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Entrepreneurship Capacity Building through Home-Industry Training for Indonesian Women Migrant Workers in Malaysia

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Abstract

Indonesian women migrant workers in Malaysia frequently encounter difficulties in achieving sustainable economic reintegration after returning home due to limited entrepreneurial knowledge and business management competencies. This community service program aimed to strengthen participants' entrepreneurial capacity through home-industry training emphasizing practical business administration skills and entrepreneurship education. The program involved 34 Indonesian women migrant workers and employed a participatory, practice-oriented learning approach consisting of interactive lectures, group discussions, business planning exercises, mentoring, and home-industry simulations. Training materials covered entrepreneurial mindset development, business opportunity identification, financial record-keeping, inventory management, cost calculation, pricing strategies, and customer-oriented business practices. The results demonstrated significant improvements in participants' entrepreneurial knowledge, business administration competencies, and confidence in establishing sustainable home-based enterprises after returning to Indonesia.

Participants developed greater awareness of entrepreneurship as a viable alternative to continued overseas employment and identified various feasible business opportunities, including culinary enterprises, handicrafts, tailoring, beauty services, and digital commerce. The collaborative learning environment also strengthened entrepreneurial self-efficacy, opportunity recognition, and long-term business planning while encouraging peer learning and knowledge exchange. Overall, the program contributed to enhancing household economic resilience and promoting women's economic empowerment by equipping participants with practical managerial competencies necessary for sustainable self-employment. The findings highlight the importance of integrating entrepreneurship education, practical business administration, mentoring, and community-based empowerment to facilitate successful post-migration economic reintegration among Indonesian women migrant workers.

Keywords: entrepreneurship capacity building; home-industry; Indonesian women migrant workers; women's economic empowerment; community engagement.

1. Introduction

1.1 Entrepreneurship Challenges among Indonesian Women Migrant Workers

Indonesian women migrant workers constitute a significant proportion of the overseas workforce in Malaysia, where they are primarily employed in domestic services, manufacturing, hospitality, and caregiving sectors. Overseas employment has substantially contributed to household income through remittances and has become an important livelihood strategy for many Indonesian families. Nevertheless, economic benefits gained during migration are frequently constrained by limited entrepreneurial preparedness and insufficient planning for economic reintegration after returning home. Many migrant workers depend almost entirely on wage employment abroad and have limited opportunities to acquire entrepreneurial competencies that could support sustainable livelihoods in their home communities. As a result, returning migrant workers often encounter difficulties in creating alternative income sources, particularly when they face declining employment opportunities, limited access to business capital, and changing market conditions. Community empowerment initiatives increasingly recognize entrepreneurship capacity building as a strategic intervention that enables migrant workers to transform overseas work experience into productive economic activities while reducing long-term dependence on labor migration. Recent community service initiatives in Malaysia demonstrate that entrepreneurship-oriented training can enhance participants' awareness of business opportunities and strengthen their readiness to establish small-scale enterprises after returning to Indonesia (Sutter et al., 2019; Newman et al., 2019).

Beyond structural economic challenges, Indonesian women migrant workers frequently encounter limitations in entrepreneurial knowledge, business planning skills, market analysis, and financial management, reducing their confidence to initiate independent enterprises (Ilhamalimy et al., 2025). Many participants possess valuable occupational experience and strong work discipline but lack formal training in opportunity recognition, product development, marketing, and business sustainability. These constraints often result in continued dependence on overseas employment despite aspirations to become financially independent. Entrepreneurship capacity building therefore plays a critical role in equipping migrant workers with practical competencies required to identify local market opportunities, utilize available household resources, and develop viable home-based businesses (Ilhamalimy et al., 2025). Entrepreneurship education also contributes to strengthening entrepreneurial self-efficacy, opportunity

recognition, and innovation, all of which are essential for successful business creation. For women migrant workers, these competencies extend beyond income generation by supporting household economic stability, increasing women's participation in family decision-making, and fostering long-term community development. Accordingly, entrepreneurship training integrated with community empowerment represents an effective approach for facilitating sustainable economic reintegration and promoting inclusive development among Indonesian migrant worker communities (Sutter et al., 2019; Newman et al., 2019).

1.2 Home-Based Entrepreneurship for Family Economic Empowerment

Home-based entrepreneurship has emerged as an effective strategy for strengthening family economic empowerment, particularly among women who require flexible income-generating activities that can be integrated with household responsibilities. For Indonesian women migrant workers, home-industry businesses provide an opportunity to transform the skills, work experience, and financial resources accumulated during overseas employment into sustainable economic activities after returning to Indonesia. Unlike formal employment, home-based enterprises generally require relatively low start-up capital, can utilize locally available resources, and allow entrepreneurs to balance productive work with family obligations. Business activities such as food processing, tailoring, handicrafts, beauty services, digital commerce, and other microenterprises have become increasingly attractive because they offer accessible pathways toward financial independence while reducing dependence on repeated labor migration (Wibowo et al., 2026). Recent international studies highlight that home-based businesses contribute not only to household income but also to women's economic empowerment by increasing autonomy, improving work-family balance, and creating opportunities for long-term entrepreneurial development. These characteristics make home-industry entrepreneurship a practical community empowerment strategy for vulnerable groups, including migrant workers returning to their home regions (Jennings & Brush, 2013; Wilson et al., 2007).

Women's participation in home-based entrepreneurship also plays a strategic role in strengthening household financial resilience through income diversification and sustainable livelihood creation (Merina et al., 2026). Beyond generating additional earnings, women entrepreneurs frequently assume responsibility for household financial management, investment decisions, children's education, and long-term family welfare, making entrepreneurship

an important mechanism for improving overall household well-being. Community-based entrepreneurship training therefore should not only focus on technical business skills but also develop entrepreneurial confidence, opportunity recognition, innovation, and market adaptation. Equipping women with these competencies enables them to identify feasible business opportunities, respond to changing consumer demands, and establish enterprises capable of generating stable income over time (Sihotang et al., 2027). Furthermore, strengthening entrepreneurial capacity encourages women to become active contributors to local economic development by creating employment opportunities and supporting community resilience. Evidence from recent studies demonstrates that entrepreneurship among women significantly increases household income and promotes broader socioeconomic development when accompanied by supportive training, mentoring, and institutional assistance. Accordingly, integrating home-industry entrepreneurship into community service programs offers an effective approach for empowering Indonesian women migrant workers to achieve sustainable family economic resilience after completing overseas employment (Jennings & Brush, 2013; Wilson et al., 2007).

1.3 Objectives of the Community Service Program

The community service program was designed to strengthen the entrepreneurial capacity of Indonesian women migrant workers in Malaysia by equipping participants with practical knowledge and skills needed to establish sustainable home-based enterprises after completing overseas employment. Recognizing that many migrant workers rely primarily on wage income and possess limited entrepreneurial experience, the program adopted an empowerment-oriented approach that integrated entrepreneurship education with practical home-industry training. The primary objectives included improving participants' understanding of entrepreneurial principles, enhancing their ability to identify business opportunities based on local resources, and developing fundamental competencies in simple business planning, product development, and financial management. In addition, the program sought to encourage participants to transform their overseas work experience into productive economic assets capable of generating long-term household income. Through interactive learning sessions, practical demonstrations, and collaborative discussions, participants were expected to gain greater confidence in initiating microenterprises that could be managed independently after returning to Indonesia. Community-based entrepreneurship education has been widely recognized as an effective strategy for increasing entrepreneurial competence, fostering opportunity recognition, and supporting sustainable self-employment among women in vulnerable economic conditions (Nabi et al., 2017; Hägg & Gabriellson, 2020).

Beyond strengthening entrepreneurial knowledge, the program aimed to promote sustainable family economic resilience by encouraging participants to diversify household income through home-industry development. Rather than depending exclusively on remittances or future overseas employment, participants were encouraged to view entrepreneurship as a long-term livelihood strategy capable of supporting financial independence and improving family welfare. The expected outcomes included increased entrepreneurial motivation, stronger business self-efficacy, improved readiness to establish small-scale enterprises, and greater awareness of the importance of continuous business development. Furthermore, the program emphasized that women's

entrepreneurship contributes not only to individual income generation but also to household financial stability, local economic development, and community empowerment through job creation and productive economic participation. By integrating entrepreneurship training with women's empowerment, the community service initiative sought to establish a sustainable model of economic reintegration for Indonesian migrant workers that can be replicated in similar migrant communities. Recent international research similarly concludes that entrepreneurship capacity-building programs significantly improve women's entrepreneurial intentions, business preparedness, and long-term socioeconomic resilience when accompanied by practical learning and continuous institutional support (Nabi et al., 2017; Hägg & Gabriellson, 2020).

2. Methods

2.1 Participants and Program Setting

The community service program was conducted in Malaysia as an international community engagement initiative designed to improve home-industry business administration skills among Indonesian women migrant workers (Pertiwi et al., 2026). Malaysia was selected because it hosts a large Indonesian migrant worker community employed in domestic services, manufacturing, hospitality, and caregiving sectors, many of whom seek opportunities to establish sustainable livelihoods after returning to Indonesia (Merina et al., 2026). The program adopted a participatory and practice-oriented approach that emphasized entrepreneurship education and administrative competencies necessary for managing small home-based businesses. Rather than focusing solely on technical production skills, the training introduced participants to fundamental aspects of business administration, including business planning, simple financial recording, inventory management, cost calculation, and customer-oriented business practices. These competencies were considered essential because many migrant workers possess valuable work experience but have limited exposure to business management and administrative practices required to operate sustainable microenterprises. Community-based entrepreneurship programs have shown that participatory learning environments enhance entrepreneurial awareness, strengthen practical competencies, and improve participants' readiness for post-migration economic reintegration by connecting learning activities with their real socioeconomic circumstances (Sutter et al., 2019; Nabi et al., 2017).

The participants consisted of 34 Indonesian women migrant workers who voluntarily joined the program through Indonesian community networks in Malaysia. They represented diverse occupational backgrounds and educational experiences but shared common aspirations to improve household welfare through entrepreneurship after completing their overseas employment. Before the training commenced, facilitators conducted informal discussions to identify participants' previous business experience, administrative knowledge, and expectations regarding home-industry development. The findings indicated that while several participants had experience producing food products, handicrafts, or small household businesses, most had limited knowledge of business administration, bookkeeping, pricing strategies, inventory control, and marketing documentation. Consequently, the training materials were adapted to participants' learning needs and emphasized practical administrative skills that could be immediately applied in small-scale enterprises. Throughout the

program, participants actively engaged in discussions, collaborative exercises, and business planning activities, creating an interactive learning environment that encouraged peer learning and experience sharing. Similar community empowerment initiatives involving Indonesian migrant workers have demonstrated that participant-centered entrepreneurship training strengthens self-confidence, entrepreneurial preparedness, and motivation to establish sustainable home-based businesses upon returning to their home communities (Sutter et al., 2019; Nabi et al., 2017).

2.2 Entrepreneurship Training Design

The entrepreneurship training program was designed to strengthen participants' administrative competencies in managing home-industry businesses through an integrated learning approach that combined women's empowerment with practical business education. The instructional materials were delivered using PowerPoint presentations specifically developed for Indonesian women migrant workers and emphasized the transition from wage employment to sustainable self-employment after returning to Indonesia (Wibowo et al., 2026). The training introduced fundamental concepts of entrepreneurship, including entrepreneurial characteristics, business opportunity identification, value creation, customer orientation, and the importance of effective business administration in ensuring enterprise sustainability. Particular attention was given to administrative skills that are frequently overlooked by first-time entrepreneurs, such as maintaining simple financial records, documenting business transactions, organizing inventory, preparing cost calculations, determining selling prices, and managing business cash flow. The learning materials were intentionally simplified using practical illustrations, case examples, and visual presentations to accommodate participants with diverse educational backgrounds and varying levels of entrepreneurial experience. This instructional design reflects contemporary adult-learning principles that emphasize experiential, context-based learning to improve entrepreneurial competence and confidence among vulnerable communities. Recent studies have demonstrated that entrepreneurship education designed around practical business administration significantly enhances entrepreneurial knowledge, business readiness, and managerial capability among women entrepreneurs and microenterprise owners (Hägg & Gabriellsson, 2020; Newman et al., 2019).

Beyond entrepreneurship concepts, the training introduced participants to various home-industry business models that could be realistically implemented with limited financial resources after returning to Indonesia. Facilitators presented examples of food processing enterprises, tailoring services, handicraft production, beauty services, online retail businesses, and other household-based economic activities that require relatively low start-up capital while offering opportunities for sustainable income generation. Participants were guided through simple business planning exercises covering product selection, customer segmentation, operational planning, cost estimation, marketing strategies, and basic business administration procedures. Interactive instructional strategies, including question-and-answer sessions, group discussions, business case analyses, and collaborative planning exercises, encouraged participants to actively apply newly acquired knowledge to their own socioeconomic contexts. This learner-centered approach enabled participants to exchange experiences, evaluate potential business

opportunities, and develop realistic business ideas suited to their local communities. International evidence consistently indicates that entrepreneurship training combining practical instruction, business administration education, and collaborative learning produces stronger entrepreneurial self-efficacy, greater business preparedness, and improved long-term sustainability of microenterprises compared with conventional lecture-based approaches. Consequently, the instructional design adopted in this program provided participants with both theoretical understanding and practical administrative competencies required to establish and manage successful home-industry businesses capable of improving household economic resilience (Hägg & Gabriellsson, 2020; Newman et al., 2019).

2.3 Home-Industry Capacity Building Activities

The home-industry capacity-building activities were implemented using a participatory learning model that combined entrepreneurship education with practical business administration exercises to strengthen participants' readiness for self-employment. The training began with interactive lectures introducing the importance of entrepreneurship as a sustainable livelihood strategy for Indonesian women migrant workers after completing overseas employment. Facilitators explained the characteristics of successful microenterprises, entrepreneurial attitudes, business ethics, customer orientation, and the fundamental principles of business administration required for managing home-based enterprises. Rather than relying exclusively on one-way instruction, the sessions incorporated guided discussions, problem-solving activities, and case analyses based on participants' own experiences as migrant workers. Participants were encouraged to identify business opportunities available in their hometowns by considering local resources, consumer demand, personal skills, and available financial capital. This participatory approach promoted active knowledge exchange among participants while fostering entrepreneurial awareness and increasing confidence in developing feasible business ideas. Contemporary entrepreneurship education literature indicates that interactive learning methods significantly improve entrepreneurial competence, opportunity recognition, and business planning skills because participants actively engage in collaborative reflection and experiential problem-solving throughout the learning process (Nabi et al., 2017; Hägg & Gabriellsson, 2020).

The practical component of the program focused on strengthening participants' business administration competencies through home-industry simulations, group mentoring, and collaborative business planning exercises. Working in small groups, participants developed simple business concepts, prepared product descriptions, estimated production costs, organized basic bookkeeping records, calculated selling prices, and discussed simple marketing strategies appropriate for small home-based enterprises. Facilitators provided continuous mentoring by reviewing participants' business plans, offering practical recommendations, and encouraging realistic business development based on participants' available resources and local market conditions. Group mentoring sessions also provided opportunities for participants to exchange entrepreneurial experiences, discuss anticipated business challenges, and receive constructive feedback from peers and facilitators. These collaborative activities strengthened participants' entrepreneurial self-confidence while improving their ability to manage administrative aspects of microenterprise operations systematically. By integrating entrepreneurship education with

practical business administration and continuous mentoring, the program aimed to develop sustainable entrepreneurial competencies capable of supporting household economic resilience after migration. Recent international studies demonstrate that experiential entrepreneurship training supported by mentoring and peer learning significantly enhances business readiness, entrepreneurial self-efficacy, and the long-term sustainability of women-owned microenterprises, particularly among economically vulnerable communities transitioning toward self-employment (Nabi et al., 2017; Hägg & Gabrielsson, 2020).

3. Results

3.1 Improved Entrepreneurial Knowledge

The home-industry training program demonstrated positive outcomes in improving participants' entrepreneurial knowledge and understanding of fundamental business principles. Throughout the training sessions, participants gained broader insights into the characteristics of entrepreneurship, opportunity recognition, value creation, customer orientation, and the importance of systematic business administration for sustaining microenterprises. Prior to the intervention, many Indonesian women migrant workers possessed valuable work experience acquired during overseas employment but had limited exposure to entrepreneurship concepts and business management practices (Sihotang, Suhud, & Wibowo, 2025). Interactive lectures, practical examples, and group discussions enabled participants to understand that successful entrepreneurship requires not only technical production skills but also effective planning, financial discipline, market awareness, and continuous innovation. Participants gradually recognized that entrepreneurship could become a realistic strategy for achieving economic independence after returning to Indonesia rather than relying exclusively on future overseas employment. The learning process also encouraged participants to evaluate their personal strengths, previous occupational experiences, and locally available resources as potential foundations for establishing home-based businesses. These findings are consistent with recent international studies indicating that entrepreneurship education significantly improves entrepreneurial knowledge, opportunity recognition, and entrepreneurial intention by enhancing participants' understanding of business processes and strengthening their confidence to pursue self-employment (Nabi et al., 2017; Newman et al., 2019).

Another important outcome of the program was the development of a stronger entrepreneurial mindset among participants. Following the training, participants demonstrated greater awareness of business opportunities within their local communities and expressed increased motivation to transform their skills into productive economic activities capable of generating sustainable household income. During collaborative discussions and business planning exercises, participants identified various home-industry opportunities, including culinary businesses, handicrafts, tailoring services, beauty services, and digital commerce that could be initiated with relatively limited financial resources. In addition to recognizing market opportunities, participants also became more confident in evaluating business risks, identifying potential customers, and preparing simple strategies for business development. This shift in entrepreneurial thinking illustrates that the training successfully fostered proactive attitudes, creativity, and problem-solving capabilities that are essential for successful entrepreneurship. Furthermore, participants increasingly viewed entrepreneurship as a long-term investment in family welfare rather than merely an additional source of income. Such improvements

indicate that entrepreneurship capacity-building programs contribute not only to knowledge acquisition but also to behavioral transformation by strengthening entrepreneurial self-efficacy and long-term business aspirations. Recent evidence similarly demonstrates that experiential entrepreneurship education encourages innovative thinking, increases entrepreneurial confidence, and enhances the likelihood of business creation among women and economically vulnerable communities through practical and participatory learning approaches (Nabi et al., 2017; Newman et al., 2019).

3.2 Development of Home-Industry Skills

The home-industry training program substantially improved participants' practical competencies in planning and managing small-scale businesses that could be implemented after returning to Indonesia. Through practical workshops, participants learned how to transform entrepreneurial ideas into feasible business plans by considering available resources, market demand, production capacity, and financial feasibility. The training introduced essential administrative skills required for home-industry management, including simple bookkeeping, cost calculation, inventory management, product pricing, and basic marketing planning. Rather than emphasizing theoretical entrepreneurship alone, facilitators encouraged participants to develop realistic business concepts that matched their individual experiences, interests, and local economic conditions. During group exercises, participants successfully prepared simple business plans covering product selection, target customers, production processes, operational costs, and projected selling prices. These activities enabled participants to understand that successful microenterprises require systematic planning and effective administrative management in addition to technical production skills. The practical orientation of the program strengthened participants' confidence in organizing business operations while improving their ability to identify feasible home-industry opportunities based on household resources and community market potential. Similar studies have shown that experiential entrepreneurship education significantly improves entrepreneurial competence, business planning capability, and opportunity recognition by integrating practical learning with real-world business problem solving (Hägg & Gabrielsson, 2020; Newman et al., 2019).

Beyond technical business planning, participants demonstrated increased confidence in initiating home-based enterprises as sustainable sources of household income. During mentoring sessions, participants actively discussed business challenges, exchanged entrepreneurial experiences, and refined their business ideas through constructive feedback from facilitators and peers. The collaborative learning environment encouraged participants to critically evaluate business risks, identify potential competitive advantages, and formulate simple strategies for product differentiation and customer engagement. Many participants expressed strong interest in developing home industries related to food processing, handicrafts, tailoring, beauty services, and online retail businesses because these sectors require relatively limited start-up capital while offering opportunities for long-term business growth. The mentoring process also strengthened entrepreneurial self-efficacy by encouraging participants to believe in their ability to manage business administration independently and adapt to changing market conditions. These findings suggest that community-based entrepreneurship training effectively develops both technical competencies and entrepreneurial confidence,

thereby increasing participants' readiness to establish sustainable microenterprises after migration. Recent international evidence similarly demonstrates that mentoring, experiential learning, and entrepreneurship education enhance business readiness, entrepreneurial intention, and the long-term sustainability of women-owned enterprises by strengthening practical managerial capabilities and entrepreneurial resilience (Hägg & Gabrielsson, 2020; Newman et al., 2019).

3.3 Economic Empowerment Outcomes

The community service program generated positive outcomes in strengthening participants' economic empowerment by increasing their readiness to utilize entrepreneurship as a sustainable source of household income. Following the home-industry training, participants demonstrated greater confidence in transforming the knowledge and skills acquired during overseas employment into productive business activities after returning to Indonesia. Many participants recognized that establishing small home-based enterprises would enable them to diversify household income and reduce dependence on overseas employment as their primary economic strategy (Cholifah et al., 2026). During discussions and mentoring sessions, participants identified various potential businesses, including culinary products, tailoring, handicrafts, beauty services, and online commerce, that could be developed using locally available resources and relatively limited financial capital. Furthermore, participants showed improved awareness of the importance of business administration, financial record-keeping, cost management, and customer-oriented marketing as essential factors supporting business sustainability. These improvements suggest that entrepreneurship training contributes not only to business knowledge but also to participants' confidence in becoming economically independent through self-employment. Recent international studies similarly report that entrepreneurship capacity-building programs significantly improve women's entrepreneurial confidence, business readiness, and income-generating potential by strengthening managerial competence and opportunity recognition (Jennings & Brush, 2013; Sutter et al., 2019).

Beyond the potential for increasing household income, the training program contributed to strengthening participants' long-term family economic resilience through sustainable entrepreneurship. Participants increasingly understood that home-industry businesses could serve as productive investments capable of generating continuous income while creating greater financial security for their families. The combination of entrepreneurial knowledge, business administration skills, and practical mentoring encouraged participants to adopt long-term business planning rather than relying solely on short-term financial gains. Several participants also expressed intentions to expand future businesses by involving family members, thereby creating additional employment opportunities and supporting broader community economic development. These outcomes illustrate that entrepreneurship empowerment extends beyond individual economic improvement by fostering resilience, self-reliance, and sustainable livelihoods within migrant worker families. The program therefore demonstrates the strategic value of integrating entrepreneurship education with practical business administration training as a community empowerment approach capable of supporting post-migration economic reintegration. Contemporary international research likewise emphasizes that strengthening women's entrepreneurial capabilities contributes to sustainable household

welfare, inclusive economic growth, and resilient local economies by encouraging innovation, productive investment, and continuous business development (Jennings & Brush, 2013; Sutter et al., 2019).

4. Discussion

4.1 Strengthening Women's Entrepreneurial Capacity

The findings of this community service program demonstrate that strengthening women's entrepreneurial capacity is an effective strategy for promoting economic independence among Indonesian women migrant workers. Through home-industry business administration training, participants acquired not only technical knowledge of entrepreneurship but also practical managerial competencies necessary for establishing and sustaining microenterprises after returning to Indonesia. The program encouraged participants to shift their perspective from dependence on overseas wage employment toward self-employment based on locally available resources and market opportunities. Interactive learning activities improved participants' understanding of business planning, financial administration, cost management, and customer-oriented business practices, enabling them to recognize entrepreneurship as a realistic pathway to long-term economic security. Moreover, the training emphasized that successful entrepreneurship requires continuous learning, innovation, and effective business management rather than financial capital alone. By strengthening entrepreneurial knowledge and administrative capability, the program prepared participants to become more independent economic actors capable of creating productive businesses that support both personal welfare and household prosperity. Recent international research indicates that entrepreneurship education and business management training significantly improve entrepreneurial competence, business readiness, and entrepreneurial intention among women by strengthening practical managerial capabilities and confidence in self-employment (Kuckertz et al., 2023; Westhead & Solesvik, 2022). The outcomes observed in this program therefore align with broader evidence that entrepreneurship capacity building contributes to sustainable economic empowerment among women and vulnerable communities (Wilson et al., 2007; Newman et al., 2019).

Beyond promoting individual economic independence, strengthening women's entrepreneurial capacity contributes substantially to household financial stability and long-term family resilience. Women frequently play central roles in household financial management by allocating income, managing daily expenditures, planning children's education, and making strategic financial decisions that influence family welfare. Consequently, improving women's entrepreneurial self-efficacy enhances their ability to generate additional household income while simultaneously increasing confidence in making informed business and financial decisions. During the training program, participants demonstrated greater confidence in developing business ideas, preparing administrative documents, and managing simple business operations independently. The mentoring process further strengthened participants' belief in their entrepreneurial capabilities through collaborative problem-solving, peer support, and practical business simulations. Entrepreneurial self-efficacy has consistently been identified as a critical determinant of successful business creation because individuals with stronger confidence are more likely to recognize opportunities, overcome business challenges, and sustain entrepreneurial activities over time. International

studies similarly conclude that women's entrepreneurial self-efficacy positively influences business performance, innovation, and long-term economic resilience while contributing to inclusive community development and gender-responsive economic growth (Newman et al., 2022; Zampetakis et al., 2023). Accordingly, strengthening women's entrepreneurial capacity through community-based training represents an important investment in sustainable household welfare and broader community empowerment (Wilson et al., 2007; Newman et al., 2019).

4.2 Community-Based Entrepreneurship Development

The implementation of this community service program demonstrates that community-based entrepreneurship development is an effective approach for empowering Indonesian women migrant workers through collaborative learning and knowledge sharing. Throughout the training activities, participants actively exchanged personal experiences, business ideas, and practical solutions related to establishing and managing home-industry enterprises after returning to Indonesia. This participatory learning environment enabled participants to learn not only from facilitators but also from fellow migrant workers who possessed diverse occupational backgrounds and practical experiences. The interactive discussions, group exercises, and business planning activities encouraged participants to evaluate business opportunities collectively while identifying common challenges and potential solutions appropriate to their local socioeconomic conditions. Such collaborative knowledge-sharing processes strengthened participants' understanding of entrepreneurship by transforming individual experiences into shared learning resources that benefited the entire group. Moreover, peer interaction promoted mutual encouragement and increased participants' confidence in applying newly acquired business administration skills within their respective communities. Community-based entrepreneurship development therefore extends beyond conventional entrepreneurship education by fostering collective learning, social interaction, and collaborative problem-solving that contribute to sustainable entrepreneurial ecosystems. Recent international research emphasizes that peer learning, collaborative entrepreneurship education, and community engagement significantly improve entrepreneurial competence, opportunity recognition, and business sustainability among women entrepreneurs and marginalized communities (Stam & van de Ven, 2021; Spigel & Harrison, 2018).

Another important implication of the program concerns the establishment of community support networks and collaboration among multiple stakeholders to sustain entrepreneurial development beyond the completion of training activities. During mentoring sessions, participants recognized the importance of maintaining communication with fellow migrant workers, local business communities, universities, government agencies, and entrepreneurship support organizations to obtain continuous guidance, market information, and business development opportunities. Such collaborative networks provide valuable resources, including mentoring, business consultation, access to training, and potential marketing partnerships that are often unavailable to first-time entrepreneurs operating independently. Community organizations also play a strategic role in facilitating information exchange, promoting successful entrepreneurial practices, and strengthening social capital that supports long-term business growth. The integration of stakeholder collaboration into community empowerment programs therefore enhances

participants' capacity to overcome business challenges while improving access to entrepreneurial resources and institutional support. Recent studies indicate that entrepreneurial ecosystems characterized by strong community networks, collaborative partnerships, and institutional support significantly increase the survival and growth of women-owned microenterprises by strengthening entrepreneurial resilience, innovation, and business adaptability. Consequently, expanding community-based entrepreneurship development through multi-stakeholder collaboration represents an important strategy for promoting sustainable economic empowerment among Indonesian women migrant workers while contributing to inclusive local economic development (Stam & van de Ven, 2021; Spigel & Harrison, 2018).

4.3 Policy and Program Implications

The outcomes of this community service program provide important implications for the development of policies and empowerment programs targeting Indonesian women migrant workers. The positive improvements observed in participants' entrepreneurial knowledge, business administration skills, and confidence indicate that entrepreneurship education should become an integral component of migrant worker empowerment initiatives before, during, and after overseas employment. While many existing migrant worker programs primarily emphasize worker protection and employment placement, greater attention should also be directed toward strengthening entrepreneurial capacity as preparation for economic reintegration upon returning to Indonesia. Entrepreneurship-oriented interventions can equip migrant workers with practical competencies in business planning, financial administration, marketing, and business sustainability, enabling them to transform overseas work experience into productive entrepreneurial opportunities. Integrating home-industry business administration training into community empowerment programs may therefore reduce long-term dependence on overseas employment while supporting inclusive economic development at the household and community levels. Furthermore, entrepreneurship education contributes to building entrepreneurial resilience, adaptability, and innovation, all of which are essential for responding to changing market conditions and sustaining small enterprises. International evidence increasingly supports the integration of entrepreneurship education into workforce development policies because such programs strengthen entrepreneurial capability, improve employment alternatives, and encourage sustainable self-employment among economically vulnerable populations (Stam & van de Ven, 2021; Nambisan, 2017).

The findings also highlight the importance of strengthening collaboration among government institutions, universities, Indonesian community organizations in Malaysia, financial institutions, and business development agencies to ensure the long-term sustainability of entrepreneurship empowerment programs. Multi-stakeholder collaboration enables participants to access mentoring, business advisory services, financial support, market information, and continuous capacity-building opportunities beyond the duration of community service activities. Future empowerment initiatives should also incorporate digital entrepreneurship, business administration technologies, e-commerce platforms, and digital marketing competencies to improve the competitiveness of home-industry enterprises in increasingly digital markets (Sihotang, 2026). Equipping returning

migrant workers with digital business skills would expand market access, improve operational efficiency, and create opportunities for business growth beyond local communities. In addition, continuous monitoring and evaluation should be incorporated into future programs to assess business development progress, identify emerging challenges, and provide targeted follow-up assistance (Cholifah et al., 2026). Such policy and program innovations would contribute not only to sustainable community economic development but also to broader national objectives of women's economic empowerment, financial inclusion, and entrepreneurship-based poverty reduction. Recent international studies similarly conclude that coordinated policy support, entrepreneurship ecosystems, and digital capability development significantly enhance the sustainability and competitiveness of women-owned microenterprises while promoting inclusive economic growth and resilient local communities (Stam & van de Ven, 2021; Nambisan, 2017).

5. Conclusion

5.1 Summary of Community Service Outcomes

The community service program successfully achieved its primary objective of improving home-industry business administration skills among Indonesian women migrant workers in Malaysia through an integrated entrepreneurship capacity-building approach. The combination of entrepreneurship education, practical business administration training, interactive discussions, and mentoring activities enabled participants to strengthen both their entrepreneurial knowledge and managerial competencies. Throughout the program, participants demonstrated improved understanding of fundamental entrepreneurship principles, business planning, financial administration, cost calculation, inventory management, pricing strategies, and customer-oriented business practices. The practical learning approach also encouraged participants to recognize business opportunities that could be developed using local resources after returning to Indonesia. Rather than viewing overseas employment as the only pathway for improving family welfare, participants increasingly perceived entrepreneurship as a sustainable alternative capable of generating long-term economic benefits. These outcomes indicate that community-based entrepreneurship education effectively enhances entrepreneurial readiness by combining theoretical understanding with practical administrative competencies that are directly applicable to home-industry businesses. The program therefore contributes to developing entrepreneurial human capital while preparing migrant workers for successful economic reintegration through sustainable self-employment. Similar international studies have reported that entrepreneurship education integrating practical business management significantly improves entrepreneurial competence, entrepreneurial intention, and business readiness among women and aspiring entrepreneurs (Nabi et al., 2017; Hägg & Gabrielsson, 2020).

Beyond improvements in entrepreneurial knowledge, the program strengthened participants' readiness to establish home industries capable of contributing to long-term family economic empowerment. Participants became more confident in preparing simple business plans, organizing administrative records, identifying market opportunities, and applying effective financial management practices within small-scale enterprises. The collaborative learning environment further encouraged participants to exchange entrepreneurial experiences, evaluate business ideas, and develop realistic strategies for establishing sustainable home-

based businesses after migration. These improvements demonstrate that entrepreneurship training supported by practical business administration exercises can strengthen entrepreneurial self-confidence while increasing participants' motivation to create productive economic activities that generate additional household income. Consequently, the program contributes not only to individual skill development but also to broader community empowerment by equipping women with competencies necessary to improve household welfare and reduce long-term dependence on overseas employment. The integration of entrepreneurship education with home-industry business administration therefore represents an effective community empowerment model that can strengthen women's economic participation and promote sustainable family livelihoods. Recent international evidence likewise suggests that entrepreneurship capacity-building programs emphasizing practical managerial skills and experiential learning significantly enhance business sustainability, women's economic empowerment, and inclusive community development (Nabi et al., 2017; Hägg & Gabrielsson, 2020).

5.2 Community and Economic Contributions

The community service program generated meaningful contributions to both community empowerment and household economic development by strengthening the entrepreneurial capacity of Indonesian women migrant workers in Malaysia. Through integrated home-industry business administration training, participants acquired practical competencies that enabled them to manage small-scale enterprises more systematically and confidently. The improvement of entrepreneurial knowledge, financial administration skills, and business planning competencies created greater opportunities for participants to establish sustainable income-generating activities after returning to Indonesia. Rather than relying solely on remittances or seeking repeated overseas employment, participants increasingly recognized entrepreneurship as a viable strategy for achieving long-term financial independence and improving household welfare. The collaborative learning process also encouraged participants to exchange entrepreneurial experiences and practical business ideas, creating a supportive learning community capable of extending knowledge beyond the formal training activities. These outcomes suggest that community-based entrepreneurship programs contribute not only to individual capacity building but also to broader socioeconomic development by preparing migrant workers to become active contributors to local economies through productive microenterprise development. The program therefore demonstrates the strategic value of integrating business administration skills with entrepreneurship education to support sustainable post-migration economic reintegration (Jennings & Brush, 2013; Sutter et al., 2019).

The program also contributed to strengthening family economic resilience by increasing participants' readiness to diversify household income through home-based entrepreneurship. Participants demonstrated greater confidence in utilizing entrepreneurial knowledge and administrative skills to establish businesses capable of generating continuous income while supporting family financial stability. The emphasis on systematic business management—including budgeting, bookkeeping, pricing, inventory control, and simple business planning—provided participants with practical tools to improve business sustainability and reduce financial vulnerability. Furthermore, empowering women through entrepreneurship has broader implications for

community development because women frequently play central roles in household financial management, children's education, and local economic participation. As participants apply and disseminate their entrepreneurial knowledge within their families and communities, the benefits of the program may extend beyond individual enterprises to encourage wider economic participation and community resilience. Community empowerment initiatives that strengthen women's entrepreneurial capabilities therefore contribute to inclusive economic development by promoting self-reliance, productive employment, and sustainable household livelihoods. Collectively, these outcomes indicate that home-industry business administration training serves as an effective community empowerment strategy capable of generating long-term social and economic benefits while supporting the economic reintegration of Indonesian women migrant workers after overseas employment (Jennings & Brush, 2013; Sutter et al., 2019).

5.3 Future Directions

Future community empowerment initiatives should emphasize continuous entrepreneurship mentoring to ensure that the knowledge and business administration skills acquired during training are translated into sustainable entrepreneurial practices. Although short-term entrepreneurship training successfully improves participants' knowledge and confidence, long-term business sustainability depends on continuous guidance, technical assistance, and regular monitoring after participants return to Indonesia. Future programs should therefore establish structured mentoring mechanisms involving universities, entrepreneurship practitioners, local government agencies, and Indonesian migrant worker associations to provide ongoing consultation regarding business planning, financial administration, product development, and business problem-solving (Pertwi et al., 2026; Sihotang, 2027). Periodic mentoring sessions would enable participants to evaluate business performance, improve administrative practices, adapt to changing market conditions, and strengthen entrepreneurial resilience. Furthermore, continuous mentoring may facilitate stronger networking among former migrant workers, creating collaborative communities that exchange experiences, business opportunities, and practical solutions for overcoming entrepreneurial challenges. Such long-term support is expected to increase business survival while promoting sustainable household income generation and successful economic reintegration. Community-based entrepreneurship programs therefore should evolve from short-term educational interventions into comprehensive capacity-building systems that accompany participants throughout their entrepreneurial journey. This recommendation is consistent with the program's objective of strengthening long-term entrepreneurial capacity among Indonesian women migrant workers through sustained community empowerment (Nambisan, 2017; Verhoef et al., 2021).

Future programs should also prioritize the development of digital marketing competencies and e-commerce capabilities to improve the competitiveness of home-industry enterprises in an increasingly digital economy. Training activities may incorporate practical modules on social media marketing, digital branding, online customer engagement, electronic payment systems, business record management using digital applications, and utilization of e-commerce marketplaces for product distribution. Strengthening digital entrepreneurship skills would enable participants to expand market access beyond their local communities while improving operational efficiency and business sustainability (Sihotang et al.,

2025). In addition, expanding home-industry training to broader Indonesian migrant worker communities in Malaysia and other destination countries would increase the social and economic impact of entrepreneurship empowerment programs. Collaboration among Indonesian government institutions, universities, migrant organizations, financial institutions, and community development agencies should be strengthened to ensure wider program accessibility, resource sharing, and long-term sustainability. Future evaluations should also incorporate longitudinal monitoring to assess participants' business performance, income growth, and household economic resilience over time. Such integrated and technology-oriented approaches are expected to strengthen entrepreneurship ecosystems among returning migrant workers while contributing to sustainable community economic development, women's economic empowerment, and inclusive household prosperity. Collectively, these future directions provide a strategic framework for expanding the long-term impact of home-industry business administration training beyond the initial community service intervention (Nambisan, 2017; Verhoef et al., 2021).

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