

## **PUSH AND PULL FACTORS INFLUENCING INDONESIAN YOUTHS' INTENTION TO WORK IN AUSTRALIA: THE MODERATING ROLE OF CAREER ADAPTABILITY**

**Hendi Hadinata Wongso<sup>1</sup>, Efa Irdhayanti<sup>2</sup>, Harry Setiawan<sup>3</sup>, Ilzar Daud<sup>4</sup>, Ikram Yakin<sup>5</sup>**

Department of Management, Faculty of Economics and Business, Universitas Tanjungpura, Indonesia

Email: [hendihadinatawongso@gmail.com](mailto:hendihadinatawongso@gmail.com)<sup>1</sup>, [efairdhayanti@ekonomi.untan.ac.id](mailto:efairdhayanti@ekonomi.untan.ac.id)<sup>2</sup>,  
[harrysetiawan@ekonomi.untan.ac.id](mailto:harrysetiawan@ekonomi.untan.ac.id)<sup>3</sup>, [ilzar.daud@ekonomi.untan.ac.id](mailto:ilzar.daud@ekonomi.untan.ac.id)<sup>4</sup>, [ikram.yakin@ekonomi.untan.ac.id](mailto:ikram.yakin@ekonomi.untan.ac.id)<sup>5</sup>

**Abstract:** The intention of Indonesian youth to work abroad, particularly in Australia, has continued to increase. This phenomenon is influenced by push factors in the home country, such as limited job opportunities and high unemployment rates, as well as pull factors from the destination country, including opportunities for international experience, higher wages, and better career prospects. This research aims to explain the effects of push factors and pull factors toward the intention to work abroad to Australia among Indonesian youth, with career adaptability as a moderating variable. Adopting a quantitative design supported by a survey technique, involving 150 respondents aged 18–30 years selected through purposive sampling (Hair et al., 2019). Data were collected using a Likert-scale questionnaire and subsequently examined through Partial Least Squares Structural Equation Modeling (PLS-SEM) employing SmartPLS software. The analytical procedure comprised assessment of the measurement model (including convergent validity, discriminant validity, and construct reliability) as well as evaluation of the structural model ( $R^2$ ,  $Q^2$  predictive relevance, and path coefficients). The analysis confirms a significant positive effect of push and pull factors on the intention to work abroad. However, career adaptability does not moderate these relationships, suggesting that structural conditions and external opportunities play a more dominant role than individual career adaptability.

**Keywords:** *Push Factors, Pull Factors, Intention to work Abroad, Career Adaptability.*

Submitted: 2026-02-15; Revised: 2026-03-04; Accepted: 2026-03-07

---

### **1. Introduction**

The intention of Indonesian youth to work abroad, particularly in Australia, has increased significantly in recent years. In 2024, the hashtag #kaburajadulu gained widespread attention, reflecting the disappointment of many young Indonesians who perceive limited long-term career prospects in their home country, alongside limited job opportunities and persistently high unemployment rates. According to Statistics Indonesia (BPS), the number of unemployed people in August 2023 reached 7.86 million. Although this figure declined to 7.20 million in August 2024, more than seven million Indonesians remain outside the labor market, indicating that unemployment continues to pose a major challenge to national economic development (Badan Pusat Statistik, 2024). Furthermore, data from the Indonesian Migrant Workers Protection Agency (BP2MI) show that the placement of Indonesian migrant workers reached

274,965 in 2023, representing a 37% increase from 2022 and a 176% increase from 2021. Although placements declined during the COVID-19 pandemic in 2020 and 2021, the 2023 figure has returned to pre-pandemic levels (Badan Perlindungan Pekerja Migran Indonesia, 2025).

According to statistics from BP2MI, Indonesian migrant workers were distributed in May 2025 reached 22,406 placements, with 18,058 workers (80.59%) concentrated in Hong Kong, Taiwan, Malaysia, Turkey, and Japan. In June 2025, total placements slightly decreased to 22,324, with 18,183 workers (81.45%) located in Hong Kong, Taiwan, Malaysia, Japan, and Turkey. By July 2025, the number of placements reached 22,348 workers, with 18,974 individuals (84.90%) concentrated in Taiwan, Hong Kong, Malaysia, Japan, and Singapore (Badan Perlindungan Pekerja Migran Indonesia, 2025). These figures indicate a consistently high concentration of Indonesian migrant workers in several key host countries and reinforce the growing trend of overseas employment. This trend strengthens the argument that the increasing number of migrant worker placements contributes to the rising intention to work abroad among Indonesian youth.

Australia has become one of the most attractive destinations for Indonesian youth seeking to start their careers and build new opportunities, particularly through the bilateral cooperation program between the Indonesian and Australian governments known as the Work and Holiday Visa (WHV). This program specifically targets young people, as one of its main requirements is an age range of 18 to 30 years. Based on data from the Directorate General of Immigration of Indonesia, on October 10, 2024, a quota of 4,796 slots was opened, attracting 11,910 applicants through the official website (Direktorat Jenderal Imigrasi Republik Indonesia, 2024). The enthusiasm continued to grow, and in 2025 the Australian government increased the quota for Indonesia to 5,500 (Department of Home Affairs, 2025). On October 15, 2025, the WHV registration website experienced an extraordinary surge, with up to 1.4 million visitors. This dramatic increase reflects the strong interest of Indonesian youth in exploring overseas employment opportunities while pursuing their career aspirations in Australia. The growing intention to work abroad, particularly in Australia, highlights the role of several reinforcing factors. Unfavorable domestic economic conditions, such as low wages, high unemployment rates, and limited job opportunities, function as push factors encouraging individuals to seek opportunities abroad. Conversely, higher wages, better quality of life, and opportunities to gain international experience serve as pull factors attracting young Indonesians to work overseas.

The tendency to work abroad can theoretically be explained through the relation of push and pull factors based on Lee's Push-Pull Migration Theory (Urbański, 2022). This theory argues that an individual's decision to migrate is driven by a combination of driving factors from the original country (push factors) and attracting factors from the destination country (pull factors). Furthermore, Career Construction Theory highlights that career development involves adapting to environmental changes and challenges. In this context, career adaptability functions as a psychosocial resource that enables young individuals to control and navigate international career transitions (Wang & Li, 2024).

Previous studies have identified limited job opportunities and low income as key push factors, while better career prospects, higher wages, and opportunities to gain international experience are recognized as pull factors significantly influencing the intention to work abroad (Urbański, 2022). Other empirical research has also confirmed the significant effects of push and pull factors on intention to work abroad. Specifically, low wages and limited employment opportunities as push factors, along with higher salaries, improved career prospects, and

international exposure as pull factors, have been shown to positively affect individuals' intentions to seek employment overseas (Mohamed & Abdul-Talib, 2020). Additionally, Hao Duan argues that migration decisions are not solely driven by economic considerations but also by personal feelings, memories, relationships, and the desire for adventure, further enriching the understanding of motivations behind international mobility (Duan, 2012).

Prior studies have primarily examined the direct effects of push and pull factors on individuals' intention to work abroad, with limited attention given to psychological variables that may condition or alter these relationships. Although career adaptability has been recognized as an important personal resource that enables individuals to cope with career-related challenges and pursue international opportunities (Chen et al., 2020), its role as a moderating variable in migration decision making remains underexplored. In particular, empirical research investigating the moderating effect of career adaptability within the context of labor migration among Indonesian youth is still scarce.

Addressing this gap, the present study extends the Push–Pull Migration framework by incorporating career adaptability as a moderating variable in explaining Indonesian youths' intention to work in Australia. By integrating structural migration factors with individual psychological resources, this research contributes to the literature by offering a more comprehensive understanding of how contextual and personal factors interact in shaping international employment intentions.

## **2. Literature Review**

### **2.1. Push Factors**

Push factors are defined as driving forces originating from circumstances in the home country that encourage individuals to move and seek opportunities abroad. This concept was first introduced in Lee's Push–Pull Migration Theory, explaining that migration decisions are influenced by two main forces: push factors from the original country and pull factors from the target country (Urbański, 2022). Push factors are generally associated with unfavorable domestic conditions, such as limited employment opportunities, low wage levels, political instability, and challenging socio-economic circumstances.

Several previous studies consistently confirm that push factors significantly influence individuals' intention to migrate or work abroad. For instance, a study conducted in Thailand and Polandia using a Structural Equation Modeling approach with 762 respondents found that economic factors serve as the primary determinants of migration decisions. In particular, unemployment levels in the home country (push factors) and better employment opportunities and higher wages in the destination country (pull factors) were identified as key drivers. Social and political factors were also identified to have an influence, although their impact varied across countries (Khalid & Urbański, n.d.).

A similar study was conducted on migrants from India, particularly from Bihar, a region with a long-standing history of migration. Historically, during the British colonial era, workers from this region were transported to colonies such as Guyana, Fiji, and Suriname as indentured laborers (Girmitiya). The study found that limited employment opportunities, extremely low wages, family debt, financial difficulties, social vulnerability, and social discrimination were strong push factors driving migration. In addition to these push factors, several pull factors, including better job opportunities, quality of life, personal development prospects, and a more interesting environment also played a crucial role in influencing migration decisions (Imran Khan et al., 2023).

Moreover, other previous studies further emphasize the significant influence of push

factors on the intention to work abroad. For instance, research has identified low income, adverse socio-economic environment, lack of political stability, limited career and educational prospects, as well as family and personal concerns that serve as strong motives sustaining migration decisions (Hajian et al., 2020).

The indicators of push factors influencing individuals' migration decisions include: (1) high unemployment rates, (2) limited career opportunities, (3) poor working conditions, and (4) low levels of welfare in the country of origin (Hajian et al., 2020).

Thus, push factors can be understood as unfavorable domestic conditions perceived by individuals that reduce the attractiveness of remaining in their home country, thereby encouraging particularly among young people the intention to consider career opportunities abroad. In this study, push factors are positioned as an independent variable influencing the intention to work abroad, specifically to Australia.

## **2.2. Pull Factors**

Pull factors are defined as attractive forces originating from conditions in the target country that encourage individuals to migrate and pursue careers abroad. Within the framework of Lee's Push–Pull Migration Theory, pull factors are understood as positive forces that motivate individuals to choose a particular destination country rather than remain in their home country (Urbański, 2022). Unlike push factors, which are driven by pressure or unfavorable conditions, pull factors are generally associated with better opportunities and more advantageous conditions in the destination country.

Numerous previous researches have demonstrated the significant role of pull factors in shaping the intention to work abroad. For instance, research examining pull factors within the scope of healthcare professionals identified key determinants of nurses' and doctors' migration to Saudi Arabia through focus group discussions involving 83 respondents. The findings revealed that higher salaries, relatively accessible employment requirements, religious considerations, recommendations from family and friends, and opportunities to gain international experience were the primary attractions for migrant healthcare workers (Almansour et al., 2023).

Similar findings indicate that push factors are generally associated with forced or pressured reasons, such as natural disasters, armed conflict, health conditions, and other adverse circumstances that push individuals to leave their home countries. In contrast, pull factors are more closely related to positive aspects that create attraction, including better employment opportunities, expectations of improved welfare, and the prospect of a better quality of life in the host country (Naval et al., 2024). These findings emphasize that migration decisions are not solely driven by difficult conditions in the country of origin, but also by the presence of more promising prospects and opportunities abroad.

Recent evidence from Turkey further reinforces the role of push and pull factors in explaining the intention to work abroad. Research involving 9,881 senior medical students found that unfavorable working conditions in the home country served as a significant push factor influencing migration intentions, while social environment and lifestyle abroad functioned as influential pull factors. Additionally, inadequate quality of medical education was found to increase students' propensity to migrate (Eser et al., 2024). These findings are similar with previous literature, highlighting that the interaction between push and pull factors play a crucial role in creating individuals' intention to work abroad.

The indicators of pull factors include: (1) higher wage levels, (2) broader employment opportunities, (3) opportunities to gain international experience, (4) access to education and

training facilities, and (5) better quality of life (Mohamed & Abdul-Talib, 2020). In addition, social and cultural aspects such as a supportive work environment, a more balanced lifestyle, and labor-friendly immigration policies are also frequently identified as key determinants enhancing the attractiveness of migration.

In the context of Australia, these attractions are reflected in various opportunities, one of which is the Work and Holiday Visa (WHV) program specifically designed for young people aged 18–30. In addition to providing legal employment opportunities, Australia offers higher wage levels, opportunities to gain international experience, and a quality of life that is widely perceived as better.

Thus, pull factors can be understood as positive drivers that make the destination country appear more promising for workers. In this study, pull factors are positioned as independent variables that influence the intention to work abroad, particularly the interest of Indonesian youth in working in Australia.

### **2.3. Intention to Work Abroad**

Intention to work abroad is defined as an individual's rational tendency to plan or desire to seek employment overseas in the hope of obtaining better career opportunities. Based on the Theory of Planned Behavior model, intention is considered the strongest predictor of actual behavior. In this context, push and pull factors are viewed as key determinants that shape individuals' attitudes and ultimately strengthen their intention to migrate (Ajzen, 1991).

Previous research conducted in Nigeria further confirms the role of push and pull factors in shaping intention to work abroad. The study, involving 244 medical residents at the University College Hospital, Ibadan, found that more than half of the respondents intended to migrate. The main reasons included better working and quality of life, higher salaries, and greater career development opportunities in the destination country. Conversely, family ties in the home country were identified as the main factor discouraging migration intentions (Adebayo & Akinyemi, 2022). These findings reinforce the notion that economic and career-related factors are central drivers in forming intention to work abroad, consistent with evidence from various other contexts.

This argument is further strengthened by research adopting a different theoretical perspective. A comparative study grounded in Experiential Learning Theory and Social Cognitive Theory revealed that international experience has a positive relationship with the development of cultural intelligence (CQ), which in turn influences students' intention to work abroad. The results revealed that Motivational CQ proved to be the strongest predictor of intention to work abroad in the two countries analyzed, and that international experience had a significant effect on students' migration intentions (Iskhakova & Kosheleva, 2023).

A subsequent study conducted in Vietnam also examined individuals' intention to work abroad in a different context, namely illegal employment. Using a quantitative approach with 400 respondents, the study found that immigrant personality traits, attitudes toward money, and financial anxiety significantly influenced the intention to engage in illegal work (Huu & Mai, 2021). Thus, intention to work abroad may be defined as a personal decision to seek employment overseas shaped by various push and pull factors, and further strengthened by personal readiness to navigate career transitions.

The indicators of intention to work abroad generally include: (1) the desire to seek employment overseas, (2) readiness to relocate to another country for career opportunities, (3) efforts made to prepare for migration, such as learning the language and completing required documents, (4) actively seeking information about the destination country, and (5) seriousness

in taking concrete steps toward working abroad (Iskhakova & Kosheleva, 2023).

In this study, intention to work abroad is positioned as the dependent variable that reflects the intention of Indonesian youth to work in Australia, whether through bilateral programs such as the Work and Holiday Visa (WHV) or through other professional employment pathways.

#### **2.4. Career Adaptability**

Career adaptability can be described as a psychosocial capacity that allows individuals to cope career-related tasks, transitions, and changes effectively (Chen et al., 2020). Theoretically, it is rooted in Career Construction Theory, which contains three main ideas: (1) vocational personality, (2) career adaptability, and (3) life themes (Wang & Li, 2024). Vocational personality refers to a person's abilities, needs, values, and interests that are connected to career development. Career adaptability represents a psychosocial resource reflecting an individual's readiness to face current and future career tasks, transitions, and potential challenges. Meanwhile, life themes describe the dynamic system that explains why individuals make certain career choices, the meaning behind those choices, and how they express their uniqueness across different life contexts.

Theoretically, career adaptability is rooted in Career Construction Theory, which explains that careers are not merely determined by external factors but are continuously shaped through individuals' adaptive processes in response to their environment (Wang & Li, 2024). The Career Adapt-Abilities Scale (CAAS) is utilized in this study to evaluate individuals' levels of career adaptability, which consists of four core dimensions: (1) concern, referring to future orientation and awareness of career development; (2) control, referring to the ability to take responsibility for and regulate one's career decisions; (3) curiosity, referring to the capacity to explore possible career opportunities; and (4) confidence, referring to self-efficacy in overcoming obstacles in career development (Savickas & Porfeli, 2012).

Several previous studies emphasized the crucial role of career adaptability in influencing various career results. A longitudinal study of 574 employees found that Career adaptability is highly correlated with other career resources, with each explaining unique variance in both personal and measurable career success (Haenggli & Hirschi, 2020). The findings indicate that subjective career success is more closely linked to motivational and environmental resources, while knowledge and skills are more closely tied to objective career achievements, such as salary. Remarkably, when controlling for other career resources, career adaptability was negatively associated with salary. These results reinforce the career construction theory framework by positioning career adaptability as an important component within the broader system of career resources that shape career achievement (Wang & Li, 2024). Thus, career adaptability can be viewed as a psychological factor that may influence individuals' intentions to pursue career opportunities abroad, including working in Australia.

Similar research also indicates that career adaptability is a crucial psychological factor in managing career changes. A study on career planning among employees in the manufacturing sector found that career adaptability plays a key role in helping individuals adjust to workplace transformations driven by technological automation (Zhang et al., 2019). Grounded in Career Construction Theory, the research emphasizes that career adaptability permits individuals to prepare for career transitions effectively to new social environments (Wang & Li, 2024).

Another study conducted in the COVID-19 pandemic period highlights the important role of career adaptability in helping employees cope with challenges in the hospitality industry. Research carried out in the United States found that proactive personality showed a positive relationship with career adaptability, while work-related social support acted as a moderating

variable linking career adaptability and turnover intention (Lee et al., 2021). These findings suggest that career adaptability functions as a crucial psychological resource; however, its impact may be dual in nature, depending on the surrounding work atmosphere.

Within the scope of this research, career adaptability is positioned as a moderating variable influencing the relationship between push and pull factors and the intention to work abroad. Young people who possess greater career adaptability tend to be better prepared to face migration-related obstacles, better able to explore international career opportunities, and more confident in adapting to new work environments. In contrast, people with a low level of career adaptability may feel uncertain or less capable of coping with challenges and taking advantage of overseas job opportunities. Therefore, career adaptability may either strengthen or weaken the intention of Indonesian youth to work in Australia.

## **2.5. Push Factors to Intention to Work Abroad**

Push factors refer to elements within the Push–Pull Migration Theory proposed by Lee that drive individuals to migrate (Urbański, 2022). These factors include limited employment opportunities, low wage levels, political instability, and unfavorable socio-economic conditions in the home country. In response to such adverse circumstances, individuals develop strong motivations to seek better career prospects abroad. This argument is supported by a study conducted in Thailand and Poland using Structural Equation Modeling with 762 respondents, which found that economic factors are the primary determinants of migration decisions (Khalid & Urbański, n.d.). Similar findings were reported in research on migrants from Bihar, India, where workers were located to British colonies during the colonial period due to poor domestic conditions, including limited job opportunities and social discrimination (Imran Khan et al., 2023). Therefore, the findings indicate that push factors highly affect individuals' decisions to migrate. According to this literature, the following hypothesis is formulated:

*H1: Push factors have a positive effect on intention to work abroad among Indonesian youth.*

## **2.6. Pull Factors to Intention to Work Abroad**

Pull factors pertain to attractive environment in the host country, based on the same theoretical foundation as push factors, namely Lee's Push–Pull Migration Theory. These factors represent desirable conditions sought by migrants that are perceived to be available in the destination country but lacking in the home country. Such conditions include higher wage levels, broader employment opportunities, opportunities to gain international experience, access to education and training facilities, and a better quality of life (Urbański, 2022). Pull factors are generally associated with positive aspects that enhance a country's attractiveness, such as improved career prospects, expectations of higher welfare, and better living standards (Naval et al., 2024). This finding aligns with studies carried out among healthcare workers, which found that higher salaries, relatively accessible entry requirements, religious considerations, recommendations from family and friends, and opportunities to gain international experience were key attractions for migrant healthcare professionals (Almansour et al., 2023). Therefore, it can be inferred that pull factors significantly influence individuals' decisions to migrate. According to this literature, the following hypothesis is formulated:

*H2: Pull factors have a positive effect on intention to work abroad among Indonesian youth.*

## **2.7. Career Adaptability as the Moderator between Push Factors and Intention to Work Abroad**

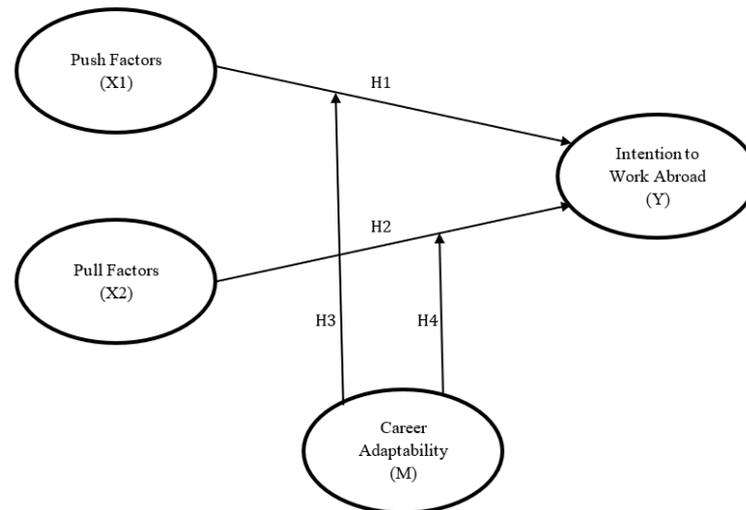
Push factors focus on unfavorable circumstances in the home country that encourage individuals to migrate, such as limited job opportunities, low income, and restricted career prospects (Hajian et al., 2020). However, the influence of push factors on intention to work abroad is not always direct. Career adaptability, defined as a psychosocial capacity allowing people to cope the career-related tasks, transitions, and challenges, may act as a moderating variable in this relationship. Rooted in Career Construction Theory, career adaptability encompasses vocational personality, career adaptability resources, and life themes (Wang & Li, 2024). People who possess greater career adaptability are better able to manage career barriers and take advantage of opportunities in the destination country, whereas those with low adaptability may lack the confidence to translate external pressures into a concrete intention to work abroad. Career adaptability is commonly measured using the Career Adapt-Abilities Scale (CAAS), consisting of four dimensions: concern (future career orientation), control (responsibility for career decisions), curiosity (exploration of career opportunities), and confidence (belief in overcoming career obstacles) (Savickas & Porfeli, 2012). Therefore, career adaptability is expected to strengthen the influence of push factors on intention to work abroad. According to this rationale, the following hypothesis is proposed:

*H3: Career adaptability positively moderates the relationship between push factors and intention to work abroad among Indonesian youth.*

## **2.8. Career Adaptability as the Moderator between Pull Factors and Intention to Work Abroad**

Pull factors refer to the attractiveness of the destination country, such as enhanced employment prospects, greater financial rewards, a superior quality of life, and opportunities to gain international experience (Naval et al., 2024). These factors serve as strong motivations for the emergence of intention to work abroad; however, the strength of their influence may vary depending on individual characteristics. Based on Career Construction Theory, career adaptability encompassing vocational personality, adaptability resources, and life themes, and operationalized through the dimensions of concern, control, curiosity, and confidence can function as a moderating variable in this relationship (Wang & Li, 2024). People who possess greater career adaptability tend to be more prepared to explore opportunities in the destination country, more confident in facing career-related challenges, and more capable of adjusting to new cultural environments. In contrast, those with lower career adaptability may feel hesitant or unprepared to take advantage of such opportunities. Therefore, career adaptability is expected to strengthen the influence of pull factors on intention to work abroad. According to this rationale, the next hypothesis is proposed:

*H4: Career adaptability positively moderates the relationship between pull factors and intention to work abroad among Indonesian youth.*



**Figure 1. Research Model**  
 Source: Author's own work (2025)

### 3. Research Method

This research employs a quantitative method using a survey method and is classified as explanatory research, which aims to examine causal relationships among variables. Specifically, this research examines the influence of push factors and pull factors toward the intention to work abroad in Australia among Indonesian youth, with career adaptability positioned as a moderating variable that is expected to enhance or diminish the relationship. The target population of this study comprised Indonesian youth aged 18–30 years who expressed an intention to work in Australia. The accessible population, however, was limited to individuals who met the study criteria and were reachable during the data collection period. This research employed purposive sampling, in which respondents were selected based on predefined criteria aligned with the research objectives. A total of 150 respondents were obtained, which met the minimum sample size requirement for multivariate analysis using Structural Equation Modeling–Partial Least Squares (SEM-PLS) (Hair et al., 2019). The research instrument was a questionnaire measured using a five-point Likert scale, where 1 reflected “strongly disagree” and 5 reflected “strongly agree.”

The indicators of push factors influencing individuals’ migration decisions include: (1) high unemployment rates, (2) limited career opportunities, (3) poor working conditions, and (4) low levels of welfare in the country of origin (Hajian et al., 2020). Pull factors were operationalized through four indicators: (1) higher wage levels, (2) broader employment opportunities, (3) opportunities to gain international experience, (4) access to education and training facilities, and (5) better quality of life (Mohamed & Abdul-Talib, 2020). Intention to work abroad was assessed through five indicators: (1) the desire to seek employment overseas, (2) readiness to relocate to another country for career opportunities, (3) efforts made to prepare for migration, such as learning the language and completing required documents, (4) actively seeking information about the destination country, (5) seriousness in taking concrete steps toward working abroad (Iskhakova & Kosheleva, 2023). Meanwhile, career adaptability was measured based on its four core dimensions: (1) concern, referring to future orientation and awareness of career development; (2) control, referring to the ability to take responsibility for and regulate one’s career decisions; (3) curiosity, referring to the capacity to explore possible

career opportunities; and (4) confidence, referring to self-efficacy in overcoming obstacles in career development (Savickas & Porfeli, 2012).

Structural Equation Modeling based on the Partial Least Squares (SEM-PLS) was utilized for data analysis within SmartPLS framework. The first step of the analysis involved evaluating the outer model to assess the validity and reliability of the constructs. This evaluation included convergent validity, examined through factor loadings and Average Variance Extracted (AVE), discriminant validity, and construct reliability was evaluated using Cronbach’s Alpha and Composite Reliability.

Subsequently, the inner model was evaluated to measure the correlation between the latent variables through the coefficient of determination ( $R^2$ ), predictive relevance ( $Q^2$ ), and path coefficients. A moderation analysis was then conducted to determine whether career adaptability moderates the effects of push factors and pull factors on the intention to work abroad, using either the product indicator or the two-stage approach as recommended by (Hair et al., 2019). Furthermore, the bootstrapping method was utilized to test the significance of the relationships among variables, generating t-statistics and p-values as the basis for hypothesis acceptance or rejection.

## 4. Result and Discussion

### 4.1. Result

#### Respondent Profile

Analysis of respondent criteria in this study is as follows:

**Table 1.** Respondent Profile

Category	Item	f	%
Age	18-20 years old	27	18%
	21-30 years old	123	82%
Total		150	100%
Respondent Criteria	Intend to work in Australia	150	100%
	Total	150	100%
Citizenship	Indonesian	150	100%
	Total	150	100%

Source: Primary Data from Questionnaire (2026)

Based on the respondent profile data above, the majority of respondents were aged 21–30 years, totaling 123 individuals (82%), while 27 respondents (18%) were aged 18–20 years. In terms of employment status, all respondents indicated their intention to work in Australia, totaling 150 individuals (100%). Furthermore, all respondents in this study were Indonesian citizens (100%), indicating that the data collected were fully aligned with the defined population criteria of the research.

### Descriptive Statistics of Research Variables

**Table 2.** Descriptive Statistics of Research Variables

Variable	N	Minimum	Maximum	Mean	Standard Deviation
<i>Push Factors</i>	150	1,75	5	3,926	0,680
<i>Pull Factors</i>	150	1,2	5	2,576	0,813
<i>Career Adaptability</i>	150	1	5	1,776	0,713
<i>Intention to Work Abroad</i>	150	1,6	4,8	3,206	0,650

Source: Processed Data (2026)

According to the descriptive statistical results, the push factors variable has a mean value of 3.926 with a standard deviation of 0.680, indicating that respondents tend to have a high perception of push factors from their home country. The pull factors variable has a mean value of 2.576 with a standard deviation of 0.813, suggesting that respondents' perceptions of pull factors from the destination country are at a moderate level. Furthermore, the career adaptability variable shows a mean value of 1.776 with a standard deviation of 0.713, reflecting a relatively low to moderate level of career adaptability among respondents. Meanwhile, the intention to work abroad variable has a mean value of 3.206 with a standard deviation of 0.650, indicating that respondents' intention to work abroad is at a moderate to high level.

### Measurement Model Evaluation (Outer Model)

At this step, tests of validity and reliability were performed to confirm that the instruments employed in this research were capable of accurately measuring the specified constructs. The tests included convergent validity assessment by referring to the loading factor values, with a minimum threshold of 0.70 to be considered valid. However, some studies suggest that loading values of 0.60 or even 0.50 may still be acceptable when supported by strong theoretical justification. In addition, Average Variance Extracted (AVE) was examined, with a criterion of  $AVE > 0.50$  to indicate adequate convergent validity. HTMT analysis was utilized to assess discriminant validity, with a threshold value of  $HTMT < 0.90$  to meet the required criteria. Furthermore, construct reliability was evaluated using Cronbach's alpha and Composite Reliability, where values higher than 0.70 indicate that the constructs are considered reliable.

### Convergent Validity

**Table 3. Outer Loading**

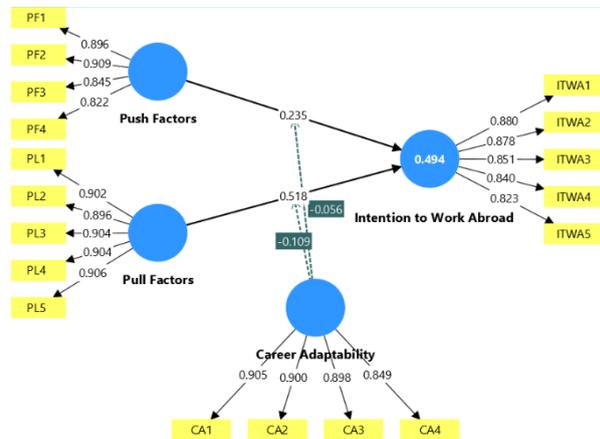
Variable	Indicator	Outer Loading	Remarks
<i>Push Factors</i>	PF1	0,896	Valid
	PF2	0,909	Valid
	PF3	0,845	Valid
	PF4	0,822	Valid
<i>Pull Factors</i>	PL1	0,902	Valid
	PL2	0,896	Valid
	PL3	0,904	Valid
	PL4	0,904	Valid
	PL5	0,906	Valid
<i>Career Adaptability</i>	CA1	0,905	Valid
	CA2	0,900	Valid
	CA3	0,898	Valid
	CA4	0,849	Valid
<i>Intention to Work Abroad</i>	ITWA1	0,880	Valid
	ITWA2	0,878	Valid
	ITWA3	0,851	Valid
	ITWA4	0,840	Valid
	ITWA5	0,823	Valid

Source: Processed Data (2026)

According to the results of the convergent validity test, referring to the minimum outer loading value of 0.70 as the threshold for validity, all indicators of each variable show outer loading values above 0.70. Consequently, convergent validity criteria indicate that all

indicators are valid.

The following figure presents the PLS-SEM algorithm output illustrating the outer loading values of each indicator:



**Figure 2. Outer Loading**  
 Source: Processed Data (2026)

#### Average Variance Extracted (AVE)

**Table 4. Average Variance Extracted (AVE)**

Variable	AVE	Remarks
<i>Push Factors</i>	0,754	Valid
<i>Pull Factors</i>	0,814	Valid
<i>Career Adaptability</i>	0,789	Valid
<i>Intention to Work Abroad</i>	0,731	Valid

Source: Processed Data (2026)

According to the results of the convergent validity test, referring to the minimum AVE threshold of 0.50 to be considered valid, all variables show AVE values above 0.50. Therefore, all constructs meet the criteria for convergent validity.

#### Discriminant Validity

**Table 5. HTMT**

Variable	Career Adaptability (M)	Intention to Work Abroad (Y)	Pull Factors (X2)	Push Factors (X1)	Career Adaptability (M) X Pull Factors (X2)	Career Adaptability (M) X Push Factors (X1)
<i>Career Adaptability (M)</i>	-					
<i>Intention to Work Abroad (Y)</i>	0,526	-				
<i>Pull Factors (X2)</i>	0,590	0,654	-			
<i>Push Factors (X1)</i>	0,074	0,255	0,085	-		

<i>Career Adaptability (M) X Pull Factors (X2)</i>	0,708	0,270	0,554	0,218	-	
<i>Career Adaptability (M) X Push Factors (X1)</i>	0,101	0,171	0,246	0,399	0,044	-

Source: Processed Data (2026)

According to the results of the discriminant validity test using the HTMT criterion, all HTMT values between constructs are below 0.90. Therefore, each construct in this study meets the standards of discriminant validity.

### Construct Reliability

**Table 6. Construct Reliability**

Variable	Cronbach's Alpha	Composite Reliability	Remarks
<i>Push Factors (X1)</i>	0,901	1,010	Reliable
<i>Pull Factors (X2)</i>	0,943	0,945	Reliable
<i>Career Adaptability (M)</i>	0,911	0,921	Reliable
<i>Intention to Work Abroad (Y)</i>	0,908	0,912	Reliable

Source: Processed Data (2026)

Based on the construct reliability testing results, all research variables show Cronbach's Alpha and Composite Reliability ( $\rho_c$ ) values higher than 0.70. Therefore, all constructs in this study can be regarded as meeting the reliability criteria and being appropriate for subsequent analysis.

### Structural Model Evaluation (Inner Model)

Testing of the inner model was performed to investigate the structural associations among the latent variables outlined in the research model. At this stage, the primary focus was directed toward examining the pathway and strength of the correlation between constructs, as well as the model's ability to illustrate the dependent variable, namely intention to work abroad. Through this analysis, it can be determined whether the causal relationships proposed in the research hypotheses receive empirical support. The evaluation of the inner model was carried out by observing several key measures. The coefficient of determination ( $R^2$ ) was used to assess the extent to which the independent variables explain the variance in the dependent variable. In addition, predictive relevance ( $Q^2$ ) was examined to review the model's predictive capability and to determine whether the proposed model has adequate predictive power for the endogenous variable. Furthermore, the relationships among latent variables were analyzed using path coefficients to identify the pattern and strength of the effects linking the constructs in the research model.

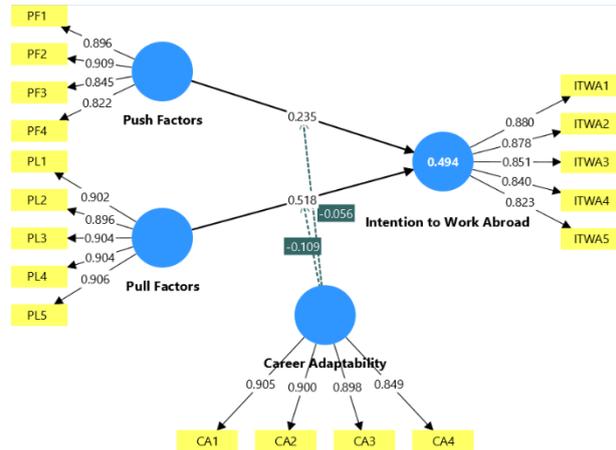
### R-square Test

**Table 7. R-square Test**

Variable	R-square	R-square Adjusted
<i>Intention to Work Abroad</i>	0,494	0,476

Source: Processed Data (2026)

This study reports an R-square value of 0.494 for the intention to work abroad variable, showing that push factors and pull factors account for 49% of the variance in intention to work abroad, while the rest of variance is attributed to other variables outside the research model. The following figure presents the PLS-SEM algorithm output used to examine the R<sup>2</sup> value of the research model:



**Figure 3. R-square Test**  
 Source: Processed Data (2026)

**Predictive Relevance Test (PLSpredict)**

**Table 8. Q-square Test**

Variable	Q <sup>2</sup> _predict	RMSE	MAE	Description
<i>Intention to Work Abroad</i>	0,436	0,761	0,612	Has strong predictive relevance.

Source: Processed Data (2026)

According to the PLSpredict analysis findings above, the Q<sup>2</sup>\_predict value for the intention to work abroad variable is 0.436. This value is greater than zero and exceeds the threshold of 0.35, showing that the research model has strong predictive capability.

**Hypothesis Testing (Bootstrapping)**

**Table 9. Hypothesis Testing (Bootstrapping)**

Path Coefficient	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics	P Value	Decision
<i>Push Factors</i> → <i>Intention to Work Abroad</i>	0,235	0,246	0,080	2,942	0.003	Accepted
<i>Pull Factors</i> → <i>Intention to Work Abroad</i>	0,518	0,510	0,074	7,012	0.000	Accepted

Source: Processed Data (2026)

**Push Factors to Intention to Work Abroad**

Push factors are found to significantly and positively affect the intention to work abroad,

with a path coefficient of 0.235, a T-statistic value of 2.942 ( $> 1.96$ ), and a p-value of 0.003 ( $< 0.05$ ). These findings suggest that the stronger the push factors in the home country such as limited job opportunities, unfavorable working circumstances, and low levels of welfare the higher the intention of Indonesian youth to work in Australia. In other words, push factors play a crucial role in encouraging individuals to consider working abroad as an alternative for career development and improved well-being.

### **Pull Factors to Intention to Work Abroad**

Pull factors are found to significantly and positively affect the intention to work abroad, with a path coefficient of 0.518, a T-statistic value of 7.012 ( $> 1.96$ ), and a p-value of 0.000 ( $< 0.05$ ). These findings indicate that the greater the attractiveness offered by the target country such as higher wages, broader employment opportunities, and better quality of life, the stronger the intention of Indonesian youth to work in Australia. Thus, pull factors make a substantial contribution to shaping individuals' interest and decisions to seek employment opportunities abroad.

### **Moderation Test of Career Adaptability**

**Table 10. Moderation Test of Career Adaptability**

Path Coefficient	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics	P Value	Decision
<i>Push Factor → Career Adaptability → Intention to Work Abroad</i>	-0,056	-0,059	0,045	1,236	0,216	Rejected
<i>Pull Factor → Career Adaptability → Intention to Work Abroad</i>	-0,109	-0,109	0,061	1,783	0,075	Rejected

Source: Processed Data (2026)

### **Career Adaptability as a Moderator between Push Factors and Intention to Work Abroad**

The findings of the analysis indicate that career adaptability does not moderate the effect of push factors on intention to work abroad. This is reflected in the interaction coefficient value of  $-0.056$ , with a T-statistic of 1.236 ( $< 1.96$ ) and a P-value of 0.216 ( $> 0.05$ ). These findings suggest that the level of career adaptability among young individuals neither strengthens nor weakens the influence of push factors from the home country on their intention to work in Australia. Thus, the decision to work abroad driven by push factors tends to occur directly, without regard to the individual's career adaptability level.

### **Career Adaptability as a Moderator between Pull Factors and Intention to Work Abroad**

The moderation test findings also indicate that career adaptability does not moderate the effect of pull factors on intention to work abroad. This is reflected in the interaction coefficient value of  $-0.109$ , with a T-statistic of 1.783 ( $< 1.96$ ) and a P-value of 0.075 ( $> 0.05$ ). These findings suggest that the attractiveness of the destination country, such as better job opportunities and higher levels of welfare, continues to directly influence the intention to work

in Australia without being affected by the individual's level of career adaptability. In other words, career adaptability has not functioned as a determinant that intensifies or reduces the effect of pull factors on intention to work abroad.

#### **4.2. Discussion**

The findings of this research show that push factors positively and significantly contribute to Indonesian youths' intention to pursue work opportunities overseas. These findings suggest that circumstances in the home country, such as limited work opportunities, inadequate working circumstances, low wages, and low levels of welfare, serve as major drivers of the intention to work overseas, particularly in Australia. This result is relevant with the push-pull migration theory proposed by Lee (1966), which states that push factors from the place of origin play an important role in individuals' decisions to migrate (Urbański, 2022). When individuals encounter structural barriers in developing their careers in their home country, working abroad is perceived as a rational alternative to improve quality of life and career prospects. The results of this study are also in line with the findings of (Hajian et al., 2020), who concluded that economic pressure and limited employment opportunities in the home country significantly increase individuals' intention to work abroad.

In addition, the findings show that pull factors exert a positive and significant influence on the intention to work abroad. This suggests that the attractiveness of the host country, such as higher wages, broader employment opportunities, opportunities to gain international experience, and a better life increases the intention of Indonesian youth to work in Australia. These findings reinforce the push-pull migration theory, which emphasizes that migration decisions are influenced not only by pressures from the home country but also by the attractions offered by the destination country. The findings of this research are supports with the findings of (Mohamed & Abdul-Talib, 2020) and (Iskhakova & Kosheleva, 2023), who argue that pull factors play a crucial role in shaping people intention to work abroad, particularly among young people who are in the career exploration stage.

However, the moderation test results reveal that career adaptability does not moderate the effect of push factors on intention to work abroad. This finding indicates that, for individuals with both high and low levels of career adaptability, the motivation to work abroad due to pressures from the home country remains relatively similar. In other words, when conditions in the home country are perceived as unsupportive of career development, the intention to work abroad emerges directly, without being influenced by an individual's ability to manage and adapt to career choices. This result suggests that push factors are structural and contextual in nature, making their impact on the intention to work abroad stronger than individual psychological factors such as career adaptability.

Overall, this study confirms that push factors and pull factors are the primary determinants in shaping the intention to work abroad among Indonesian youth, while career adaptability does not function as a variable that strengthens or weakens these relationships. These findings suggest that the intention to work abroad is more strongly influenced by contextual factors and structural opportunities than by individuals' career adaptability.

#### **5. Conclusion**

This research is designed to explore the impact of push factors and pull factors on the intention to work abroad among Indonesian youth, with career adaptability as a moderating variable. According to the findings of the analysis conducted, it may be concluded that the objectives of this research have been achieved, leading to several conclusions.

First, push factors are found to be significant predictors of intention to work abroad, with a positive direction of influence. This indicates that pressures from the home country, such as limited job opportunities, inadequate working conditions, and low levels of welfare, encourage young people to develop the intention to work overseas. Thus, the stronger the push factors perceived by individuals in their home country, the higher their intention to work abroad.

Second, push factors are found to be significant predictors of intention to work abroad, with a positive direction of influence. This finding confirms that the attractiveness of the destination country, such as broader employment opportunities, higher wage levels, international work experience, and a better quality of life, serves as a crucial factor in increasing young people's intention to work overseas. This indicates that the decision to work abroad is caused not only by pressures from the home country but also by the opportunities and benefits offered by the destination country.

Third, the moderation analysis shows that career adaptability does not significantly influence the intention to work abroad. This suggests that an individual's ability to adapt to career changes has not become a primary determinant in shaping the intention to work overseas. In other words, the intention to work abroad is influenced more by external conditions than by psychological readiness in terms of career adaptability.

Fourth, career adaptability does not act as a moderating variable in the relationship between push factors and pull factors and intention to work abroad. This finding indicates that the effects of push factors and pull factors on the intention to work overseas are direct and consistent, regardless of the individual's level of career adaptability.

Overall, the results of this research illustrate that push factors and pull factors are the primary determinants shaping the intention to work abroad among Indonesian youth, while career adaptability serves as a supporting factor but has not been proven to strengthen or weaken these relationships. Therefore, efforts to manage and direct the intention to work abroad should focus on improving working conditions and career opportunities domestically, as well as providing comprehensive information regarding employment opportunities overseas. On the other hand, the development of career adaptability remains important as a personal resource in facing the dynamics of global careers, even though in this study it was not found to function as a moderating variable.

## References

- Adebayo, A., & Akinyemi, O. O. (2022). What are you really doing in this country?: Emigration intentions of Nigerian doctors and their policy implications for human resource for health management. *Journal of International Migration and Integration*, 23(3), 1377–1396. <https://doi.org/10.1007/s12134-021-00898-y>
- Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211. [https://doi.org/https://doi.org/10.1016/0749-5978\(91\)90020-T](https://doi.org/https://doi.org/10.1016/0749-5978(91)90020-T)
- Almansour, H., Aldossary, A., Holmes, S., & Alderaan, T. (2023). Migration of nurses and doctors: Pull factors to work in Saudi Arabia. *Human Resources for Health*, 21(1). <https://doi.org/10.1186/s12960-023-00809-5>
- Badan Perlindungan Pekerja Migran Indonesia. (2025). *Cerita data statistik untuk Indonesia - Pekerja migran Indonesia*. Badan Perlindungan Pekerja Migran Indonesia (BP2MI). <https://bp2mi.go.id/statistik-penempatan>
- Badan Pusat Statistik. (2024, November 5). *Tingkat Pengangguran Terbuka (TPT) sebesar 4,91%*. Badan Pusat Statistik.

- <https://www.bps.go.id/id/pressrelease/2024/11/05/2373/tingkat-pengangguran-terbuka--tpt--sebesar-4-91-persen-.html>
- Chen, H., Fang, T., Liu, F., Pang, L., Wen, Y., Chen, S., & Gu, X. (2020). Career adaptability research: A literature review with scientific knowledge mapping in Web of Science. In *International Journal of Environmental Research and Public Health* (Vol. 17, Number 16, pp. 1–21). MDPI. <https://doi.org/10.3390/ijerph17165986>
- Department of Home Affairs. (2025, September 22). *First Work and Holiday visa application cap status*. Department of Home Affairs. <https://immi.homeaffairs.gov.au/what-we-do/whm-program/status-of-country-caps>
- Direktorat Jenderal Imigrasi Republik Indonesia. (2024, October 11). *Penerbitan surat dukungan Work and Holiday Visa Australia berjalan transparan*. Direktorat Jenderal Imigrasi Republik Indonesia. [https://www.imigrasi.go.id/siaran\\_pers/2024/10/11/penerbitan-surat-dukungan-work-and-holiday-visa-australia-berjalan-transparan](https://www.imigrasi.go.id/siaran_pers/2024/10/11/penerbitan-surat-dukungan-work-and-holiday-visa-australia-berjalan-transparan)
- Duan, H. (2012). *Embodied migration: An affective understanding of the Push-Pull Theory*. UNSWorks (UNSW institutional repository). <https://doi.org/10.26190/unsworks/15749>
- Eser, E., Cil, E., Sen Gundogan, N. E., Col, M., Yildirim Ozturk, E. N., Thomas, D. T., Sunter, A. T., Arslan, H. N., Cital, R., Onder, Y., Picakciefe, M., Dede, B., Demirel, C., Aydin, N., Caglayan, C., Aker, A. A., Borlu, A., Durmus, H., Can, G., ... Turan, M. (2024). Push and pull factors of why medical students want to leave Türkiye: A countrywide multicenter Study. *Teaching and Learning in Medicine*, 36(5), 588–600. <https://doi.org/10.1080/10401334.2023.2229810>
- Haenggli, M., & Hirschi, A. (2020). Career adaptability and career success in the context of a broader career resources framework. *Journal of Vocational Behavior*, 119, 103414. <https://doi.org/https://doi.org/10.1016/j.jvb.2020.103414>
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Hajian, S., Yazdani, S., Jadidfard, M., & Khoshnevisan, M. H. (2020). Factors influencing the migration intention of health professionals in low- and middle-income countries: Critical review with a theoretical model. *Journal of Contemporary Medical Sciences*, 6(6), 256–261. <https://doi.org/10.22317/jcms.v6i6.897>
- Huu, T. P., & Mai, H. N. T. (2021). Relationship between migration characteristics, attitude to money, financial anxious and intentions to work unlawful in foreign country: Case in Vietnam. *WSEAS Transactions on Environment and Development*, 17, 1252–1273. <https://doi.org/10.37394/232015.2021.17.115>
- Imran Khan, M., Alharthi, M., Haque, A., & Illiyan, A. (2023). Statistical analysis of push and pull factors of migration: A case study of India. *Journal of King Saud University - Science*, 35(8). <https://doi.org/10.1016/j.jksus.2023.102859>
- Iskhakova, M., & Kosheleva, S. (2023). The role of international experience and cultural intelligence in the intention to work abroad (the case of geographically and politically isolated countries). *International Journal of Manpower*, 44(8), 1587–1604. <https://doi.org/10.1108/IJM-07-2022-0314>
- Khalid, B., & Urbański, M. (n.d.). Approaches to understanding migration: A multi-country analysis of the push and pull migration trend. *Economics & Sociology*, 14(4), 2021. <https://doi.org/10.14254/2071>

- Lee, P. C., Xu, S. (Tracy), & Yang, W. (2021). Is career adaptability a double-edged sword? The impact of work social support and career adaptability on turnover intentions during the COVID-19 pandemic. *International Journal of Hospitality Management*, 94. <https://doi.org/10.1016/j.ijhm.2021.102875>
- Mohamed, M.-A., & Abdul-Talib, A.-N. (2020). Push–pull factors influencing international return migration intentions: A systematic literature review. *Journal of Enterprising Communities: People and Places in the Global Economy*, 14(2), 231–246. <https://doi.org/10.1108/JEC-01-2020-0004>
- Naval, N., Alexopoulos, C., Rizun, N., & Saxena, S. (2024). Identifying the push and pull factors for migration patterns vis-à-vis smart cities’ context. *Journal of Science and Technology Policy Management*, 16(6), 1043–1054. <https://doi.org/10.1108/JSTPM-04-2023-0061>
- Savickas, M. L., & Porfeli, E. J. (2012). Career Adapt-Abilities Scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of Vocational Behavior*, 80(3), 661–673. <https://doi.org/https://doi.org/10.1016/j.jvb.2012.01.011>
- Urbański, M. (2022). Comparing push and pull factors affecting migration. *Economies*, 10(1). <https://doi.org/10.3390/economies10010021>
- Wang, D., & Li, Y. (2024). Career construction theory: Tools, interventions, and future trends. *Frontiers in Psychology*, 15. <https://doi.org/10.3389/fpsyg.2024.1381233>
- Zhang, W., Guan, X., Zhou, X., & Lu, J. (2019). The effect of career adaptability on career planning in reaction to automation technology. *Career Development International*, 24(6), 545–559. <https://doi.org/10.1108/CDI-05-2018-0135>