

THESIS

**EXPLORING MOTIVATION OF
INDONESIAN WORKERS TO WORK IN MINING
COMPANIES IN LAOS**



PADITSAVANH THAMMAVONGSITH
No. Mhs.: 175002708/SDM/MM

**MAGISTER MANAJEMEN
PROGRAM PASCASARJANA
UNIVERSITAS ATMA JAYA YOGYAKARTA
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UNIVERSITAS ATMA JAYA YOGYAKARTA
PROGRAM PASCASARJANA
PROGRAM STUDI MAGISTER MANAJEMEN

THESIS APPROVAL

Name : PADITSA VANH THAMMA VONGSITH
Student ID : 175002708/SDM/MM
Concentration : Human Resource Management
Thesis Title : Exploring motivation of Indonesian workers to work in Mining
companies in Laos.

Name of Supervisor

Date

Signature

Drs. Parnawa Putranta, MBA., Ph.D

29/08/2019



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Name of Examiners

Date

Signature

Drs. Parnawa Putranta, MBA., Ph.D

29/08/2019

Mahestu Noviandra Krisjanti, S.E., M.Sc. IB, Ph.D

29/08/2019

Prof. Dr. J. Sukumawati Sukamulja, MM

29 Agustus 2019

Head of Master Management



Dr. Dra Jeanne Ellyawati, M.M
PASCASARJANA

ABSTRACT

Laos is one of the countries where the numbers of foreign direct investment increase every year. As recently, the trend to motivate the employee that has a different background in the organization is one of the most significant tasks for the employer, because the overseas worker in the mining companies plays the vital role to develop the local staff in the various fields.

The objective of this paper is to explore the motivations and the challenges of the overseas Indonesian workers in the mining companies in Laos. The study uses a qualitative research methodology for the analysis. Data was collected by interviewing ten (10) overseas Indonesian workers among the different mining companies in Laos.

This research has undertaken some main themes that describe the perception of the overseas Indonesian workers in the mining companies in Laos about their motivations and the challenges in their work. The factors that motivated the overseas Indonesian workers to work in the mining company in Laos has appeared into four factors as financial rewards, career opportunity and development, friendly working environment, and Similarity. Besides that, the challenge factors faced by Indonesian workers, such as the language barrier and religion practice.

Keywords: Motivations, Challenges, Oversea Indonesia worker.

INTISARI

Laos adalah salah satu negara dimana jumlah investasi asing yang langsung meningkat setiap tahun. Saat ini, kecenderungan untuk memotivasi karyawan yang memiliki latar belakang berbeda dalam organisasi adalah salah satu tugas paling penting bagi pemberi kerja, karena pekerja dari luar negeri pada perusahaan pertambangan memainkan peran penting untuk mengembangkan potensi karyawan lokal di berbagai bidang.

Tujuan dari makalah ini adalah untuk mengeksplorasi motivasi dan tantangan pekerja Indonesia di perusahaan pertambangan di Laos. Penelitian ini menggunakan metode pendekatan kualitatif untuk menganalisis data. Data dikumpulkan dengan wawancara sepuluh (10) pekerja Indonesia di beberapa perusahaan pertambangan di Laos.

Penelitian ini telah menggali beberapa tema utama yang menggambarkan persepsi pekerja Indonesia di Laos tentang motivasi dan tantangan mereka dalam pekerjaan mereka. Faktor-faktor yang memotivasi pekerja asing muncul dikarenakan oleh empat faktor yaitu, penghargaan keuangan, peluang kerja dan pengembangan karir, lingkungan kerja yang ramah, dan faktor kemiripan. Selain itu, ada beberapa faktor-faktor tantangan yang dihadapi oleh pekerja Indonesia seperti kesulitan bahasa dan praktik beragama.

Kata kunci: Motivasi, Tantangan, Tenaga kerja Indonesia di luar negeri.

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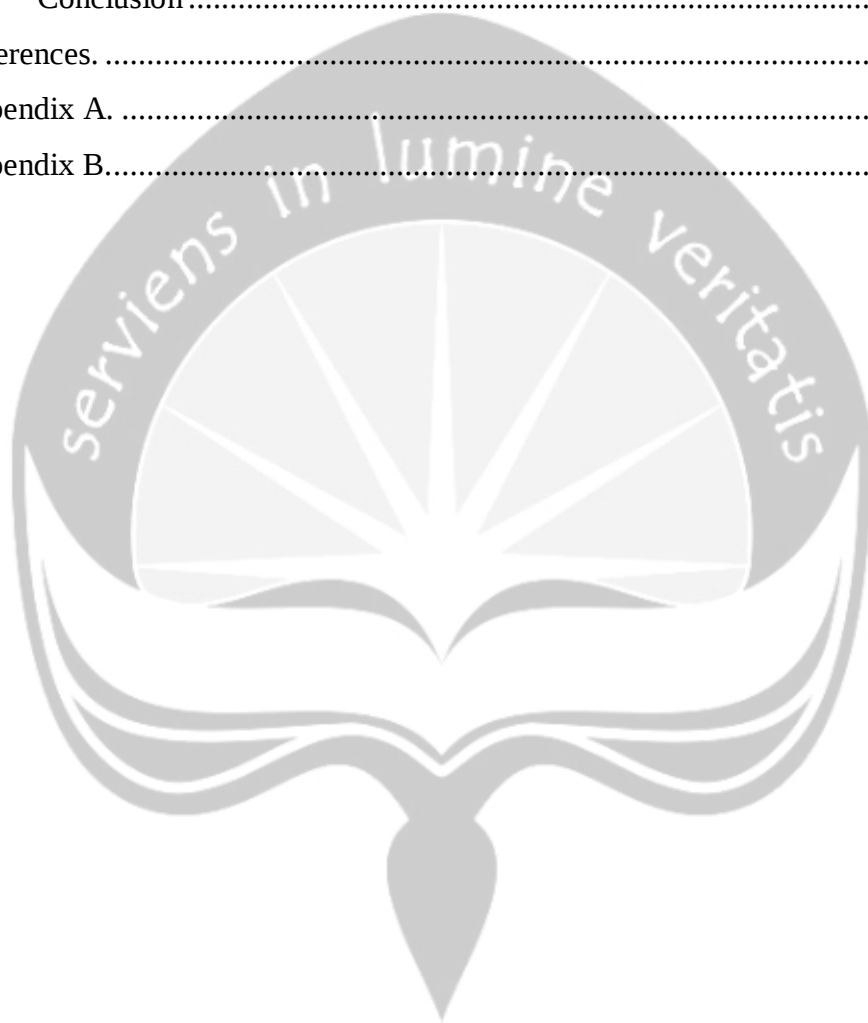


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