of the wall in his restaurant. It made the restaurant looked more attractive than before.

6. Discussion& A Way Forward

The story of Roch provides picture that types of knowledge remittance and how it is transmitted are better understood by the help of human capital attributes. Before migration, Roch was only a low-educated person and limited knowledge and skills related, especially related to business. However, his interest to culinary was a key that drove him to what work he opted after return. It confirms the result of previous research (Marchetta, 2012; Lianos&Pseiridis, 2009) that entrepreneurial experience before migration potentially affects to direct self-employment tendency of the returnees.

Roch failed in his first migration experience due to the failure for having savings (financial remittance) and forms of valuable knowledge for him. He described the work was not enjoyable and he had less socialization with the local environment and community. However in the second chance of migration he found better work environment which enables him grasp rich experience; association with community organizations, participate in entrepreneurship trainings. He had ability to gain additional (entrepreneurial) education and skills from the trainings. Bae et al. (2014), Piracha&Vadean (2010), Borodak&Piracha (2011), Germenji& Milo (2009), Ilahi&Jafarey (1999) argue that ability to acquire additional education or skills while they work somewhat influence the propensity to becoming self-employed individual after return.

Roch acquired vast and vital attributes of human capital (Unge et al., 2011) during migration period, which fill knowledge and skill absent from him before the period of migration and strengthen what he had in pre-migration.

His main human capital investments and/or human capital with low task-relatedness before migration were: 1) middle school, 9 years education 2) start-up/ owner experience, specific knowledge on culinary business (small or micro scale) 3) limited management experience (managing unincorporated micro business of food stall). The prominent human capital outcomes with high-task relatedness during this period was cooking skill which he learnt from working in cafe and nurture it by practicing (small) culinary business.

During migration, his experience adds to both dimensions of human capital. He invested in joining entrepreneurship training which directs his learning orientation. His encounter with entrepreneurship and motivational books was intensifying his knowledge on this field. His strategic thinking skills –reflected on how he prepared his return by exploring business idea and making fast move to realize it- somewhat show outcomes of the human capital investments he made during migration. Experience of Roch is congruent to the argument of Markman& Baron (2003) that knowledge tends to be of greater value when it is specific to a particular domain and when relate to specific entrepreneurial related activities.

In addition, his ‘investment’ in community organization might instill skills of organizing and leadership. When he returned back and started to manage his restaurant business, he found it useful to organize customers from certain background to give feedback on his business and furthermore making another learning community such as the group he had back in Korea.

The narrative of Roch provides indication that knowledge remittance transmitted through his interaction with migrant communities and the locals. Levitt (1998) discusses that social remittances transmitted through individuals, organizations, and informal social groups and networks. In the case of Roch, social groups (either formal or informal) act as channel for the transmission. The entrepreneurial knowledge he learnt might be grasped intentionally as he exposed by entrepreneurial activities prior his migration.

As the impact of social remittance is potentially broadened from one-specific to various domain of practices (*scale out*) (Levitt and Lamba-Nieves, 2011), the experience of Roch after return also

show that the transformation of knowledge, experience, education during migration into small business practice after return opened another room for organizing business community which enlarge the spread of impact of knowledge remittance. Moreover, it might also sign that Roch felt the benefit of having such learning community while he was abroad that he wanted to create another identical similar community at his current hometown.

Dustmann, Fadlo, Weis et al. (2011) argue for the importance of learning during period of work to help the migrant workers make benefit of such activities. As it is evidence that the learning communities contribute positively to the migrant workers in building, nurturing, and strengthening tendency toward self-employment, this study proposed to the policy makers to support the existence of communities of Indonesian migrant workers abroad by trainings and other kind of entrepreneurship related activities needed. As Martin et al. (2013) emphasized, entrepreneurship training might assist in developing attributes (outcomes) of human capital with high-task relatedness.

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