

FACTORS DETERMINING THE SUCCESS OF WOMEN'S EMPOWERMENT IN INDRAMAYU

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Abstract. *This study investigates the socio-economic determinants affecting the empowerment of female former migrant workers by examining the roles of individual characteristics, prior experience, program involvement, mentoring, and religiosity. Utilizing a quantitative approach centered on the SEM-PLS statistical method, the research seeks to map the causal relationships between these variables to identify what drives successful reintegration. The findings reveal three critical pathways to success: first, a participant's prior experience serves as a foundational asset that significantly predicts empowerment outcomes; second, active involvement in empowerment programs acts as a catalyst that enhances the quality of mentoring received; and third, effective mentoring serves as a direct and significant driver of overall success. Ultimately, the model suggests that for former migrant workers, the synergy between personal history, active engagement, and structured guidance is more pivotal to empowerment than religiosity or demographic traits alone.*

Keywords: *Women's Empowerment, Former Migrant Women, SEM-PLS*

Abstrak. *Penelitian ini menyelidiki determinan sosio-ekonomi yang memengaruhi keberhasilan pemberdayaan perempuan purna migran dengan menguji peran karakteristik individu, pengalaman sebelumnya, keterlibatan program, pendampingan (mentoring), dan religiusitas. Dengan menggunakan pendekatan kuantitatif yang berpusat pada metode statistik SEM-PLS, penelitian ini bertujuan untuk memetakan hubungan kausal antar variabel guna mengidentifikasi faktor pendorong keberhasilan reintegrasi. Temuan penelitian mengungkapkan tiga jalur kritis menuju keberhasilan: pertama, pengalaman masa lalu peserta berfungsi sebagai aset mendasar yang secara signifikan memprediksi hasil pemberdayaan; kedua, keterlibatan aktif dalam program pemberdayaan bertindak sebagai katalis yang meningkatkan kualitas pendampingan yang diterima; dan ketiga, pendampingan yang efektif berfungsi sebagai pendorong langsung dan signifikan terhadap keberhasilan secara keseluruhan. Pada akhirnya, model ini menunjukkan bahwa bagi perempuan purna migran, sinergi antara sejarah personal, keterlibatan aktif, dan bimbingan terstruktur jauh lebih krusial bagi pemberdayaan dibandingkan faktor religiusitas atau ciri demografis semata.*

Kata Kunci : *Pemberdayaan Perempuan, Purna migran, SEM-PLS*

Introduction

The current popular conception is community empowerment (Makihara, et al., 2018). Community empowerment is an activity carried out for those who consider the potential of the community that they can develop and protect and defend the interests of vulnerable groups (Noor, 2011). The goal of community empowerment is also to try to improve the sense of worth of people in lower-income communities.

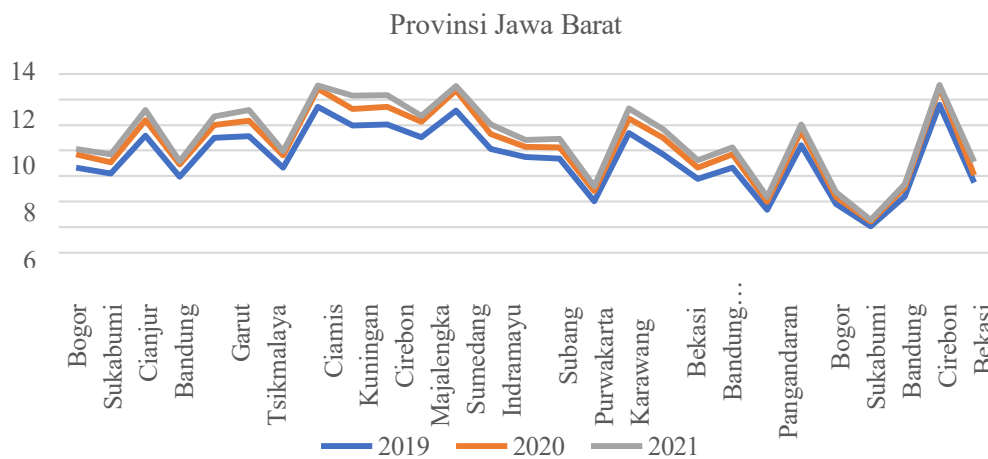


Figure 1 BPS, 2021

Sources: Data processed by the Author (2022)

Based on the data above, 8.40% of the population of West Java, live below the poverty line. Meanwhile, the poverty line is IDR 427.4 thousand per capita per month. Indramayu Regency is one of the regencies/cities in West Java, which is classified as poor, with a poverty rate of 13.04%, the 3rd highest after Tasikmalaya City and Kuningan Regency.

In Indramayu, women complain about their fate of working abroad as female workers. Based on data from the BP2MI (2021) of Indramayu Regency, the number of Indonesian migrant workers especially women from Indramayu Regency in 2021 reached 5262. Meanwhile, in 2021, the number of TKI is the largest among other cities/regencies in Indonesia. with the aim of being able to help the family's economy, because it is undeniable that the income earned so far is far from

sufficient. Economic motives provide a very strong basis for the reasons these women choose to work abroad; besides that, they have limited skills and low educational backgrounds. However, being a migrant worker has a negative impact, namely the vulnerability to divorce (Miladiyanto, 2016). The number of divorces in Indramayu Regency is very high and every year it always increases. Based on data from the Indramayu Religious Court in 2019, it increased again by 8,347 divorce cases, but in 2020 it decreased to 7,898 divorce cases, but this number is still relatively high and Indramayu still ranks the highest divorce in West Java Province. According to (Listiani, 2017) The reason a woman becomes an Indonesian migrant worker is because of low education and increasing household needs. In general, also because of the skills they have as household assistants, a large income guarantee motivates them to choose to work abroad.

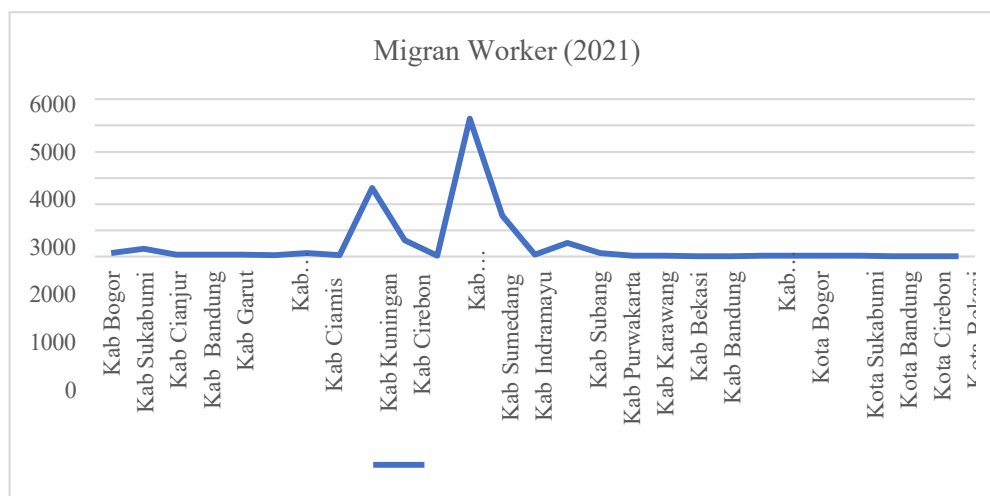


Figure 2 BP2MI 2021

Sources: Data processed by the Author (2022)

Empowerment is not only limited to providing skills, assistance, donations or assistance. However, empowerment is more about making the community empowered and independent according to the potential, problems, and needs of the local community. Empowerment is a series of activities for the empowerment of community groups, especially the poor. By having a goal that points to an outcome

to be achieved in social change, namely an independent society. Independent and empowered in the perspective of developing Islamic society is independent and empowered in the aspect of human resources, natural resources and value resources that come from the community itself (Zubaedi, 2013)

In addition, the empowerment program for PMI can realize a person's independence when they are no longer working as PMI. As has been done by Dompot Dhuafa Hongkong, which provides empowerment programs in the form of education and skills for PMI to train themselves to be independent or ready to develop themselves and open businesses when they return to Indonesia (Ryandono et. al, 2017)

Besides that, the purpose of empowering women is an effort to practice Allah's commandments as caliphs on earth, which focuses on calling for good and preventing evil things. There is an alignment of women's economic empowerment with *maqashid sharia* values. One of the goals is to protect property (*hifdz maal*), which is a core part of life. One way a person gets wealth is through work. Another is that he does not eat other people's property in an illegal way (Husain Jauhar & Jauhar, 2013).

In general, community empowerment serves as a means of carrying out God's commands to humans as khalifah in the world, which calls for good and prevents evil. This is consistent with Islamic values known as *maqashid sharia*. One of the objectives is to protect property (*hifdz maal*) (Akbar, 2021) which helps the welfare of the people. Where Allah has ordained sustenance, but as a human being, it is not simply silent without any effort and prayer.

Studies that analyze women's empowerment programs in Indramayu are still very limited. For example, Asitik (2020) conducted research using two concepts, namely women's empowerment and food security, which involved them in leading the decision-making process in the household using probit regression. Meanwhile, research conducted by Thierry (2007) shows that the use of skills and entrepreneurial encouragement for women is an important part of the economy by proving that women's empowerment is one of the strategies for alleviating poverty.

While Al-Dajani & Marlow (2013) revealed that there are other important points for women's empowerment programs, namely how they can be empowered socially, politically, and economically. It is interesting to look at how the roles of women affect the success of programs that help women become more independent through empowerment programs.

Therefore, this study focuses on empowering women to close the gap between Indonesian migrant workers through skills development. So, the purpose of this research is to find out whether the empowerment program that has been run by Baznas Indramayu and several mosques with sharia economic principles has been successful or not through women's empowerment activities.

Research Question

Based on the background above, there are several problems related to this research which can be identified as follows:

1. Does the characteristics factor affect the success of women in empowering women?
2. Does the experience factor affect the success of women in empowering women?
3. Does the involvement factor affect mentoring?
4. Does the involvement factor affect the success of women in empowering women?
5. Does the mentoring factor affect the success of women in empowering women?
6. Does the religiosity factor affect the success of women in empowering women?

Literature Review

Conceptual Description of Empowerment

The United Nations defines empowerment as a process that enables people to improve quality in building quality to gain access to improve their resources. According to Bhuiyan, M.B., & Abdullah, R. (2007), empowerment is a process which provides opportunities for individuals or groups to gain experience, skills, and knowledge to become independent. Giving women equal access to productive

resources such as capital, technology, credit, education, and mentoring, is a way of empowerment (Hashemi, 1996) (Girvan, 2004).

Empowerment is an activity in the process of social action that invites people, organizations, and communities to gain control over their social life (Stein, 1997). In another definition, community empowerment aims to guide people to be more productive, independent, and participatory (Hikmat, 2010)

To achieve success in empowerment, it is necessary to have principles that must be adhered to and can be generally accepted so that the principles can be used as the correct basic foundation for the implementation of the activities to be carried out. According to Palutturi, Saleh, Rachmat, Malek, & Nam (2021) and Priantina and Saleem (2021) these principles are equality, the participation principle, the principle of self-reliance or independence, the sustainability principle.

Other than that, in another point according to Sanrego & Taufik (2016) empowerment is closely related to the power of individuals or groups who have or use the opportunity to distribute power from groups of people who can afford to people who can't. The main thing in empowerment is things that use power to make other people do what they want, regardless of desires and interests. In addition, it can be said as empowerment because it refers to the ability of weak groups so that they are able to meet basic needs, which in the end they are free from hunger, and ignorance and can reach productive sources that allow their income to increase and participate in the development process (Abidin, 2012).

Empowering women

Empowerment of women is an effort made to increase the dignity of women who are in a state of incapacity, so that empowerment is a way out of poverty and can make women independent. Empowerment of women is a step to increasing the capacity, ability, and skills in making decisions, resources, and structures that support women's lives. The goal of empowering women is to improve the quality of a woman's life and create a social culture that can support women in developing their potential. The level of women's empowerment can be seen as successful from

the high level of participation and the increased level of independence. (Nurasyah, Miyasto, Mariyanti, & Beik, 2020; Ife, 1995).

The Process of Women Empowerment according to (Dandikar, 1986), the first step is to start with themselves. Due to the material and natural choices, she must make, a woman gains a sense of personal power, control, and independence; the second step is empowerment on an interpersonal level. Through contact and collaboration, a woman influences the decision-making power of another woman; and the third step, they emphasize the aims of social action and social change. A community development program was established through collaborative effort. Individual and interpersonal empowerment can result from community development programs.

Islamic Empowerment

According to the Qur'an and Sunnah, empowerment includes not only encouraging women to be involved in the professional world but also all aspects of women's experiences in the home (Alam, 2015). Previous researchers' indicators for the empowerment of poor women are comprehensive and multifaceted, including the women's empowerment index, which also includes: economic decision-making, including who spends money, who buys a house, or daily necessities; household decision-making, such as health care, children's health, cooking, and family planning; and freedom of movement, such as visiting relatives, leaving one's own house, going to the hospital alone, or going shopping with others.

In addition, in Islam empowerment mainly refers to 3 aspects, namely, spiritual, financial and social aspects. Where when someone can be empowered is that they have to establish prayers, pay zakat, and do good and prevent evil, this is explained in Surah Al-Hajj verse 41:

[And they are] those who, if We give them authority in the land, establish prayer and give zakah and enjoy what is right and forbid what is wrong. And to Allah belongs the outcome of [all] matters. (Saheeh International)

Empowerment is a multidimensional process that has various aspects. Islam has always supported women's rights and their empowerment. There are other different factors, such as ignorance of true Islamic teachings and traditions (Chaudhry, N, & Lodhi, 2012). The empowerment of women in the view of Islam is an effort to educate Muslim women to be able to play a role in society, but limited access to financial services, markets, storage, and processing technology causes major obstacles to women's progress (Sawaneh, 2021). Islam confers on women the right to earn a living and spend money as they wish, but also the willingness to lead economic activities based on their skills (Yvonne, 2016). Islam provides independence and full potential for women to be financially independent and own a business (Abubakar, Zahid, & Markom, 2015).

The Sharia foundation of empowerment is as follows:

“Indeed, Allah will not change the condition of a people until they change what is in themselves. And when Allah intends for a people ill, there is no repelling it. And there is not for them besides Him any patron”. (Ar Ra’d: 11) (Saheeh International)

The above verse asserts that Allah will not change the condition and dignity of a society unless its members change their own circumstances. Humans are asked to try to improve their competence and work hard to change their own destiny. This verse also encourages independence in the soul of the community. The aim of empowerment is to enable communities and communities that receive empowerment programs to change their destiny and improve their welfare and standard of living. The first degree of empowerment is awareness and the desire to change (Mansyur, Hudaya, & Engku Ali, 2021). Without the desire to improve themselves, people will find it difficult to improve their standard of living.

The formation of a positive character is the key to the success of the empowerment process. The public must be made aware that Islam encourages its adherents to seek Allah's sustenance, which is spread across the earth (Surah Al-Jumu'ah [62]:10). Allah will not elevate the dignity of society without effort. Islam condemns begging and not trying. In a hadith narrated by Imam Bukhari, "Indeed, one of you takes his ropes and goes to the hills to look for firewood that is placed

on his back to sell to cover his needs; it is better than begging from people, whether they give or not." Allah has guaranteed the sustenance of every creature, if they try and put their trust in him. That is the upbringing and direction of the Prophet Muhammad to make Muslims into honorable and respected people, not weak and lazy people.

a Characteristics

Characteristics are traits that can improve the quality of life. As for what affects the individual, among others, abilities and skills, family background, age, gender, and experience (Gibson, 1997). However, it is knowledge, experience, motivation, and personality that will affect individual success (Dessier, 1997) (Kedmenec, 2015).

b Experience

Experience is knowledge or skills that have been known and mastered by someone who was obtained in the activity before participating in the current activity. It is also an important part in the process of developing one's skills, besides that it also depends on education and mentoring. (Gandhi and Raina, 2018) (Dahama & Bhatnagar, 1980).

c Involvement

Involvement is the involvement of the community in participating in an activity. Starting from the way a program works, starting from the planning, implementation, benefit-taking, and evaluation stages (Cohen & Uphoff, 1980), the more appropriate it is to his or her needs (Siringi, 2011).) (Mahmood et al. 2014) by involving themselves, the community will get an impact that will be a guarantor of good and process in an empowerment.

d Mentoring

Even though someone has high motivation, it does not necessarily have the ability or skill, so that mentoring and training are strengths that can improve a person's abilities (Cheng et al.; Gibson, 1997) and the coaching carried out will be adapted to the character of the local community.

e Religiosity

Religion is an important consideration when making decisions because it is the foundation that guides a person to act in accordance with the law and ethics. Religiosity is the extent to which an individual is committed to his religion, which is reflected in his attitudes and behavior. In previous research, religion has had an influence on women's empowerment. Chaudhry (2009) and White (2010).

Type of Empowerment Program

1. Empowerment of Poor Families through collaboration with the Taklim Council (Indramayu Makmur Program) by the BAZNAS of Indramayu Regency

The type of empowerment carried out by Baznas is by providing business capital assistance to poor families who have small businesses through collaboration with the taklim assembly in the form of savings and loans. The amount of business capital assistance for poor families is for 20 people per taklim assembly, each person gets IDR 350,000. This program has been carried out since 2016 until 2019. BAZNAS Indramayu Regency has distributed assistance to 7,452 poor families in collaboration with the taklim assembly. The Taklim Council, which cooperates in distributing business capital assistance to poor families, received operational assistance for Islamic purposes in the amount of Rp. 2,500,000. The program can be useful for the *taklim* assembly in increasing professionalism and participation in empowering the people (Baznas Indramayu, 2022). The purpose of this program is to hope that the position of *mustahiq* when receiving funds can increase to *muzakki* (Mochlasin, 2018).

2. Mosque Economic Empowerment

The function of the mosque is very universal, besides in the religious field, the mosque also has other functions which include religious/worship functions, educational functions, unifying functions for the people, social functions and economic functions (Suryorini, 2019). In the economic function of empowering the mosque through the provision of facilities in the courtyard of the mosque for the surrounding community in running their small business. Through this, people get income to meet their daily.

Previous Study

Khan, Bhat, & Sangmi (2021) presents a conceptual framework analyzing microfinance-backed entrepreneurship as a holistic empowerment tool for women. This is a development of the concept put forward by Khan, Bhat, & Sangmi (2021) and Khairunnisa and Priantina (2019) in analyzing economic, social, political, and psychological aspects of empowerment. This study uses mixed methods; there are in-depth semi-structured interviews and quantitative approaches with experimental design. Utomo, Priyanto, Suharti, & Sasongko (2019) investigated the impact of organizational environment, social environment, individual characteristics, experiences, and family demands on social entrepreneurship. And then this study uses structural equation modelling with a sample of 320 respondents from Indonesia.

In addition, the study of Datta & Gailey (2012) focuses on collective efforts in creating social entrepreneurship, which is devoted to cooperative activities, in this study using persuasive case studies. In this study, it is found that women in highly patriarchal societies like India can successfully engage in collective entrepreneurship as a means of achieving empowerment that combines financial and social success. In other studies, related to the role of Islamic microfinance in women's empowerment in Bangladesh (Islam, 2021), analyzed economic, socio-cultural, and familial empowerment on women's empowerment that had significant effects except for the familial empowerment variable. This study uses paired-sample tests, logit regression, and proportion hypothesis tests, with 389 women respondents. (Sell & Minot, 2018) analyzed the factors explaining women's empowerment with the case of farmers in Uganda. This study suggests the household and community characteristics that influence women's role in household decisions of women's empowerment, including age, male-female educational differences, remoteness, and location. In the study of Trommlerova, Klasen, & Lebmann (2015) about the determinants of empowerment in a capacity-based on poverty approach in Gambia, this study found socio- demographic, socio-economic, regional, and self-reported capabilities that use probit and logit models. which is

focused on community and individual empowerment. It finds that self-reported capabilities and community empowerment have a significant effect on empowerment.

In the context of empowerment in the Islamic framework, the present conceptual structure analyzes women's empowerment and family poverty in the *Tawhidi* epistemological approach. This study contributes to the development of the concept put forward (Nurasyiah, Miyasto, Mariyanti, & Beik, 2020) by analyzing work participation, education, the role of women in family, mentoring, empowerment programs, religiosity, Islamic women's empowerment, and family poverty. This uses the SEM PLS method and has a positive effect on reducing family poverty. Then there's the study by Nurasyiah, Utami, Rosida, Cakhyaneu, & Wulandari (2017) which examines the impact of education and Islamic microfinance as economic empowerment for poor women. The variables of this study are education and Islamic microfinance, which influence the economic empowerment of poor women. The case study is BMT ITQAN, which is in Bandung, with the highest asset value and the largest number of empowerment members.

Method

Place and Time of Study

This research is conducted in Indramayu Regency. By focusing on the object of research on women former migrant workers in Indramayu who have participated in empowerment women's program for Baznas (Badan Amil Zakat Nasional) and several Mosques in Indramayu.

Research Type

This study uses a quantitative method through a questionnaire adopted from the research of Hockerts (2017), Ip et al. (2017) and Trans (2018). Questionnaires will be distributed and collected through social media. The scale used in this questionnaire uses a Likert scale, with an interval of 1 (one) to 6 (six). Then the data was processed and analyzed using the SEM-PLS statistical method. In this study, the population used were women in Indramayu who had participated in the

independent women's program of the Indramayu district government program. The sampling technique in this study used purposive sampling, with several criteria, 1). Participate in all women's empowerment programs. 2). Former migrant workers.

Research Population and Sample

The population is the entire individual who is the object or source of research data. The population in this study were women in Indramayu who had participated in the empowerment women's program from Baznas and Mosque. The method used in the sampling of this study uses non-probability with a purposive sampling technique. Purposive sampling is a carefully selected sampling method so that it is relevant to the research structure, where sampling is done by taking samples selected by the author using more specific criteria (Djarwanto, 1998). This method allows researchers to determine samples that match certain criteria and assumptions that are in accordance with research needs. The criteria for selecting samples in this research are:

1. Participate in Baznas and Mosque of empowerment program.
2. Former migrant workers

According to (Hair, et.al, 2018), the sample size used in SEM (Structural Equation Modeling) research is at least 100 or greater. Minimum sample size approximation is considered a fundamental issue in PLS-SEM (Kock & Hadaya, 2018). This is because the statement regarding the PLS-SEM model has the highest statistical power and is suitable for complex models with a smaller sample size (Becker & Ismail, 2016).

Calculating the number of samples in this study using the Slovin formula, which is as follows:

$$n = \frac{N}{1 + (N \cdot e^2)} = \frac{5262}{1 + (5262 \cdot 0,10^2)} = 98,13 = 98$$

Where,

n = Sample Size

N = Population Size

e = Error-related inaccuracy as a percentage

Based on the data, the population in this study was 5262 (Open Data Jabar, 2021). Using the Slovin formula, the degree of confidence was set at 95%, so the error rate was 10%, or $e = 0,1$. This resulted in a total research sample of 100. The respondents in this study were 100 respondents, with the condition that women were domiciled in Indramayu and had participated in the Indramayu empowerment women's program.

Data and Data sources

The data used in this study are primary and secondary data collected to answer the problems studied using a quantitative approach. The types of data discussed are as follows:

1. Primary data

Primary data is research data obtained directly from data sources that will be collected specifically and directly related to the results being studied. In this study, primary data is responses from respondents to the research variables to be tested. This data can be from a predetermined sample.

2. Secondary data

Data obtained from library research or literature related to the problem to be studied

Data Collection Techniques

This study obtained data by collecting data through field research. In this case, the research was conducted by distributing questionnaires. The questionnaire was based on the design obtained from the literature study. Information from previous research becomes a source in the guidelines for designing the questionnaire. Questions will be made based on possibilities that the literature says have a high level of validity and reliability.

The questionnaire given to respondents uses a Likert scale technique. According to Sugiyono (2014), the Likert scale is used to measure the attitude, income, and perception of a person or group related to this phenomenal phenomenon. The answers to each item using the Likert scale have a very positive to negative gradation consisting of 6 points to measure the research variables.

Respondents who will then choose answers from the research given with the existing answer categories, which are as follows:

Table 1 Likert Scale

Scale	Explained
1	Strongly disagree
2	Disagree
3	Slightly Disagree
4	Somewhat Agree
5	Slightly Agree
6	Strongly agree

Operational Definition of Research Variables

To understand the concept of which more deeply, the following is an overview of the concept of variables used in this study. There are four exogenous variables in this study, namely: and one endogenous variable, namely, the following is an operational definition using concepts related to factors.

Table 2 Operational Variable

Latent Variables	Empirical Indicators	Code	References
Characteristics (X1)	1. Confidence 2. Tenacity 3. Leadership 4. Originality 5. Future-oriented	X1.1 X1.2 X1.3 X1.4 X1.5	(Utomo, Priyanto, Suharti, & Sasongko, 2019)

Experiences (X2)	Length of time of entrepreneurship Level of knowledge owned Level of technical skills and abilities, to assess the abilities in technical works implementation Able to face difficulties at work Able to manage the conflicts at work	X2.1 X2.2 X2.3 X2.4 X2.5	(Utomo, Priyanto, Suharti, & Sasongko, 2019)
Involvement (X3)	quantity of involvement in work Work motivation Collective	X3.1 X3.2	(Nurasyiah, Miyasto, Mariyanti, & Beik, 2020)
Mentoring (X4)	The intensity of mentoring The quality of mentoring	X4.1 X4.2	(Nurasyiah, Miyasto, Mariyanti, & Beik, 2020)
Religiosity (X5)	Obedience in performing prayers Observance in carrying out compulsory and Sunnah fasting Obedience to pay Zakat, Infaq and Shodaqoh Obedience to learn and read Al Qur'an Obedience to protect genitals with hijab Obedience to avoid usury	X5.1 X5.2 X5.3 X5.4 X5.5 X5.6	(Nurasyiah, Miyasto, Mariyanti, & Beik, 2020)
The success of women's empowerment (Y)	Economic decision- making Household decision- making Participation in society Kemandirian	Y1.1 Y1.2 Y1.3	(Nurasyiah, Miyasto, Mariyanti, & Beik, 2020) (Ife, 1995)

Data analysis Method

In this study, it used the descriptive variable analysis method, namely structural equation modelling (SEM) with SmartPLS.03 software, which is statistical software in the SEM method. SmartPLS software is a tool that can give the most complete information when it comes to showing statistics about results.

Data processing in this study was carried out using SEM PLS, which is a type of statistical analysis that is used like SEM in covariance analysis. Basically, PLS is separate from SEM, but because there is a synchronization between the two methods and the theoretical basis, PLS can be collaborated with SEM. In theory, the PLS framework has a linear regression basis, but there are various symbols or terms (Hidayat, 2018). PLS is defined as a method that is not based on many assumptions, such as that the data does not have to be normally distributed multivariate (indicators with ordinal scales, categories, and intervals to ratios can be used in the same model), and that is able to handle several response variables and explanatory variables at the same time. together. This analysis is a good alternative to the multiple regression analysis method and principal component regression because the SEM method is stronger than the two methods. in the sense that the parameters of the model do not change much when a new sample is taken from the total population (Geladi and Kowalski, 1986).

The SEM PLS research model consists of structural model equations as follows:

$$Y_i = a_i + \beta X_{1i} + \beta X_{2i} + \beta X_{3i} + \beta X_{4i} + \beta X_{5i} + e_i$$

This PLS method uses abnormal data where the structural model (inner model) determines the relationship between constructs and a small sample size, and the measurement model (outer model) determines the relationship between the construct and the observed indicators (Henseler, 2016). According to Ulum (2008), PLS is a strong analytical method because it does not require broad assumptions, such as a large sample, and the data must be normally distributed. The analysis in the SEM model can be divided into two stages,

namely the measurement model and the structural analysis model. The following are the steps of data analysis using PLS:

1. Measurement Model (Outer Model)

A research model is considered unable to be tested in a relational and causal relationship prediction model if it has not gone through the verification stage in the measurement model. In the measurement model, two tests are used, namely the validity test and the reliability test.

a. Validity Test

Validity is a measuring tool used in measurement (Sujarweni, 2015). It can be used to measure what is being measured. The validity test is intended to test the accuracy of the items in the questionnaire, to see whether the existing items can describe and explain accurate variables. The validity test was carried out by calculating the correlation between the total scores. If the correlation coefficient is positive, then the indicator in question is considered valid (criteria validity). Seeing if each question item is valid or not is by looking at the item total statistics section in the corrected item total correlation column. Questionnaire items are said to be valid if the value of r count r table or if the significance is $<5\%$.

1) Convergent Validity Test

A set of indicators represents one latent variable and that underlies that latent variable. Convergent validity test can be described by looking at the values on the Loading Factor/Outer Loading and Average Variance Extracted (AVE). Loading Factors/Outer Loadings can be said to be valid or ideal as a construct measure if > 0.70 while for AVE it is said to be valid if the indicator is > 0.50 (Ulum, 2008).

2) Discriminant Validity Test

This test aims to see whether the combined set of indicators has a unidimensional nature, which means that two conceptually different concepts must show adequate differences. This test is said to be valid if each variable > 0.70 .

b. Reliability test

This test is conducted to determine the feasibility of research instruments to measure the same symptoms whether they produce consistent measurements or not. Reliability here means the accuracy, consistency, and accuracy of a measuring instrument in making measurements. The estimated reliability calculation according to Jogiyanto (2009) is assessed based on Cronbach's Alpha and Composite Reliability. Cronbach's alpha is used to measure the lower limit of the reliability value of a construct, with data said to be reliable if > 0.7 . While Composite Reliability is used to measure the real value of the reliability of a construct with a value of > 0.70 , where Composite Reliability is considered a better method than Cronbach's Alpha in testing the reliability of the model. formula for a reliable composite.

3. Structural Model (Inner Model)

If the research model has been validated through the outer model, the next test is a structural model (inner model) to see the relationship between latent variables that are formed according to the substance of the theory. This structural model can be seen through the value of R^2 (r-square). R^2 can predict causality between latent variables. The higher the value, the better the prediction model of the proposed research model.

Table 3 Criteria of Structural Model

Criteria	Description
Score $R^2 > 0.7$	Strong
Score $R^2 = 0.67$	Substantial
Score $R^2 = 0.33$	Moderate
Score $R^2 = 0.19$	Weak

Source: (Chin, 1998)

To see the description of the direction of the variable relationship, the research can be evaluated using the path-coefficient. The path coefficient shows the direction of the positive or negative relationship of a variable with a range of values between -1 to 1.

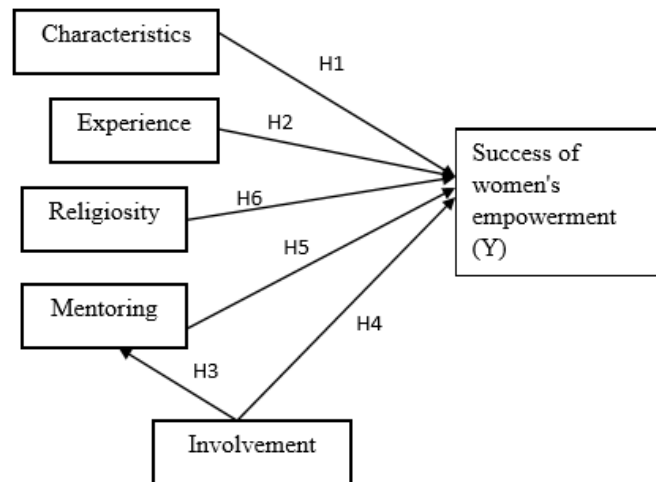
Research Framework

Figure 3. Research Framork

Figure 3 illustrates the research framework in research consisting of exogenous variables (X) and endogenous variables (Y) which are elaborated together with the development of the hypothesis (H). The exogenous variables (X) that consisted of the characteristics (X1), experience (X2), Involvement (X3), mentoring (X4), religiosity (X5). Meanwhile, the endogenous variable (Y) being tested is the success of empowerment (Y).

Hypothesis Development

In this study, it was used to see the effect of characteristics, experience, participation, mentoring, and religiosity on the success of empowerment.

H1: Characteristics of women affect the success of empowerment.

H2: Experience affects the success of empowerment.

H3: Involvement influences mentoring.

H4: Involvement affects the success of empowerment. H5: Mentoring affects the success of empowerment.

H6: Religiosity affects the success of empowerment.

Results and Discussion

Respondent Demographics

In this study, a total of 100 respondents with the criteria of a post- migrant woman who participated in women's empowerment activities in Indramayu.

Table 4 Respondent Demographics

Characteristics of respondents	Numerical	Percentage
Education		
Did not pass Elementary School	4	4%
Elementary School	26	26%
Junior High School	31	31%
Senior High School	40	40%
Degree	0	0%
Length of time following the empowerment program		
1 - 6 Month	9	9%
6 Month - a year	3	3%
1 - 3 years	36	36%
>3 years	52	52%
Sources of Empowerment		
Mosque	10	10%
Baznas	90	90%

Sources: Data processed by the Author (2022)

Table 4 of the characteristics of the respondents describes that 40% of respondents with a high school education background and as many as 60% of respondents have a junior high school and elementary school education, and there are even respondents who did not finish elementary school. As many as 52% of respondents participated in empowerment activities for more than 3 years. The mentors are dominated by respondents who get assistance from Baznas, which is 90% and the rest is from mosque development.

In addition to the characteristics of the respondents in table 3, the activities that have been or are being carried out by the respondents in the empowerment program are also attached. The results can be seen from the following table:

Table 5 Empowerment Activities

What is obtained, is being, or activities that have been carried out in the empowerment program	
Soft Loan	45
Entrepreneurship Training and Facilities	6
Majelis Ta'lim	80

Sources: Data processed by the Author (2022)

From table 5 it can be identified that the empowerment activities participated by respondents include soft loans as much as 45%, entrepreneurship training and getting facilities as much as 6% and the most activities carried out are activities in the *ta'lim* assembly, which is 80%.

Test Requirements

Measurement Model Analysis (Outer Model)

1. Convergent Validity

The magnitude of the correlation of each indicator with its construction can be described by the value of the loading factor or outer loading and is said to be ideal and valid when the value is higher than 0.7. Table 5 shows the test results of the loading factor value where the indicator validation with a value of > 0.7 so that all indicators have met the requirements and no indicators have been eliminated in this research model and have been validated.

b Cronbach's Alpha, Composite Reliability, dan Average Variance extracted

The value of valid Cronbach's alpha and composite reliability 0.7, in another opinion Malhotra (2007) states that the limit value of Cronbach' alpha > 0.6 . As for the Average Variance Extracted (AVE) worth > 0.5 to determine the size of the convergent validity. Table 5 identifies that all variables meet the limits of Cronbach's alpha and composite reliability, > 0.6 or > 0.7 so it can be concluded that the results of the internal consistency test in this study were good. The results of data processing also show that the AVE value in all variables meets the criteria > 0.5 so that the research model can be said to be valid.

2. Discriminant Validity

Cross loading is a way to compare the correlation between indicators and their constructs and constructs from other blocks

Table 6 Cross Loading

	CHAR	EXP	INV	MEN	REL	SWE
CHAR2	0,774	0,257	0,230	0,172	0,162	0,237
CHAR3	0,729	0,276	0,100	0,221	-0,052	0,178
CHAR4	0,723	0,244	0,170	0,250	0,102	0,209
CHAR6	0,785	0,316	0,262	0,204	0,052	0,321
EXP1	0,304	0,760	0,179	0,301	0,022	0,377
EXP2	0,261	0,730	0,206	0,169	0,073	0,251
EXP3	0,165	0,754	0,248	0,289	0,079	0,351
EXP4	0,333	0,752	0,247	0,218	-0,051	0,381
EXP5	0,298	0,756	0,324	0,424	0,292	0,418
INV1	0,200	0,191	0,874	0,395	0,306	0,482
INV2	0,268	0,378	0,873	0,463	0,290	0,414
MEN1	0,264	0,356	0,495	0,779	0,263	0,438
MEN2	0,251	0,350	0,348	0,828	0,246	0,503
MEN3	0,158	0,277	0,379	0,798	0,457	0,619
MEN4	0,229	0,278	0,367	0,829	0,412	0,571
R1	0,031	0,044	0,296	0,296	0,811	0,238
R2	0,153	0,170	0,325	0,488	0,885	0,389
R3	0,112	0,073	0,153	0,341	0,760	0,193
R4	-0,048	-0,086	0,195	0,211	0,774	0,139
R5	0,033	0,151	0,331	0,263	0,739	0,216
SWE1	0,347	0,286	0,495	0,472	0,265	0,723
SWE2	0,353	0,436	0,440	0,500	0,315	0,856
SWE3	0,154	0,325	0,376	0,573	0,196	0,814
SWE4	0,240	0,513	0,359	0,624	0,244	0,850
SWE5	0,258	0,412	0,451	0,548	0,322	0,860

Sources: Data processed by the Author (2022)

The results of data processing shown in table 6 explain that all indicators in this study have a coefficient value greater than each construct compared to the value of the indicator correlation coefficient in the construct block in another column. So it can be concluded that each indicator in the block is a constructor in that column.

b Fornell-Larcker Criterion

Table 7 Fornell-Larcker Criterion

	CHAR	EXP	INV	MEN	REL	SWE
CHAR	0,753					
EXP	0,366	0,750				
INV	0,268	0,326	0,874			
MEN	0,276	0,387	0,491	0,809		
REL	0,093	0,117	0,342	0,433	0,795	
SWE	0,327	0,485	0,513	0,664	0,327	0,822

Sources: Data processed by the Author (2022)

To compare the correlation between the indicator variable itself with other variable indicators with a limit value of > 0.7 . The results of data processing in table 7 show a value of > 0.7 which describes the relationship between the indicator variables itself is greater than the other indicator variables. So, it can be concluded that this research has met the criteria of the discriminant validity test.

Structural Model Analysis (Inner Model)**1. R-Square**

R square is used to see the effect of the independent latent variable on the dependent latent variable. Parameters are known through the value of the coefficient of determination (R-square)

Table 8 R-Square

	R Square	R Square Adjusted
MEN	0,241	0,233
SWE	0,537	0,512

Sources: Data processed by the Author (2022)

2. Path-Coefficients

Shows the direction of the positive or negative relationship of a variable with a value range between -1 to 1. In table 9 all path coefficients results show positive results

Table 9 Path Coefficients

	CHAR	EXP	INV	MEN	REL	SWE
CHAR						0,068
EXP						0,219
INV				0,491		0,190
MEN						0,452
REL						0,034
SWE						

Sources: Data processed by the Author (2022)

3. T-Statistics

Table 10 T-Statistics

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)
CHAR-> SWE	0,068	0,070	0,071	0,954
EXP -> SWE	0,219	0,234	0,082	2,664
INV -> MEN	0,491	0,498	0,082	6,018
INV -> SWE	0,190	0,172	0,098	1,931
MEN -> SWE	0,452	0,429	0,114	3,971
REL -> SWE	0,034	0,075	0,135	0,254

Sources: Data processed by the Author (2022)

From the t-statistic value in table 10, there are two variables with the results of the hypothesis being rejected because the t-statistic value < 1.96 , namely characteristics (X1) and religiosity (x5) on the success of women's empowerment (Y).

4. FIT Model

Aims to find out how big the percentage of research suitability is by looking at the NFI value.

Table 11 FIT Model

	Saturated Model	Estimated Model
SRMR	0,091	0,107
d_ ULS	2,666	3,756
d_ G	1,082	1,137
Chi-Square	574,899	584,851
NFI	0,611	0,604

Sources: Data processed by the Author (2022)

The results of the FIT model in this study which are shown in table 11 have an NFI value of 0.611 which interprets that this research model is 61.1% fit.

Hypothesis testing

Table 12 Hypothesis Test Results

	P Values	Results
CHAR -> SWE	0,340	H1 Rejected
EXP -> SWE	0,008	H2 Accepted
INV -> MEN	0,000	H3 Accepted
INV -> SWE	0,054	H4 Rejected
MEN -> SWE	0,000	H5 Accepted
REL -> SWE	0,799	H6 Rejected

Hypothesis testing is the final test in this research model. The hypothesis will be accepted if the p-value is < 0.05 . It can be seen in table 12, from 6 hypotheses there are 3 accepted hypotheses and 3 rejected hypotheses. The accepted hypothesis is in the form of:

1. H1 (0): characteristics have no significant effect on the success of women's empowerment.
2. H2 (1): experience has a significant effect on the success of women's empowerment.
3. H3 (1): involvement on the program has a significant effect on mentoring.
4. H4 (0): involvement on the program have no significant effect on the success of women's empowerment.
5. H5 (1): mentoring has a significant effect on the success of women's empowerment.
6. H6 (0): religiosity has no significant effect on the success of women's empowerment.

Analysis

The results of data processing in this study indicate that the characteristics do not have a significant influence on the success of women's empowerment which shows that hypothesis 1 is rejected. This is in line with research by

Silitonga (2022) which means that the spirit and hard work in increasing the success of empowerment, there must be a strategy in utilizing empowerment programs that are followed or have been followed. But there are other studies that produce significant variables (Sulistiani, et.al, 2019); (Utomo, Priyanto, Suharti, & Sasongko, 2019), if someone has the character to think about how life as a post-migrant will be in the future or even if he owns a small business he thinks about the future through his attitude of persistence, which will continue to be motivated to move forward in empowering himself and the success of his business.

Then the second hypothesis is that experience has a significant influence on the success of empowerment. Someone who is able to learn from the failures of others, it is considered as experience. With this experience, a person can develop his ability to solve the problems that befall him in participating in the empowerment of examples when getting selling facilities at the mosque, so he will use it as well as possible. This study is in line with (Taylor, 1975); (Rozi & Sunarsi, 2019) where with experiences that have been experienced or learned from others will increase motivation in participating in empowerment programs.

The results of the three-factor hypothesis where program involvement has a significant influence on mentoring activities. when someone always participates in an activity and the willingness to continue to develop abilities, take advantage of activities by increasing creativity and success on a target to be achieved (Al Yahya, 2013). This is in line with research (Susomrith & Coetzer, 2015) where participation in mentoring activities is important in order to increase awareness for the success of an empowerment.

When active in an activity but does not have an impact that is directly proportional to what has been done, this is because the activity factor is not related to the situation that is being needed, the knowledge and education factor is still low, and the community work factor takes up a lot of time. which makes the community not maximally involved and participates in empowerment programs. In addition, the government's role in empowerment

programs is still too passive, causing the community not to participate (Ahmad & Thalib, 2018). The fourth hypothesis is in line with research (Swain & Wallentin, 2008) which states that the cause is low education factors that cause their awareness of participating in a program to be low.

When the community feels the positive impact of an activity or facility to support their needs, it is directly proportional to the success of an empowerment program (Nurasyiah, Miyasto, Mariyanti, & Beik, 2020) thus supporting the fifth hypothesis in this study, where mentoring has a significant influence on the success of the empowerment program for post-migrant women. Mentoring is very important (Helms et al., 2016) because it will guide someone in dealing with problems and provide useful insights to improve a woman's welfare, namely through participating in empowerment programs (Mahmood, et al., 2014)

In the sixth hypothesis, namely religiosity does not have a significant effect on the success of empowerment. The output results of statistical analysis show that all indicators of religiosity in the form of praying five times a day, paying zakat, obligatory fasting in the month of Ramadhan, reading and studying the Koran every day, using the hijab when leaving the house, and staying away from usury can be said to have not measured religiosity. It can be said that the application of empowerment according to Islamic sharia has not been fully implemented by the respondents. The results of this study indicate that religiosity has no effect on the success of women's empowerment. This means that religiosity has not been able to encourage women's desire to participate in empowering women in Indramayu. The results of this study are in line with Trommlerova et al. (2015), where women's empowerment is influenced by age, gender, marital status, nationality, economic activity, and health. This condition is different from Kabeer et al. (2011) & Haque et al (2011) who found that Islamic values influence the success of empowerment.

Conclusion

The results of this study indicate that out of the six hypotheses tested, three were accepted and three were rejected. Specifically, experience and

mentoring were found to have a significant positive impact on the success of women's empowerment. Furthermore, active involvement in the program significantly influences the effectiveness of the mentoring received. Conversely, individual characteristics, direct program involvement, and religiosity did not show a significant effect on the ultimate success of the empowerment outcomes. These findings suggest that while participation is necessary to trigger mentorship, it is the quality of guidance and the participant's professional background that ultimately drive success.

Suggestion

While this study identifies key success factors for empowering former female migrant workers in Indramayu, the scope remains limited by the number of variables examined. A primary takeaway is the critical role of the mentoring variable in ensuring successful outcomes. However, current initiatives face obstacles such as insufficient funding, a shortage of skilled human resources, and a low adoption of Sharia-based financial products. Consequently, it is recommended that the government and Islamic financial institutions collaborate more closely to support these women. Strengthening empowerment programs through increased capital injection and the integration of Sharia financial services could provide the necessary infrastructure to scale these efforts effectively.

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