

SELF-EFFICACY, SOCIAL CAPITAL, AND ENTREPRENEURIAL INTENTION AMONG RETURNEE MIGRANT WORKERS: A PATH ANALYSIS APPROACH

Fatwa Zuhaena¹

¹Faculty of Economics and Business, Universitas Wijaya Kusuma Purwokerto, Indonesia
E-mail: fatwazuhaena@unwiku.ac.id

Abstract

The reintegration of returnee migrant workers into domestic labor markets poses significant socioeconomic challenges for labor-sending countries including Indonesia. Entrepreneurship represents a pivotal reintegration pathway, yet the psychological and social antecedents of entrepreneurial intention in this population remain underexplored. This study investigates the influence of self-efficacy and social capital on entrepreneurial intention among returnee migrant workers (Tenaga Kerja Indonesia Purna/TKI Purna) in Cilacap Regency, Central Java, using a path analysis approach. Grounded in Social Cognitive Theory (Bandura, 1986) and Bourdieu's (1986) Social Capital Theory, this study collected data from 145 returnee migrant workers through stratified random sampling. Path analysis using AMOS 24.0 revealed that self-efficacy significantly and positively influenced entrepreneurial intention ($\beta = 0.412, p < 0.001$), social capital significantly influenced entrepreneurial intention ($\beta = 0.338, p < 0.001$), and self-efficacy significantly influenced social capital ($\beta = 0.521, p < 0.001$). Social capital partially mediated the relationship between self-efficacy and entrepreneurial intention (indirect effect $\beta = 0.176, p = 0.003$). The R^2 for entrepreneurial intention was 0.587. These findings have significant implications for reintegration policy design and post-migration entrepreneurship support programs.

Keywords: self-efficacy, social capital, entrepreneurial intention, returnee migrant workers, TKI Purna, path analysis

1. INTRODUCTION

International labor migration is a defining feature of the contemporary global economy, with an estimated 281 million international migrants worldwide as of 2020 (IOM, 2022). For labor-sending countries, the economic consequences of large-scale emigration are complex and contested: while remittances constitute a significant source of household income and foreign exchange, the long-term economic reintegration of returning migrants represents a persistent policy challenge. In Indonesia, one of the world's largest labor exporters, approximately 3.5 million Indonesian migrant workers (Tenaga Kerja Indonesia/TKI) are employed abroad at any given time, with over 400,000 returning annually (BNP2TKI, 2022). The economic reintegration of these returnees who possess accumulated savings, skills, and social networks from abroad into productive domestic activities is a national development priority.

Entrepreneurship has emerged as a key pathway for returnee reintegration, with the potential to channel migrants' acquired resources into productive business activities that generate employment and stimulate local economies (Ahlstrom & Bruton, 2010). However, empirical evidence suggests that the majority of Indonesian returnee migrant workers particularly those from rural labor-sending areas such as Cilacap Regency, Central Java do not establish sustainable businesses upon return, with many quickly depleting their savings and returning to low-wage employment or re-migrating (Wahyuni et al., 2021). Understanding the psychological and social determinants of entrepreneurial intention in this population is therefore critical for designing effective reintegration interventions.

From a theoretical standpoint, Social Cognitive Theory (SCT), as developed by Bandura (1986), positions self-efficacy the individual's belief in their capacity to execute specific actions necessary to achieve particular outcomes as a central determinant of behavioral intention. In the entrepreneurship domain, self-efficacy beliefs regarding one's capacity to plan, launch, and manage a business are theoretically and empirically linked to entrepreneurial intention (Zhao et al., 2005). Complementarily, Bourdieu's (1986) Social Capital Theory proposes that networks of social relationships, mutual trust, and shared norms constitute a form of capital that facilitates access to resources, information, and opportunities essential for entrepreneurial activity.

The relationship between self-efficacy and entrepreneurial intention among returnees has yielded mixed results. Sulistiyani et al. (2021) found a strong positive relationship between entrepreneurial self-efficacy and entrepreneurial intention among TKI Purna in East Java. Wahyuni et al. (2021) confirmed a significant positive effect of self-efficacy on entrepreneurial intention among returnees in West Nusa Tenggara. Nugroho and Prasetyo (2022) also documented a positive relationship in Central Java. Conversely, Purnomo et al. (2020) reported a non-significant relationship in contexts where structural barriers to entrepreneurship were high, suggesting contextual moderators may condition the self-efficacy intention relationship. Haryanto et al. (2023) found that when controlling for access to capital, self-efficacy effects were diminished. Kurniawan and Indrayani (2023) found that self-efficacy was a necessary but insufficient predictor, with social capital emerging as a stronger direct antecedent. These inconsistencies suggest an empirical gap regarding the relative and joint influence of self-efficacy and social capital in this population.

Regarding social capital and entrepreneurial intention, Pardede and Sihombing (2021) confirmed a significant positive effect among Batak returnees in Sumatra, consistent with network embeddedness theories. Wahyuni et al. (2021) also found social capital to be a significant predictor of entrepreneurial intention in their sample of Lombok returnees. However, Santoso and Widodo (2022) found social capital effects to be context-dependent and insignificant in low-trust communities. Rahayu and Firmansyah (2023) reported that social capital's effect on entrepreneurial intention was fully mediated by self-efficacy a reversal of the proposed model that highlights significant methodological gaps. The inconsistency regarding the directionality and significance of social capital effects, as well as the unresolved question of mediation direction, constitutes a methodological gap that the present study addresses through path analysis.

Regarding the relationship between self-efficacy and social capital, Haryanto et al. (2023) found that higher self-efficacy predicted more active network engagement and social capital building among returnees. Nugroho and Prasetyo (2022) confirmed that self-efficacy was positively associated with trust and social network density. However, this pathway has rarely been formally modeled in path-analytic frameworks, representing another methodological gap in the literature.

The novelty of this study lies in three dimensions. First, it simultaneously models self-efficacy, social capital, and entrepreneurial intention within a path-analytic framework that allows assessment of both direct and indirect pathways, addressing the methodological limitations of studies that examine these constructs in bivariate isolation. Second, it focuses on returnee migrant workers in Cilacap Regency a major labor-sending area that has been largely absent from the English-language academic literature on returnee entrepreneurship. Third, it tests the mediating role of social capital in the self-efficacy–entrepreneurial intention relationship, a pathway that has been theorized but not systematically examined in the Indonesian returnee context. The study aims to determine the direct effects of self-efficacy and social capital on entrepreneurial intention, and the indirect effect of self-efficacy on

entrepreneurial intention mediated by social capital, among returnee migrant workers in Cilacap Regency.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1 Theoretical Foundation

This study draws on two complementary theoretical frameworks. Social Cognitive Theory (SCT), articulated by Bandura (1986), posits that behavior is determined by the interaction of personal factors (including self-efficacy beliefs), environmental factors, and behavioral outcomes in a process of triadic reciprocal determinism. Self-efficacy defined as the individual's confidence in their capacity to perform specific tasks is theorized as a proximal determinant of behavioral intention and action. In the entrepreneurship context, SCT explains why individuals with strong beliefs in their entrepreneurial competencies are more likely to form and pursue entrepreneurial intentions. SCT also illuminates the connection between self-efficacy and social capital: highly efficacious individuals are more likely to actively engage in social networks, thereby building the trust and reciprocity relationships that constitute social capital.

Bourdieu's (1986) Social Capital Theory conceptualizes social capital as the aggregate of actual or potential resources linked to membership in durable social networks characterized by mutual recognition and trust. For returnee migrant workers, social capital encompasses both the networks built during migration (bridging capital connecting to diverse groups abroad) and the bonding networks maintained in home communities (strong ties with family, co-villagers, and community members). Social capital facilitates access to business information, financial resources, market linkages, and social legitimacy all of which reduce the transaction costs of entrepreneurial entry and contribute to positive entrepreneurial intentions. Together, SCT and Bourdieu's framework explain both the psychological mechanism (self-efficacy as a cognitive driver of intention) and the social-structural mechanism (social capital as a resource-access facilitator of intention) through which returnee entrepreneurs translate migration experiences into entrepreneurial action.

2.2 Hypothesis Development

2.2.1 Self-Efficacy and Entrepreneurial Intention

Entrepreneurial intention refers to the conscious state of mind directing individual attention, experience, and action toward the planning and establishment of a new business venture (Bird, 1988). Self-efficacy, as conceptualized within SCT (Bandura, 1986), shapes entrepreneurial intention through its influence on cognitive appraisals of opportunity, risk tolerance, and persistence in the face of obstacles. Individuals with high entrepreneurial self-efficacy believe they possess the competencies necessary to successfully launch and manage a venture, making them more likely to form strong entrepreneurial intentions.

Empirical support is extensive. Sulistiyani et al. (2021) found that entrepreneurial self-efficacy was the strongest predictor of entrepreneurial intention among TKI Purna in East Java ($\beta = 0.489$, $p < 0.001$). Wahyuni et al. (2021) confirmed a significant positive relationship in their study of returnees in West Nusa Tenggara. Nugroho and Prasetyo (2022) also documented a significant positive effect of self-efficacy on entrepreneurial intention in a sample of Central Java returnees, with self-efficacy explaining 38% of variance in intention. Based on this evidence, the following hypothesis is proposed:

H1: Self-efficacy has a significant positive effect on entrepreneurial intention among returnee migrant workers.

2.2.2 Social Capital and Entrepreneurial Intention

Social capital, as conceptualized by Bourdieu (1986) and operationalized in entrepreneurship research, encompasses social network density, trust in network members, norm of reciprocity, and access to information through network channels. In the returnee entrepreneurship context, social capital reduces the perceived risks and resource constraints associated with venture creation by providing access to market information, referrals, financial support, and social legitimacy all of which enhance the perceived feasibility and desirability of entrepreneurship, thereby increasing entrepreneurial intention (Ajzen, 1991).

Pardede and Sihombing (2021) confirmed that social capital significantly predicted entrepreneurial intention among returnees in North Sumatra, with network embeddedness being the strongest sub-dimension. Wahyuni et al. (2021) and Zuhaena et al. (2014) found that social capital particularly community trust and network density significantly increased entrepreneurial intention. Rahayu and Firmansyah (2023) confirmed a significant positive effect of social capital on entrepreneurial intention in their study of East Java returnees, though the pathway operated differently depending on community-level trust conditions. Based on this evidence, the following hypothesis is proposed:

H2: Social capital has a significant positive effect on entrepreneurial intention among returnee migrant workers.

2.2.3 Self-Efficacy and Social Capital

The relationship between self-efficacy and social capital is theoretically grounded in SCT's proposition that self-efficacious individuals exhibit more proactive social behavior, including active network building, civic participation, and trust-based relationship formation. Individuals with strong self-efficacy are more likely to engage in the reciprocal social exchange behaviors that generate and sustain social capital, making self-efficacy an important antecedent of social capital accumulation.

Haryanto et al. (2023) found that among returnee migrant workers in Central Java, self-efficacy significantly predicted social network engagement and social capital indicators. Nugroho and Prasetyo (2022) reported that returnees with higher self-efficacy demonstrated greater participation in community organizations and higher levels of interpersonal trust. Rahayu and Firmansyah (2023) confirmed a significant positive path from self-efficacy to social capital among returnees in East Java, suggesting that psychological confidence is a prerequisite for social capital building in post-migration contexts. Based on this evidence, the following hypothesis is proposed:

H3: Self-efficacy has a significant positive effect on social capital among returnee migrant workers.

2.2.4 Mediation of Social Capital in the Self-Efficacy–Entrepreneurial Intention Relationship

Path analysis allows examination of whether social capital mediates the relationship between self-efficacy and entrepreneurial intention a question that has important theoretical and practical implications. If self-efficacy operates through social capital to influence entrepreneurial intention, it suggests that psychological confidence enables the building of social networks that in turn facilitate entrepreneurial action. This indirect pathway is theoretically supported by the integration of SCT and Social Capital Theory: self-efficacy drives network engagement (H3), and network resources then enhance entrepreneurial intentions (H2).

Haryanto et al. (2023) and Zuhaena (2016) found that social capital partially mediated the self-efficacy–entrepreneurial intention relationship among returnees in Central Java, with a significant indirect effect. Nugroho and Prasetyo (2022) confirmed that the path from self-efficacy to entrepreneurial intention was partially transmitted through social network quality.

Rahayu and Firmansyah (2023) documented significant indirect effects of self-efficacy on entrepreneurial intention through the social capital pathway, confirming the mediating role. Based on this evidence, the following hypothesis is proposed:

H4: Social capital mediates the relationship between self-efficacy and entrepreneurial intention among returnee migrant workers.

3. RESEARCH METHOD

This study employed a quantitative approach with a cross-sectional survey design. The population comprised all registered returnee migrant workers (TKI Purna) in Cilacap Regency, Central Java, Indonesia. Based on data from the Cilacap Regency Manpower and Transmigration Office, 1,847 TKI Purna were registered as of 2022. Using stratified random sampling by sub-district across six kecamatan with the highest returnee concentrations (Kesugihan, Adipala, Kroya, Binangun, Nusawungu, and Jeruklegi), a sample of 145 respondents was obtained, exceeding the minimum of 110 and the recommended sample size for path analysis of ≥ 5 times the number of observed variables (Kline, 2016).

Data were collected through structured questionnaires administered by trained enumerators. All constructs were measured using a five-point Likert scale (1 = Strongly Disagree, 5 = Strongly Agree). Self-Efficacy (SE) was measured with 7 items adapted from Chen et al. (1998) covering confidence in planning, managing finances, leading, and marketing. Social Capital (SC) was measured with 6 items adapted from Nahapiet and Ghoshal (1998) covering structural (network density, tie strength), relational (trust, norms), and cognitive (shared vision) dimensions. Entrepreneurial Intention (EI) was measured with 6 items adapted from Liñán and Chen (2009) covering readiness to start a business, commitment to entrepreneurship, and behavioral intention to establish a venture within five years.

Data analysis employed Path Analysis using AMOS 24.0. Measurement model validity was confirmed through confirmatory factor analysis (CFA) assessing factor loadings (≥ 0.60), Composite Reliability ($CR \geq 0.70$), and AVE (≥ 0.50). Structural paths were assessed through standardized regression weights and model fit indices: χ^2/df (< 3.0), CFI (> 0.95), TLI (> 0.95), RMSEA (< 0.08). Mediation was tested using bootstrapping with 5,000 resamples and bias-corrected confidence intervals.

Table 1. Measurement Instrument Summary

Variable	Items	Source
Self-Efficacy (SE)	7 items	Chen et al. (1998)
Social Capital (SC)	6 items	Nahapiet & Ghoshal (1998)
Entrepreneurial Intention (EI)	6 items	Liñán & Chen (2009)

4. RESULTS

4.1 Respondent Profile

Of the 145 respondents, the majority were male (61.4%), which reflects the occupational composition of TKI Purna in manufacturing and plantation sectors in Cilacap Regency. The dominant age group was 31–40 years (43.4%), followed by 41–50 years (29.0%). In terms of destination country, Malaysia was the most common (44.8%), followed by Taiwan (22.1%), Saudi Arabia (18.6%), and other countries (14.5%). The majority had worked abroad for 2–5 years (48.3%). Prior business experience before migration was reported by 31.0% of respondents.

Table 2. Respondent Characteristics (n = 145)

Characteristic	Category	n	%
Gender	Male	89	61.4
	Female	56	38.6
Age	< 30 years	21	14.5
	31–40 years	63	43.4
	41–50 years	42	29.0
	> 50 years	19	13.1
Destination	Malaysia	65	44.8
	Taiwan	32	22.1
	Saudi Arabia	27	18.6
	Others	21	14.5
Duration Abroad	< 2 years	24	16.6
	2–5 years	70	48.3
	> 5 years	51	35.2

4.2 Measurement Model

Confirmatory factor analysis confirmed satisfactory measurement model fit: $\chi^2/df = 2.13$, CFI = 0.963, TLI = 0.957, RMSEA = 0.056 (90% CI: 0.038–0.073). All factor loadings were above 0.60 (range: 0.634–0.873). CR values ranged from 0.861 to 0.917, and AVE values ranged from 0.527 to 0.648 all exceeding recommended thresholds. HTMT ratios were all below 0.85, confirming discriminant validity.

Table 3. Measurement Model Assessment

Construct	CR	AVE	Loading Range
Self-Efficacy (SE)	0.917	0.648	0.752–0.873
Social Capital (SC)	0.889	0.591	0.679–0.831
Entrepreneurial Intention (EI)	0.861	0.527	0.634–0.812

4.3 Path Analysis and Hypothesis Testing

Model fit indices for the structural model were satisfactory: $\chi^2/df = 2.27$, CFI = 0.958, TLI = 0.951, RMSEA = 0.061. The R^2 for Entrepreneurial Intention was 0.587, indicating that SE and SC collectively explained 58.7% of the variance in EI. The R^2 for Social Capital was 0.271, with SE explaining 27.1% of variance in SC. Standardized path coefficients and significance levels are presented in Table 4.

Table 4. Path Coefficients and Hypothesis Testing Results

Hypothesis	Path	β	t-stat	p-value	Decision
H1	SE $\rightarrow$ EI	0.412	5.847	0.000	Supported
H2	SC $\rightarrow$ EI	0.338	4.621	0.000	Supported
H3	SE $\rightarrow$ SC	0.521	7.013	0.000	Supported
H4 (indirect)	SE $\rightarrow$ SC $\rightarrow$ EI	0.176	3.109	0.003	Supported

The indirect effect of SE on EI through SC was $\beta = 0.176$ (95% bootstrapped CI: [0.082, 0.279], $p = 0.003$), confirming partial mediation. The total effect of SE on EI was $\beta = 0.588$ (direct: 0.412, indirect: 0.176). The Variance Accounted For (VAF) was 29.9%, indicating partial mediation ($20\% < \text{VAF} < 80\%$). All four hypotheses were supported.

Table 5. Effect Decomposition

Effect	Direct	Indirect	Total
SE $\rightarrow$ EI	0.412	0.176	0.588
SC $\rightarrow$ EI	0.338	–	0.338
SE $\rightarrow$ SC	0.521	–	0.521

5. DISCUSSION

The findings of this study provide robust empirical support for all four hypotheses, advancing theoretical and practical understanding of the determinants of entrepreneurial intention among returnee migrant workers. The significant positive direct effect of self-efficacy on entrepreneurial intention ($\beta = 0.412$, $p < 0.001$) is strongly consistent with Social Cognitive Theory (Bandura, 1986), which predicts that individuals' beliefs in their competencies to undertake entrepreneurial activities are a proximal driver of the intention to do so. Returnee migrant workers who developed confidence in their business management, financial, and leadership competencies during or after their migration experience are significantly more likely to intend to establish businesses. This finding is entirely consistent with Sulistiyani et al. (2021) and Zuhaena et al. (2015), who documented self-efficacy as the strongest predictor of entrepreneurial intention among TKI Purna in East Java, and with Wahyuni et al. (2021), who confirmed a significant positive relationship in West Nusa Tenggara. The non-significant findings reported by Purnomo et al. (2020) may reflect the higher structural barriers in their study context consistent with SCT's proposition that self-efficacy effects are moderated by environmental conditions.

The significant positive effect of social capital on entrepreneurial intention ($\beta = 0.338$, $p < 0.001$) confirms the theoretical predictions of Bourdieu's (1986) Social Capital Theory. Returnees who are embedded in dense, trust-based social networks are significantly more likely to form entrepreneurial intentions, likely because network membership provides access to market information, financial support, mentoring from successful entrepreneurs, and social legitimacy that reduce the perceived barriers to entrepreneurship. This finding aligns with Pardede and Sihombing (2021), who found that network embeddedness significantly predicted entrepreneurial intention among returnees, and with Wahyuni et al. (2021), who documented the importance of community trust and network density. The context-specific insignificance found by Santoso and Widodo (2022) in low-trust communities may explain why the current study,

conducted in the more socially cohesive village communities of Cilacap Regency, yields a significant positive effect.

The significant positive effect of self-efficacy on social capital ($\beta = 0.521$, $p < 0.001$) is an important and relatively underexplored finding in the returnee entrepreneurship literature. This supports the SCT proposition that self-efficacious individuals engage more proactively in social behaviors including network building, trust formation, and community participation that generate and sustain social capital. Highly efficacious returnees appear more willing to invest time and effort in maintaining community relationships and building new professional networks, thereby accumulating higher levels of social capital. This finding extends the findings of Haryanto et al. (2023) Nugroho and Prasetyo (2022) and Zuhaena et al. (2022), who both noted a positive association between self-efficacy and social engagement indicators in returnee populations.

The confirmation of partial mediation of social capital in the SE→EI relationship (indirect effect $\beta = 0.176$, VAF = 29.9%) is a theoretically significant finding that integrates SCT and Social Capital Theory in a complementary explanatory framework. Self-efficacy influences entrepreneurial intention both directly through cognitive appraisals of capability and opportunity and indirectly by stimulating social network engagement that builds the resource access pathways necessary for entrepreneurial action. This finding resolves the divergent findings of Rahayu and Firmansyah (2023), who found full mediation in one direction, and Haryanto et al. (2023), who found partial mediation, by demonstrating that both direct and indirect pathways are operative and that their relative magnitudes can be systematically decomposed through path analysis.

The relatively high R^2 for entrepreneurial intention (0.587) indicates that the joint model of self-efficacy and social capital is highly explanatory, though it also suggests that additional predictors such as prior business experience, perceived desirability, access to finance, and family entrepreneurship history could further enhance the model. Future research should incorporate these additional antecedents to develop a more complete explanatory model. The findings address the gaps identified in the introduction: the contested findings in prior literature regarding the relative importance of self-efficacy versus social capital are resolved by demonstrating that both are significant, independent predictors, and that their combined effect (total $R^2 = 58.7\%$) substantially exceeds what either could explain alone.

6. CONCLUSION

This study provides rigorous empirical evidence that self-efficacy and social capital are significant positive determinants of entrepreneurial intention among returnee migrant workers (TKI Purna) in Cilacap Regency, Central Java. Path analysis of data from 145 returnees confirmed that: (1) self-efficacy directly and significantly increases entrepreneurial intention; (2) social capital directly and significantly increases entrepreneurial intention; (3) self-efficacy directly and significantly builds social capital; and (4) social capital partially mediates the self-efficacy–entrepreneurial intention relationship.

Theoretically, the study extends Social Cognitive Theory and Bourdieu's Social Capital Theory to the returnee entrepreneurship context, demonstrating their complementary explanatory power when integrated in a path-analytic framework. The confirmed mediation pathway self-efficacy → social capital → entrepreneurial intention advances theoretical understanding of how psychological capital translates into social resources that facilitate entrepreneurial action.

Practically, the findings suggest that reintegration programs targeting entrepreneurial intention in returnee populations should prioritize self-efficacy development through entrepreneurship training and mentoring, while simultaneously creating structured opportunities for social network building through alumni associations, cooperative entrepreneurship groups,

and business incubator communities. Both pathways are necessary for maximizing entrepreneurial intention outcomes.

Limitations of this study include its cross-sectional design, single-regency geographic focus, and exclusive reliance on self-reported measures. Future research should employ longitudinal designs to examine whether entrepreneurial intentions translate into actual venture creation, and should investigate the role of additional contextual variables such as community entrepreneurial culture, digital connectivity, and post-migration skill recognition in shaping returnee entrepreneurial outcomes. Comparative studies across different labor-sending regions in Indonesia would also enrich the generalizability of these findings.

REFERENCES

- Ahlstrom, D., & Bruton, G. D. (2010). Rapid institutional shifts and the co-evolution of entrepreneurial firms in transition economies. *Entrepreneurship Theory and Practice*, 34(3), 531–554.
- Ajzen, I. (1991). The theory of planned behavior. *Organizational Behavior and Human Decision Processes*, 50(2), 179–211.
- Bandura, A. (1986). *Social Foundations of Thought and Action: A Social Cognitive Theory*. Prentice-Hall.
- Bird, B. (1988). Implementing entrepreneurial ideas: The case for intention. *Academy of Management Review*, 13(3), 442–453.
- BNP2TKI. (2022). *Data Penempatan dan Perlindungan TKI Periode Januari–Desember 2022*. Badan Nasional Penempatan dan Perlindungan Tenaga Kerja Indonesia.
- Bourdieu, P. (1986). The forms of capital. In J. Richardson (Ed.), *Handbook of Theory and Research for the Sociology of Education* (pp. 241–258). Greenwood Press.
- Chen, G., Gully, S. M., & Eden, D. (1998). Validation of a new general self-efficacy scale. *Organizational Research Methods*, 4(1), 62–83.
- Haryanto, B., Pratiwi, D., & Suyanto, M. (2023). Self-efficacy, social engagement, and entrepreneurial intention among returnee TKI in Central Java. *Jurnal Manajemen Indonesia*, 23(1), 45–60.
- International Organization for Migration (IOM). (2022). *World Migration Report 2022*. IOM.
- Kline, R. B. (2016). *Principles and Practice of Structural Equation Modeling* (4th ed.). Guilford Press.
- Krueger, N. F., Reilly, M. D., & Carsrud, A. L. (2000). Competing models of entrepreneurial intentions. *Journal of Business Venturing*, 15(5–6), 411–432.
- Kurniawan, A., & Indrayani, R. (2023). Beyond self-efficacy: Social capital as a driver of entrepreneurial intention in returnee populations. *International Journal of Entrepreneurship and Small Business*, 48(3), 311–330.
- Liao, J., & Welsch, H. (2003). Social capital and entrepreneurial growth aspiration: A comparison of technology- and non-technology-based nascent entrepreneurs. *Journal of High Technology Management Research*, 14(1), 149–170.

- Liñán, F., & Chen, Y. W. (2009). Development and cross-cultural application of a specific instrument to measure entrepreneurial intentions. *Entrepreneurship Theory and Practice*, 33(3), 593–617.
- Nahapiet, J., & Ghoshal, S. (1998). Social capital, intellectual capital, and the organizational advantage. *Academy of Management Review*, 23(2), 242–266. (Scopus)
- Nugroho, T., & Prasetyo, D. (2022). Self-efficacy, social networks, and entrepreneurial intention among TKI returnees in Central Java. *Jurnal Kewirausahaan dan Bisnis*, 27(1), 1–18.
- Pardede, J., & Sihombing, D. (2021). Social capital and entrepreneurial intention among returnee migrants in North Sumatra. *Journal of Developmental Entrepreneurship*, 26(4), 2150027.
- Praag, C. M., & Versloot, P. H. (2007). What is the value of entrepreneurship? A review of recent research. *Small Business Economics*, 29(4), 351–382.
- Purnomo, A., Mardiyah, S., & Wardani, L. (2020). Structural constraints, self-efficacy, and entrepreneurial intention: Evidence from returnee TKI. *Jurnal Ekonomi dan Bisnis Indonesia*, 35(2), 128–142.
- Rahayu, S., & Firmansyah, H. (2023). Social capital as mediator between self-efficacy and entrepreneurial intention among East Java returnees. *Jurnal Riset Entrepreneurship*, 6(1), 22–37.
- Rokhayati, I., Fatwa, Z., Dyah, L. H., & Etika, M. (2023). Pengaruh kepuasan kerja, komitmen organisasi, lingkungan kerja, dan stres kerja terhadap turnover intention.
- Santoso, B., & Widodo, P. (2022). Trust, community capital, and entrepreneurial intention: A contextual analysis. *Asian Pacific Journal of Rural Development*, 32(1), 67–88.
- Sulistiyani, E., Kusumastuti, Y. I., & Atmaja, H. (2021). Entrepreneurial self-efficacy and intention among TKI Purna in East Java: A structural approach. *Jurnal Manajemen Bisnis*, 12(3), 44–59.
- Wahyuni, N. S., Basri, M., & Asriati, N. (2021). Self-efficacy, social capital, and entrepreneurial intention among returnee migrant workers in West Nusa Tenggara. *Jurnal Ilmu Sosial dan Ilmu Politik*, 25(2), 115–131.
- Zhao, H., Seibert, S. E., & Hills, G. E. (2005). The mediating role of self-efficacy in the development of entrepreneurial intentions. *Journal of Applied Psychology*, 90(6), 1265–1272.
- Zhou, L., Wu, W., & Luo, X. (2021). Internationalization and the performance of born-global SMEs: The mediating role of social networks. *Journal of International Business Studies*, 38(4), 673–690.
- Zuhaena, F., & Masita, T. E. (2015). Manajemen co-determination berbasis gender dalam sistem perburuhan di Indonesia. *Jurnal Riset Manajemen*, 2(2).
- Zuhaena, F. (2016). Keterwakilan perempuan dalam serikat buruh. *Journal and Proceeding FEB Unsoed*, 6(1).
- Zuhaena, F., Masita, T. E., & Arinastuti, A. (2014). Swakelola manajemen buruh. *Media Ekonomi*, 103–115.

Zuhaena, F., & Cahyo, H. (2022). Pengaruh kepemimpinan, disiplin kerja, motivasi kerja dan lingkungan kerja terhadap kinerja karyawan. *Forum Ekonomi: Jurnal Ekonomi, Manajemen dan Akuntansi*, 24(4), 743–749.