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Job Satisfaction of Indonesian Workers in Taiwan

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## **Abstract**

Among workers from four Southeast Asian countries in Taiwan, Indonesian workers constitute of the biggest group, especially those working in the care service sector. The trend of these workers has been associated with the growing number of the older population in Taiwan. As an Indonesian student studying in Taiwan, I took this opportunity to conduct research on the Indonesian care workers in Taiwan.

This study tries to search whether the Indonesian workers are satisfied with their job as caretakers. It includes an overview of their job content, wage, personality job fitness, and supportive work condition. Data was collected by using survey and interviews, with a result of 42 respondents living in Taipei City by using a snowball approach, as well as interviews with an Indonesian representative and Taiwanese government officer. The data collected was analyzed by using cross tabulation and organizational behavior approaches.

The study found some relationships between job satisfaction and other variables: i.e.: job contents or characteristics of the caretaking job (such as spends much energy, aggravates health condition, stressful, and restricts social contact with outside of the home), wage (expectation, regularity payment), personality job fit and supportive working condition (no days off and separated room).

This study is very comprehensive. The interview results enriched the analyses. It will give much information not only to students, but also to lecturers, researchers and scholars who are interested in the field. It is also a useful resource for the Indonesian and Taiwanese governments to improve working conditions and worker satisfaction.

*Keywords:* Job Satisfaction, Indonesian Workers, Taiwan, Aging Society, Long-Term Care Service.

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