



Warta Pengabdian Andalas

Jurnal Ilmiah Pengembangan dan Penerapan Ipteks

ISSN (Print) 0854-655X | ISSN (Online) 2797-1600

Empowerment of Former Indonesian Migrant Workers to Boost the Local Economy in Malang Regency

Mohammad Rizal, Arini Fitria Mustapita

Faculty of Economics and Business, University of Islam Malang, Indonesia

*Corresponding author: mohammadrizal@unisma.ac.id

Submitted: March 7, 2025

Accepted: July 19, 2025

Published: 30 September, 2025

ABSTRACT

Former Indonesian Migrant Workers in Malang Regency have experience, skills, and global networks. However, many of them face challenges in building sustainable businesses due to limitations in financial management, business insight, and lack of community support and use of digital technology. This condition encourages some of them to return to work abroad due to their inability to develop their businesses independently. Therefore, effective training are urgently needed, with a focus on developing local-based entrepreneurship, simple but applicable financial literacy, and digital marketing strategies. This study aims to evaluate the effectiveness of such training in improving business skills and financial literacy among former migrant workers. This program is designed using the ADDIE model, involving 35 participants from Bantur District, Malang Regency, with the training being implemented in March 2025. Evaluation through pre-test and post-test showed a significant increase in financial literacy and business skills, as reflected in the average pre-test score of 52.29 and an increase in the post-test of 76.57. With a relevant and needs-based approach, this initiative aims to strengthen the local economy in Malang Regency, increase the independence of Former Indonesian Migrant, and encourage their social contribution in building a more empowered community. The training also lays the foundation for sustainable local business growth by equipping participants with practical tools to build, manage, and expand their enterprises.

Keywords: former indonesian migrant workers, local economy, ADDIE model

INTRODUCTION

Indonesia faces structural challenges in the labor sector. Poverty and unemployment have become two main interconnected issues that directly impact social stability and local economic growth. To address this challenge, a strategic approach and integrated policies are needed to create sustainable solutions (Kemenkeu, 2023). Although Indonesia has great potential with its abundant human resources, especially from the productive age group, not all members of the workforce can be optimally absorbed into the formal labor market. The limited availability of quality job opportunities, coupled with the disparity between population growth and the economy's ability to provide employment, creates pressure on societal welfare (Pratomo et al., 2024). This is also reflected in the level of expenditure inequality among the Indonesian population, measured using the Gini Ratio, which was recorded at 0.379 in September 2023, a decrease of 0.009 points from March 2023, which

was 0.388. Although there was a slight decrease, this figure still indicates a significant disparity in income distribution, which in turn exacerbates the issues of poverty and unemployment in Indonesia. (BPS, 2024).

This situation is further hampered by the uneven economic development between regions, where certain areas experience a deficit of job opportunities. This results in many productive-age residents, especially from sectors with limited education and skills, being trapped in the informal sector, which tends to be unstable and less protected in terms of labor rights (Muara Setyanti, 2020). According to the Central Statistics Agency (BPS) in 2024, the proportion of workers in the informal sector remains significant, with 59.97% in February 2022, increasing to 60.12% in February 2023, and slightly decreasing to 59.17% in February 2024. As a result, although Indonesia's macroeconomic growth looks promising, the quality of employment remains a significant challenge for the government and policymakers.

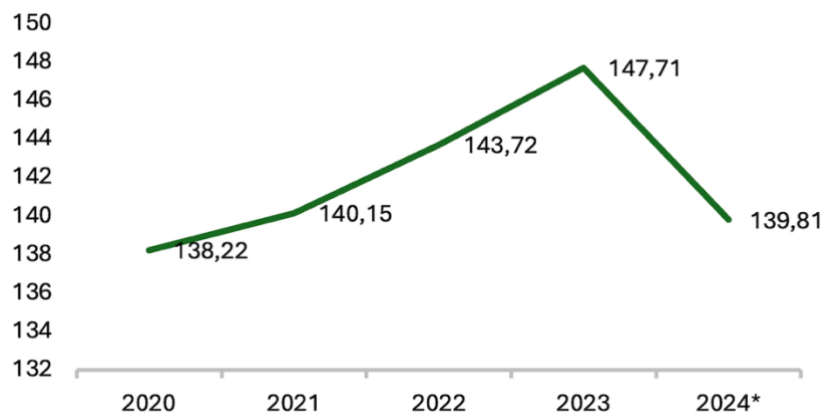


Figure 1. The Number of the workforce in Indonesia from 2020-2024
(Source: Sakernas 2020-2024)

Figure 1 shows the trend in the labor force in Indonesia from 2020 to 2024. In 2020, the number of the workforce was recorded at 138.22 million people, experiencing a consistent increase until 2023 with the highest number being 147.71 million people. However, the projection for August 2024 shows a slight decrease to 139.81 million people. The most significant increase occurred in 2023, while the 2024 projection shows a lower figure compared to the previous year, although still higher than in 2020 and 2021. (Sakernas, 2024).

Working as an Indonesian Migrant Worker has become one of the strategic solutions in efforts to reduce poverty and unemployment rates in Indonesia (Haer & Yuniarti, 2023). International migration, as a phenomenon of cross-border labor movement, occurs due to driving factors and specific goals that encourage individuals to seek job opportunities abroad. These factors can include less supportive local economic conditions or the desire to improve living standards through better job opportunities in other countries (Mousa Sabti & Sri Ramalu, 2024). This migration process, besides being a means to earn a higher income, also contributes to local economic development through remittances sent to families back home. According to Ravenstein's Law of Migration Theory in 1985, this migration is generally driven by economic factors and forms a pattern where most migrants move to countries with better economic opportunities (Bahri, 2024).

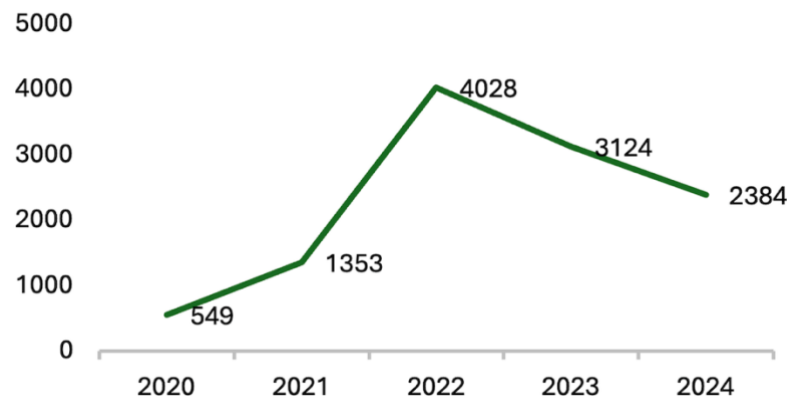


Figure 2. Number of Indonesian migrant workers from Malang regency in 2020-2024
(Source: BP2MI, 2020-2024)

Figure 2 shows the trend in the number of Indonesian Migrant Workers from Malang Regency from 2020 to 2024. The number of Migrant Workers increased sharply from 549 people (2020) to 4,028 people (2022), then decreased to 2,384 people in 2024. This trend reflects the high international labor mobility post-pandemic, while the decline in the last two years is thought to be related to improving domestic job opportunities and increasing awareness of financial management after migration. This data movement reflects that Malang Regency is one of the migrant pockets with quite high international labor mobility (BP2MI, 2024).

Former Indonesian Migrant Workers are a potential asset that often receives little attention, despite bringing international experience, skills, and a global network (Mawikere et al., 2024). In Malang Regency, which is rich in natural resources and economic opportunities, former Indonesian Migrant Workers face various challenges, such as difficulties in starting or developing businesses due to a lack of insight into local business opportunities. Additionally, after conducting an observation to Former Indonesian Migrant, the main fundamental issue faced by Former Indonesian Migrant is financial management, which often leads to bankruptcy or lack of savings (Suastrini et al., 2023). The lack of social connections and community support also makes them feel isolated, while the limited understanding of technology and modern marketing restricts their competitiveness (Rabbani, 2020). Some even revert to relying on overseas jobs due to the limited local opportunities.

The conceptual model underlying the community service approach in empowering Indonesian Migrant Workers is rooted in the close relationship between poverty, migration, skills training, community support, and economic empowerment. Poverty is the main driving factor of international migration, where individuals seek better economic opportunities abroad due to limited access to decent jobs in their home regions. However, after returning to their homeland, many Former Indonesian Migrant face challenges in utilizing the experience and capital they have gained due to a lack of business skills and financial literacy. In this context, skills training becomes a key component that enables them to develop businesses independently, with community support as a reinforcing factor to build social networks and improve access to local resources. The interaction between the skills acquired, social support, and the local economic environment ultimately drives economic empowerment, creating a sustainable ecosystem for former migrant workers to achieve financial stability without having to return to work abroad. This study responds to those interrelated challenges—namely limited business insight, weak financial literacy, and

minimal community support—by offering an integrated solution in the form of structured entrepreneurship training tailored to their local context.

Former Indonesian Migrant Workers are a potential asset that often receives little attention, despite bringing international experience, skills, and a global network (Mawikere et al., 2024). In Malang Regency, which is rich in natural resources and economic opportunities, returnee Indonesian Migrant Workers face various challenges, such as difficulties in starting or developing businesses due to a lack of insight into local business opportunities. After conducting a survey, the main underlying issue is suboptimal financial management, leading to bankruptcy or lack of savings (Suastrini et al., 2023). The lack of social connections and community support also makes them feel isolated, while the limited understanding of technology and modern marketing restricts their competitiveness (Rabbani, 2020). These specific barriers are directly addressed in this study through a community service initiative that combines financial literacy enhancement, digital marketing skills, and localized entrepreneurial development using the ADDIE model (Analyze, Design, Develop, Implement, and Evaluate). Community service in the form of business development training and financial literacy has become the most relevant solution compared to other interventions because it provides practical skills that can be directly applied to improve their economic stability, as opposed to merely temporary financial aid or labor policies that do not necessarily open up business opportunities for them. However, previous research and interventions have been limited in providing a holistic approach that focuses on empowering Former Indonesian Migrant through entrepreneurship training specifically designed for local conditions, resulting in a research gap in optimizing their economic potential through more targeted and sustainable training-based interventions.

To address these issues, one of the efforts is through training focused on business development, financial literacy, and community development in Bantur District. This approach aims to equip Former Indonesian Migrant with relevant skills so that they can become economically independent and contribute to the local economy. The urgency of this program lies in the need to empower human resources who already possess financial capital and work experience but have not yet been able to manage them effectively. With the right strategy, Former Indonesian Migrant can become agents of change who create innovative business opportunities, strengthen social networks, and improve community welfare. The strengthening of community-based local economies is expected to support sustainable local economic growth in Malang Regency.

METHOD

The training process in the Community Service program must be designed systematically and effectively to achieve optimal results. The ADDIE model is a systematic framework used in the design and development of training or learning programs. This model consists of five main stages, namely Analyze, Design, Develop, Implement, and Evaluate (Branch, 2009). The ADDIE model aims to ensure that the learning or training process is designed effectively, efficiently, and with a focus on optimal outcomes.

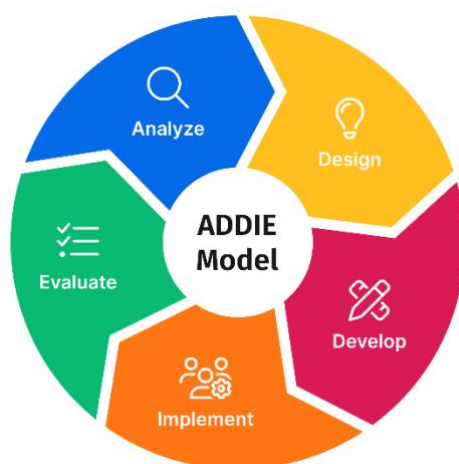


Figure 3. the ADDIE model

Former Indonesian Migrant Workers in Bantur District, Malang Regency, have great potential in the local economy, but limited business insight, financial literacy, and access to technology often hinder them in building sustainable businesses. Bantur Regency was chosen as the location for this program due to the high number of former Indonesian Migrant Workers returning from abroad but facing difficulties in developing independent businesses due to limited economic and social support. As a region with untapped potential in the agriculture, fisheries, and tourism sectors, Bantur has great opportunities for former Indonesian Migrant Workers to become entrepreneurs if provided with the right training. Furthermore, the limited access to formal financial institutions and the minimal use of digital technology in marketing local products further emphasize the urgency of interventions based on economic empowerment and financial literacy improvement in this region.

To address this challenge, a strategic approach is needed through the ADDIE model (Analyze, Design, Develop, Implement, Evaluate), which designs structured training so that Former Indonesian Migrant can develop business skills, strengthen community networks, and utilize technology in their ventures. The stages involved are

1. **Analyze:** At this stage, an in-depth analysis of various aspects that need to be understood before the training for former Indonesian Migrant Workers in Bantur District, Malang Regency, is conducted. The 5W+1H method (who, what, when, where, why, how) was used to identify the characteristics of the participants. Data were collected through in-depth interviews and surveys managed by the service team in collaboration with village officials and the Indonesian migrant workers' community. Interviews and surveys were conducted using a semi-structured method to explore the experiences, challenges, and needs of the participants, while the surveys included questions about business skills, financial literacy levels, and access to technology. Data recording techniques were carried out through manual note-taking and audio documentation for further analysis to ensure the validity and accuracy of the information.
2. **Design:** The training method is structured to be applicable, incorporating a combination of direct practice and case studies. Additionally, evaluation is designed from the beginning, including the development of success indicators and the creation of pre-test and post-test questions to measure participants' improvement in financial literacy and business strategies. After the training is provided, a post-test is used to evaluate the participants' improvement in understanding. To assess the effectiveness of the digital marketing component specifically, participants were also assigned to create promotional content using social media platforms such as TikTok, and their outputs were reviewed based on criteria including creativity, accuracy of message, and potential engagement. Feedback from facilitators and peer discussions were used as part of the

evaluation to ensure practical understanding and application. The measurement results were analyzed in the form of pre-test and post-test average scores using the formula:

$$\bar{X} = \frac{\sum_{i=1}^n xi fi}{\sum_{i=1}^n fi}$$

where $\bar{X}$ is the mean value, xi = the midpoint for the i -th data range; fi = the frequency of the i -th data, and n = the total number of data. To measure the change in participants' understanding before and after the training, the Wilcoxon test was used with the help of SPSS software. This test is used to determine the effect of the training method on the results obtained by the participants. The hypothesis used is H_a = there is a significant difference between the pre-test and post-test results, indicating the effectiveness of the training. The basis for decision-making in the Wilcoxon test is that if the Asymp. Sig. (2-tailed) value < 0.05 , then H_a is accepted, which means the training has a significant effect on the improvement of participants' understanding. Conversely, if the Asymp. Sig. (2-tailed) value > 0.05 , then H_a is rejected, indicating no significant difference between the pre-test and post-test.

3. In the Develop stage, it is realized in the form of training materials and supporting resources. In the context of empowering former Indonesian Migrant Workers, this stage includes the preparation of training modules on local-based business strategies, simple financial management, and the use of digital technology for marketing. This material was developed based on the results of a participant needs survey and consulted with entrepreneurship experts and financial practitioners to ensure its relevance and applicability. The module includes step-by-step guides, specific case studies of former Indonesian Migrant Workers, and interactive exercises to enhance understanding. In addition, materials in the form of presentations, educational videos, and technology-based business simulations have also been prepared to ensure that participants can master the skills practically before applying them in their businesses.
4. The fourth stage Implementation is carried out with an interactive approach, such as group discussions, business simulations, and practical use of digital technology in marketing.
5. The fifth stage Evaluation aims to assess the effectiveness of the training and identify aspects that need improvement in the future. The evaluation was conducted using two methods, namely a post-test to measure the participants' understanding improvement and an analysis of the training's impact on their skills in managing businesses through interviews and surveys.

This community service activity was conducted by Mohammad Rizal SE. ME and Arini Fitria Mustapita SE. ME as lecturers at the Faculty of Economics and Business, UNISMA, starting on March 1, 2025, with an Analyze session and concluding on March 5, 2025, with an Evaluate session, attended by 35 invited participants.

RESULTS AND DISCUSSION

This at the analyze stage, an in-depth analysis is conducted to understand the needs and characteristics of Indonesian Migrant Workers in Bantur District, Malang Regency, as the basis for designing effective training. The 5W+1H method is used to comprehensively gather information, namely:

- Who: The training participants are 35 Former Indonesian Migrant workers who have worked in Taiwan, Hong Kong, Saudi Arabia, Malaysia, and Singapore. They have returned to Indonesia after working abroad and have a desire to start or develop a

business in their hometown. Most of them have a background in secondary education and work experience in the household, factory, and construction sectors.

- **What:** The main needs of the participants include financial literacy, entrepreneurial skills, and the use of technology in business. The challenges they face include limited local business insights, lack of capital, insufficient access to markets, and difficulties in using technology for marketing and business management. During implementation, challenges included limited digital literacy and uneven participant engagement, requiring additional guidance and simplified instructions, especially for using platforms like TikTok
- **When:** The training will be held from March 1, 2025, to March 5, 2025, with a schedule adjusted to avoid disrupting the economic and family activities of the participants.
- **Where:** The activity was conducted in Bantur District, Malang Regency, which is one of the largest pockets for sending Indonesian Migrant Workers in Indonesia (BP2MI, 2024). This location was chosen because it is close to the participants' residences, making it easier for them to attend the training without transportation issues.
- **Why:** This training aims to help Former Indonesian Migrant in developing business skills, improving financial literacy, and building business networks. With this training, it is hoped that they will not only rely on job opportunities abroad but also become economically independent through entrepreneurship.
- **How;** This program is designed in a structured manner using the ADDIE model approach. The stages carried out include participant needs analysis, practical-based material design, development of modules and supporting resources, implementation through direct training, as well as program effectiveness evaluation. The training materials include local-based business strategies, simple financial management, and the use of digital marketing in business.

With this analysis, training programs can be more accurately targeted, so that Former Indonesian Migrant in Bantur District have the skills to build sustainable businesses.

At the Design stage to measure the effectiveness of the training in improving financial literacy and business skills for Former Indonesian Migrant members, a pre-test and post-test were conducted with the results presented in Table 1. The average pre-test score of the participants was 52.29, while the average post-test score increased to 76.57. These results indicate an improvement in understanding after participating in the training. To ensure that this improvement is significant, a Wilcoxon test was conducted to compare the two means. The test results showed an Asymp. Sig. (2-tailed) value of 0.002, which is smaller than $\alpha = 0.05$, thus H_a is accepted. This means that the training method used is effective in improving participants' understanding of financial literacy and business strategies. Thus, this training program can be said to have successfully helped Former Indonesian Migrant in strengthening their skills to manage businesses more professionally and sustainably. The results are also in line with the service from (Fathimah et al., 2024), which found that training can strengthen business skills in a professional and sustainable manner.

Table 1. Pre-test and post-test results

No.	Participant	<i>Pre- test</i>	<i>Post- test</i>
1	Participant 1	60	80
2	Participant 2	40	70
3	Participant 3	50	60
4	Participant 4	70	90
5	Participant 5	60	80
6	Participant 6	60	70
7	Participant 7	60	80
8	Participant 8	40	70
9	Participant 9	60	70
10	Participant 10	50	70
11	Participant 11	70	80
12	Participant 12	50	80
13	Participant 13	60	80
14	Participant 14	50	60
15	Participant 15	40	70
16	Participant 16	60	80
17	Participant 17	70	90
18	Participant 18	40	80
19	Participant 19	40	80
20	Participant 20	40	80
21	Participant 21	60	80
22	Participant 22	60	90
23	Participant 23	50	80
24	Participant 24	50	70
25	Participant 25	60	80
26	Participant 26	50	70
27	Participant 27	50	80
28	Participant 28	40	70
29	Participant 29	50	70
30	Participant 30	40	70
31	Participant 31	70	90
32	Participant 32	50	80
33	Participant 33	40	70
34	Participant 34	30	70
35	Participant 35	60	80
Average value		52,29	76,57

The Implementation stage in the empowerment of former Indonesian Migrant Workers in Malang Regency is carried out with an interactive approach through group discussions, business simulations, and digital marketing practices. Each participant is accompanied by Mohammad Rizal, SE., ME., and Arini Fitria Mustapita, SE., ME., as lecturers from the Faculty of Economics and Business at UNISMA to ensure their understanding of local-based business strategies, which emphasize the utilization of regional resources such as agricultural products, fisheries, and handicrafts to create high-value sellable products. In addition, the training includes simple financial management, focusing on systematic financial recording, separation of personal and business finances, and financial planning for business sustainability. Participants are taught how to prepare simple cash flow statements, calculate profits and operational costs, and determine competitive yet

profitable selling prices. To enhance product competitiveness, the training also includes the application of technology in product promotion, where participants engage in hands-on practice in creating digital marketing content through social media platforms like TikTok, which has proven effective in increasing visibility and competitiveness of MSMEs (Pustikaningsih & Ardiyanti, 2023) Intensive mentoring at this stage is expected to provide skills that can be directly applied by former Indonesian Migrant Workers in running their businesses independently and sustainably.

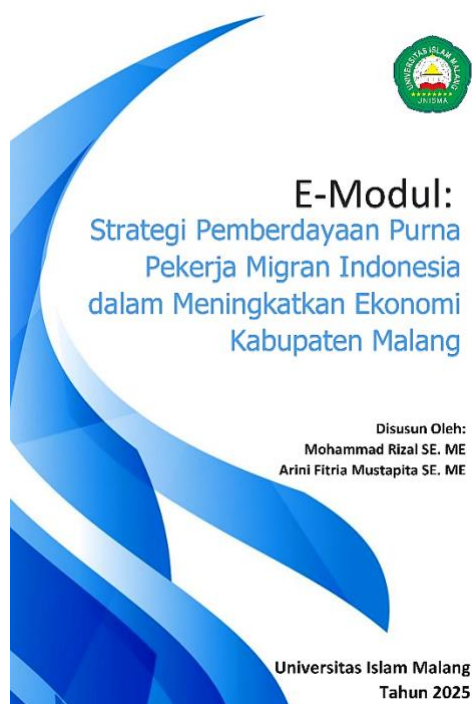


Figure 4 Training module

The Implementation stage in the empowerment of Former Indonesian Migrant in Malang Regency is carried out with an interactive approach through group discussions, business simulations, and digital marketing practices. Each participant was accompanied by Mohammad Rizal SE. ME and Arini Fitria Mustapita SE. ME, lecturers from the Faculty of Economics and Business at UNISMA, to ensure their understanding of local-based business strategies that explain the importance of utilizing the resources available in their area, such as agricultural products, fisheries, and handicrafts, to create high-value products. The participants learned how to identify market opportunities, determine competitive advantages, and apply a simple business model that is suitable for local conditions. Basic financial management covers the importance of keeping organized financial records, separating personal and business finances, and planning finances to ensure business sustainability. Participants learn to create basic cash flow reports, calculate profits and operating expenses, set competitive yet profitable prices, and utilize technology for product promotion. Through business simulations and hands-on practice in creating digital marketing content, especially utilizing social media like TikTok, participants gain real experience in managing businesses and enhancing their product competitiveness. Intensive training at this stage is expected to provide skill sets that can be directly applied by Former Indonesian Migrant in running their businesses independently and sustainably. This approach can be replicated in other regions as a model to empower former migrant workers nationally through practical, locally adapted training.



Figure 5 Training activities for former Indonesian migrant

The Evaluation stage in the empowerment of Former Indonesian Migrant in Malang Regency is conducted to assess the effectiveness of the training and identify aspects that need improvement in the future. To ensure sustainable positive impact, this program will be equipped with a periodic monitoring system through online discussion groups, follow-up consultation sessions, and collaboration with local communities so that participants continue to receive guidance and access to relevant resources. The evaluation was conducted through a post-test that showed an increase in participants' understanding with an average score of 76.57, reflecting a significant improvement compared to the pre-test result of 52.29 as shown in Table 1. In addition, interviews and surveys were conducted to determine the extent to which the training has contributed to improving financial literacy, business skills, and building business networks for the participants. The evaluation results show that participants experienced an improvement in understanding digital marketing strategies and basic financial management, particularly in aspects of financial record-keeping and social media optimization for promotion.

However, challenges such as the diversity of understanding levels, limited digital infrastructure, and potential bias in evaluation need to be addressed. Variations in participants' backgrounds cause differences in adaptation speed, while limited internet access hinders online marketing practices. Additionally, more active participants tend to receive greater attention in mentoring. To address this, future training methods will be more adaptive, with tailored approaches and improved access to technology. This evaluation serves as the foundation for refining the program, ensuring more optimal benefits for former Indonesian Migrant Workers. Practically, the findings highlight the importance of designing inclusive training models that consider local constraints and participant diversity to maximize impact.

CONCLUSION

Training and mentoring for former Indonesian Migrant Workers in Bantur District, Malang Regency, is a strategic solution to empower them to contribute to the local economy. This program is designed to address the challenges faced by former Indonesian Migrant Workers, such as limited business insights, constraints in financial management, and lack of access to business networks. Using the ADDIE model, the training focuses on developing entrepreneurial skills, financial literacy, and the utilization of digital technology in business. To ensure the program's impact is more sustainable, regular support policies

are needed through advanced training and business mentoring for former Indonesian Migrant Workers. Local governments and related institutions can play a role in strengthening access to business capital and facilitating marketing through cooperative networks or partnerships with the private sector. In addition, the formation of a former Indonesian Migrant Workers entrepreneurial community can serve as a platform for sharing experiences and enhancing their competitiveness. With a sustainable approach and consistent support, former Indonesian Migrant Workers members are expected to build stable businesses and contribute to the overall growth of the local economy. This model has the potential to be scaled and adapted in other regions with high returnee migrant populations, offering a replicable framework for nationwide empowerment efforts.

ACKNOWLEDGMENT

The writing team sincerely thanks the former Indonesian Migrant Workers of Bantur District, Malang Regency, for their active participation and valuable contributions to the program. We also extend our gratitude to the academic community of the Faculty of Economics and Business (FEB) at UNISMA, particularly the Research and Community Service Institute, for providing financial support of this activity, guidance throughout the activities, and construct through Contract Number: 045/ Gl52/U.AK/R/L.16/I/2025.

REFERENCES

- Bahri, M. T. (2024). Evidence of the digital nomad phenomenon: From “Reinventing” migration theory to destination countries readiness. *Heliyon*, 10(17), e36655. <https://doi.org/10.1016/j.heliyon.2024.e36655>
- BP2MI. (2024). Data Penempatan Pekerja Migran Indonesia.
- BPS. (2024). Berita Resmi Statistik.
- Branch, R. M. (2009). *Instructional Design: The ADDIE Approach* (LLC (ed.)). Springer Science & Business Media.
- Fathimah, D. I., Oktafiani, D., Aini, L., & Kurniati, M. F. (2024). Analisis Transformasi Sektor Ekonomi dan Produktivitas Tenaga Kerja di Indonesia. June.
- Haer, J., & Yuniarti, D. (2023). Migrant Labor Determinants: Do Socio-Economic Factors Affect? *Signifikan: Jurnal Ilmu Ekonomi*, 12(1), 117–130. <https://doi.org/10.15408/sjie.v12i1.31274>
- Kemenkeu. (2023). Kerangka Ekonomi Makro Dan Pokok-Pokok Kebijakan Fiskal Tahun 2023. Kementerian Keuangan Republik Indonesia, 3449230(021), 20–21. http://www.kemenkeu.go.id/sites/default/files/KP_KEMPPKF_280515.pdf
- Mawikere, A. G., Tangkere, I. A., & Voges, S. O. (2024). Perlindungan Hukum terhadap Pekerja Migran Indonesia Berdasarkan Undang-Undang Nomor 18 Tahun 2017. *Jurnal Fakultas Hukum UNSRAT*, 14(1).
- Mousa Sabti, Y., & Sri Ramalu, S. (2024). Home Country Economic, Political, Social Push Factors and Intention to Migrate in Iraq: Psychological Distress as Mediator. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2023.2299507>

- Muara Setyanti, A. (2020). Informality and the Education Factor in Indonesian Labor. *Journal of Indonesian Applied Economics*, 8(2), 71–80. <https://doi.org/10.21776/ub.jiae.2020.008.02.7>
- Pratomo, D. S., Ningsih, D. N. C., Fahadayna, A. C., Athoillah, M., Arisetyawan, K., & Prastiwi, L. F. (2024). Employment Mobility in East Java During the COVID-19 Pandemic. *Journal of Population and Social Studies*, 32(October), 130–143. <https://doi.org/10.25133/JPSSV322024.008>
- Pustikaningsih, A., & Ardiyanti, Y. (2023). Pentingnya Digital Marketing untuk Meningkatkan UMKM. *Berita PT*, November. <https://lldikti5.kemdikbud.go.id/home/detailpost/pentingnya-digital-marketing-untuk-meningkatkan-umkm>
- Rabbani, N. H. (2020). Analisis Faktor-Faktor Yang Menyebabkan Penduduk Memutuskan Menjadi Pekerja Migran Indonesia (PMI) di Dusun Bantir Desa Banyu Urip Kecamatan Gerung Kabupaten Lombok Barat. *Journal GEEJ*, 7(2).
- Sakernas. (2024). Booklet Sakernas Februari 2024.
- Suastrini, F., Rabbani, N. H., & Kurniawan, R. A. (2023). Analisis Faktor-Faktor Yang Menyebabkan Penduduk Memutuskan Menjadi Pekerja Migran Indonesia (Pmi) Di Dusun Bantir Desa Banyu Urip Kecamatan Gerung Kabupaten Lombok Barat. *Society: Jurnal Jurusan Tadris Ilmu Pengetahuan Sosial*, 13(2), 13–23. <https://doi.org/10.20414/society.v13i2>
- Organization. (2023). Sexually transmitted infections (STIs).

@2025 Rizal et al.

This is an open access article licensed under the terms of a Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License (<http://creativecommons.org/licenses/by-nc-sa/4.0>).