Information Management and Business Review (ISSN 2220-3796)
Vol. 18, No. 4, pp. 233-242, 2026

Understanding Migrant Workers' Intention to Re-Enter Malaysia for Employment: The Mediating Effect of Acculturation on the Relationship Between Work Conditions, Workplace Discrimination and the Intention to Re-Enter

Nur Zarifah Rasidi[1], *Aziz Jamal[2], Faizah Mashahadi[2], Faiza Omar[2]
[1]Faculty of Business and Management, Universiti Teknologi MARA, Shah Alam, Malaysia
[2]Department of International Business and Management Studies, Faculty of Business and Management, Universiti Teknologi MARA Selangor, Puncak Alam Campus, Malaysia
Email: nzbrasidi@gmail.com, *aziz2903@uitm.edu.my, faizahmashahadi@uitm.edu.my, faiza746@uitm.edu.my
Corresponding Author: Aziz Jamal

Abstract: The purpose of this study is to determine the mediating effect of acculturation on the relationship between workplace discrimination and work conditions and migrant workers' intention to re-enter Malaysia for employment. A quantitative cross-sectional survey design was employed using a non-probability sampling approach that combined quota and convenience sampling. Data were collected through a multilingual online questionnaire using LimeSurvey from 432 migrant workers employed in the agriculture, manufacturing, construction, and service sectors in Selangor. The data were analyzed using descriptive statistics, reliability analysis, exploratory factor analysis, Pearson product-moment correlation, multiple regression, and PROCESS Model 4 with percentile bootstrapping. The results showed that favorable work conditions significantly increased migrant workers' intention to re-enter Malaysia for employment, whereas workplace discrimination significantly reduced their intention to return. Acculturation did not significantly predict migrant workers' intention to re-enter Malaysia after controlling for work conditions and workplace discrimination. The indirect effects of work conditions and workplace discrimination through acculturation were also not statistically significant. Therefore, acculturation did not mediate either relationship, suggesting that workplace experiences were more influential than cultural adaptation in explaining migrant workers' future employment intentions. The study contributes to migrant worker retention research and recommends that employers and policymakers prioritize decent work conditions, fair treatment, and effective anti-discrimination practices to strengthen migrant workers' willingness to return to Malaysia for employment.

Keywords: *Migrant workers, intention to re-enter, work conditions, workplace discrimination, acculturation, Malaysia.*

1. Introduction and Background

Low-skilled foreign workers in Malaysia are mostly migrants with limited formal education and are commonly employed in labor-intensive sectors such as agriculture, construction, manufacturing, and services (A. J. Wei et al., 2018). Malaysia remains an important destination because migrant workers respond to limited economic opportunities in their home countries and to the continuing demand for flexible labor in the host economy (Anggara et al., 2024; A.J. Wei et al., 2018). The present study focuses on workers' intention to re-enter Malaysia for future employment after completing their current employment period or returning to their home countries. This focus reflects the temporary labor-migration cycle in which employment abroad may be followed by return and subsequent re-migration for employment (Sen et al., 2023; Wickramasekara, 2019).

Migrant workers' current employment experiences provide information about the conditions they are likely to encounter if they return. Fair wages, manageable workloads, safe workplaces, suitable accommodation, social protection, and respectful employer treatment may strengthen a favorable evaluation of Malaysia as a future employment destination (Wahab & Hamidi, 2022; Y. Wei et al., 2024). In contrast, workplace discrimination may involve exclusion, stigmatization, unequal treatment, threats, or aggression and can reduce trust, psychological safety, and willingness to maintain future employment ties with the host country (Brondolo et al., 2005; Piccinelli et al., 2024).

Acculturation may also be relevant because migrant workers adapt to the language, media, social relations, and everyday environment of the host country. Positive workplace experiences may provide opportunities for communication, cultural learning, and social interaction, whereas negative experiences may limit these

opportunities (Enh et al., 2024; Zaini et al., 2025). Nevertheless, cultural adaptation should not be assumed to explain future employment decisions, as practical workplace factors may have a more immediate influence on whether workers choose to return to Malaysia.

Acknowledging the complex relationship between these variables, the study sought to determine the influence of work conditions and workplace discrimination on migrant workers' intention to re-enter Malaysia for employment. It also examined whether acculturation mediates the relationship between work conditions and intention to re-enter Malaysia and whether acculturation mediates the relationship between workplace discrimination and intention to re-enter Malaysia.

This study is significant because it examines workplace experiences, cultural adaptation, and future migration intention within one research framework. The findings provide evidence on whether decent work and non-discriminatory employment experiences can influence migrant workers' willingness to choose Malaysia again after the present employment cycle. The study also extends the discussion beyond intention to stay by focusing specifically on future legal re-entry for employment.

2. Literature Review

Intention to Re-enter Malaysia for Employment

Intention to re-enter Malaysia refers to migrant workers' conscious willingness, expectation, and plan to return to Malaysia for another period of legal employment after leaving the country or completing their current employment contracts. It is a future behavioral intention rather than an intention to extend the present permit or remain permanently. The Theory of Planned Behavior explains that behavioral intention reflects the motivational readiness to perform a future behavior and may be influenced by attitudes, subjective norms, and perceived behavioral control (Ajzen, 1991, 2020). Migrant workers may therefore evaluate employment stability, recruitment expenses, workloads, accommodation, welfare benefits, employer treatment, occupational safety, social relationships, and career opportunities when considering another employment cycle (Y. Wei et al., 2024; Yimsook & Theerakosonphong, 2026).

Work Conditions

Work conditions refer to the physical, economic, psychological, social, legal and organizational circumstances under which employees perform their work. The Decent Work Questionnaire conceptualizes work conditions through seven dimensions: fundamental principles and values at work, adequate working time and workload, fulfilling and productive work, meaningful remuneration, social protection, opportunities, and health and safety (Ferraro et al., 2018; Sbaa et al., 2025). Favorable work conditions may strengthen migrant workers' confidence that another employment period would be safe, manageable, and economically beneficial. Conversely, unpaid wages, excessive working hours, unsafe employment, poor accommodation, or limited access to remedies may discourage future re-entry (Wahab & Hamidi, 2022; Yotwilai, 2025). Based on the findings of these studies, the following hypothesis was developed:

H1: Work Conditions have a significant and positive influence on intention to re-enter Malaysia for employment.

Workplace Discrimination

Workplace discrimination may involve cumulative exposure to exclusion or rejection, stigmatization or devaluation, discrimination in formal organizational settings, and threat or aggression (Brondolo et al., 2005; Chin et al., 2020). Migrant workers may be especially vulnerable when income, accommodation, documentation and legal status are linked to employers. Repeated discriminatory experiences can reduce psychological well-being, trust, job satisfaction and a sense of acceptance, and may provide workers with negative information about the risks associated with another migration cycle (Di Napoli et al., 2021; Piccinelli et al., 2024). Based on these relationships, the following hypothesis was developed:

H2: Workplace Discrimination has a significant and negative influence on intention to re-enter Malaysia for employment.

Acculturation

Acculturation describes the psychological, social, and cultural adjustment that occurs through sustained

contact with a host society. In this study, acculturation is represented through language use, media use, and ethnic social relations (Park et al., 2021; Zaini et al., 2025). The workplace is one of the main environments in which migrant workers communicate with members of the host society, obtain information, and develop social relationships. Supportive working conditions may therefore facilitate acculturation, whereas discrimination may hinder social interaction and a sense of belonging (Enh et al., 2024; Piccinelli et al., 2024). Because cultural familiarity may reduce uncertainty associated with future employment, the following mediation hypotheses were developed:

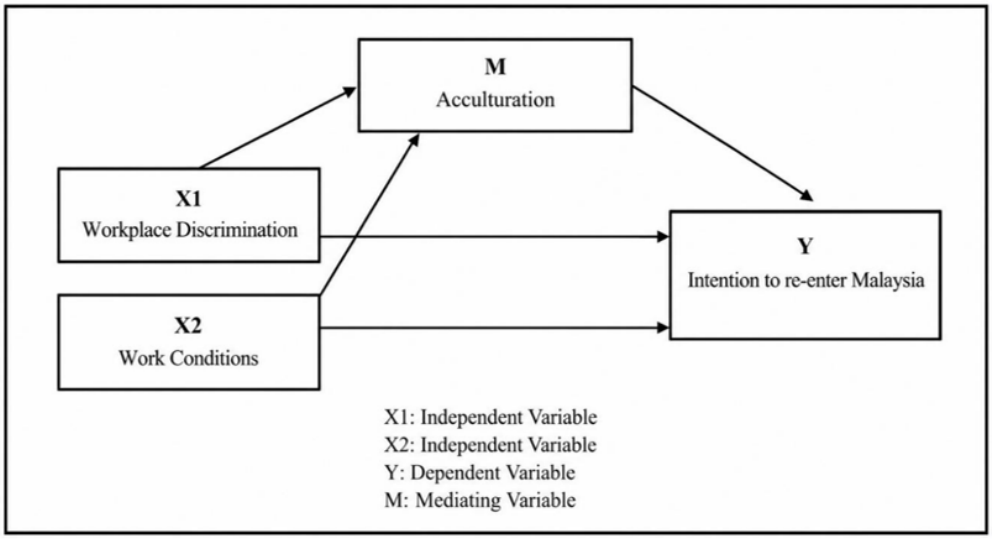
H3: Acculturation mediates the relationship between work conditions and intention to re-enter Malaysia for employment.

H4: Acculturation mediates the relationship between workplace discrimination and intention to re-enter Malaysia for employment.

Conceptual Framework

The current research framework, shown in Figure 1, comprises workplace discrimination and work conditions as independent variables, acculturation as a mediating variable, and intention to re-enter Malaysia as the dependent variable.

Figure 1: Diagrammatic presentation of the current study's conceptual framework



3. Research Methodology

Research Design

This study employed a quantitative, cross-sectional, correlational survey design among legally employed migrant workers in the agriculture, manufacturing, construction, and service sectors in Selangor. The unit of analysis was the individual migrant worker. A non-probability sampling approach combining quota and convenience sampling was used because no complete, accessible sampling frame of low-skilled migrant workers was available and access depended on employers, worker representatives, community contacts, and voluntary participation. Data were collected through a structured multilingual online questionnaire administered using LimeSurvey.

The questionnaire was made available in English, Malay, Bengali, Urdu, Indonesian, Nepali, Hindi, and Burmese to reduce language barriers. Respondents were recruited from the selected sectors based on accessibility, suitability, and willingness to participate. A total of 432 questionnaires were collected, and all were usable for analysis.

Survey Instrument

Section A collected socio-demographic information including gender, age, nationality, occupational sector, length of employment in Malaysia, and estimated monthly income. Section B measured work conditions using 31 items from the Decent Work Questionnaire (DWQ) developed by Ferraro et al. (2018), covering seven dimensions of decent work. Section C measured workplace discrimination using 17 items from the Perceived Ethnic Discrimination Questionnaire-Community Version (PEDQ-CV) based on Brondolo et al. (2005).

Section D measured acculturation using the Short Acculturation Scale (SAS), comprising language use, media use, and ethnic social relations. The questionnaire contained 27 acculturation items after the sub-items were expanded for administration. Section E measured intention to re-enter Malaysia through a behavioral intention scale consisting of five items assessing intention, planning, willingness, choice, and likelihood of returning for employment. Exploratory factor analysis later supported this five-item unidimensional scale, indicating satisfactory validity.

Data Analysis

Descriptive statistics were used to analyze demographic data and the main study variables. Skewness and kurtosis were examined to evaluate normality, and Cronbach's alpha coefficients were calculated to assess reliability. Exploratory factor analysis was conducted for the newly developed intention-to-re-enter measure. Pearson product-moment correlation was used to examine bivariate relationships among the study variables, followed by multiple regression to estimate the unique contribution of work conditions, workplace discrimination, and acculturation to intention to re-enter Malaysia.

Mediation analyses were conducted using the PROCESS macro (Version 5.0) for SPSS, Model 4 (Hayes, 2022), with 10,000 percentile bootstrap samples and 95% confidence intervals. In the work-conditions mediation model, workplace discrimination was controlled as a covariate. In the workplace-discrimination mediation model, work conditions were controlled. An indirect effect was considered statistically significant when its bootstrap confidence interval did not include zero.

4. Results

Demographic Profile Analysis: A total of 432 respondents participated in this study. Male respondents accounted for 80.6% (n = 348), while female respondents accounted for 19.4% (*n* = 84). The largest age group was 36-40 years old (35.0%), followed by 31-35 years old (31.7%). Bangladesh was the largest country-of-origin group (34.5%), followed by Indonesia (20.6%). Respondents were distributed across construction (27.5%), services (25.2%), manufacturing (24.8%), and agriculture (22.5%). Most respondents had worked in Malaysia for two to five years (46.3%), while the largest salary group earned RM1701-RM2500 (45.4%). Table 1 summarizes the demographic profile of respondents.

Table 1: Demographic profile of respondents (*N* = 432)

Baseline Characteristics	*n*	%
Gender		
Male	348	80.6
Female	84	19.4
Age		
< 25	92	21.3
25-30	41	9.5
31-35	137	31.7
36-40	151	35.0
41-45	11	2.5
Country of Origin		
Myanmar	64	14.8
Pakistan	40	9.3
Bangladesh	149	34.5
Indonesia	89	20.6
Nepal	48	11.1

Baseline Characteristics	*n*	%
India	42	9.7
Working Sector		
Agriculture	97	22.5
Manufacturing	107	24.8
Construction	119	27.5
Services	109	25.2
Years working in Malaysia		
< 2 years	89	20.6
2-5 years	200	46.3
6-8 years	106	24.5
> 8 years	37	8.6
Salary		
< RM1700	99	22.9
RM1701-RM2500	196	45.4
RM2501-RM3300	133	30.8
RM3301-RM4100	4	0.9

Descriptive Analysis: Table 2 shows the mean, standard deviation, skewness, kurtosis, and reliability coefficients for the study variables. Intention to re-enter Malaysia recorded the highest mean (M = 5.78, SD = 1.12). Work conditions recorded M = 3.65 (SD = 0.93), workplace discrimination recorded M = 1.83 (SD = 0.72), and acculturation recorded M = 2.49 (SD = 0.50). All skewness and kurtosis values were within the recommended ranges used in the study, indicating approximate normality. Cronbach's alpha values ranged from .89 to .99, demonstrating good to excellent internal consistency.

Table 2: Results of descriptive analysis

Variable	*M*	*SD*	Skewness	Kurtosis	α
Intention to re-enter	5.78	1.12	-0.68	-0.37	.97
Work Condition	3.65	0.93	0.12	-1.20	.99
Work Discrimination	1.83	0.72	0.62	0.35	.97
Acculturation	2.49	0.50	0.35	-0.69	.89

Note: N = 432

Correlational Analysis: Pearson product-moment correlation analysis (Table 3) showed that all relationships were statistically significant at $p < .001$. Intention to re-enter Malaysia was positively associated with work conditions (r = 0.60) and acculturation (r = 0.35), while workplace discrimination was negatively related to intention to re-enter (r = -0.49). Work conditions were negatively related to workplace discrimination (r = -0.61) and positively related to acculturation (r = 0.57). Workplace discrimination was negatively associated with acculturation (r = -0.30).

Table 3: Correlation analysis results

Variable	*M*	*SD*	1	2	3	4
Intention to re-enter	5.78	1.12	-			
Work Condition	3.65	0.93	0.60***	-		
Work Discrimination	1.83	0.72	-0.49***	-0.61***	-	
Acculturation	2.49	0.50	0.35***	0.57***	-0.30***	-

**p<.05; **p<.01; ***p<.001*

Multiple Linear Regression Analysis: Table 4 presents the regression results. The overall model was statistically significant, F (3, 428) = 89.73, $p < .001$, and explained approximately 39% of the variance in intention to re-enter Malaysia (R^2 = .39; adjusted R^2 = .38). Work conditions had a significant positive influence on intention to re-enter Malaysia (B = 0.57, SE = .07, β = .47, t = 8.42, $p < .001$), supporting H1. Workplace discrimination had a significant negative influence (B = -0.30, SE = .07, β = -.19, t = -4.07, $p < .001$), supporting H2. Acculturation did not independently predict intention to re-enter after the workplace variables were

controlled (B = 0.05, SE = .11, β = .02, t = .49, p = .626). Cohen's f^2 of .63 indicated a large overall effect size, while Root MSE was .88.

Table 4: **Results of the multiple linear regression analysis**

DV: Intention to re-enter	B	SE	β	*t*	*p*
(Constant)	4.13	.34		12.15	<.001
Work Condition	0.57	.07	.47	8.42	<.001
Work Discrimination	-0.30	.07	-.19	-4.07	<.001
Acculturation	0.05	.11	.02	.49	.626
Overall model fit					
F (3, 428)	89.73				<.001
R^2	.39				
Adjusted R^2	.38				
Cohen f^2	.63				
Root MSE	.88				

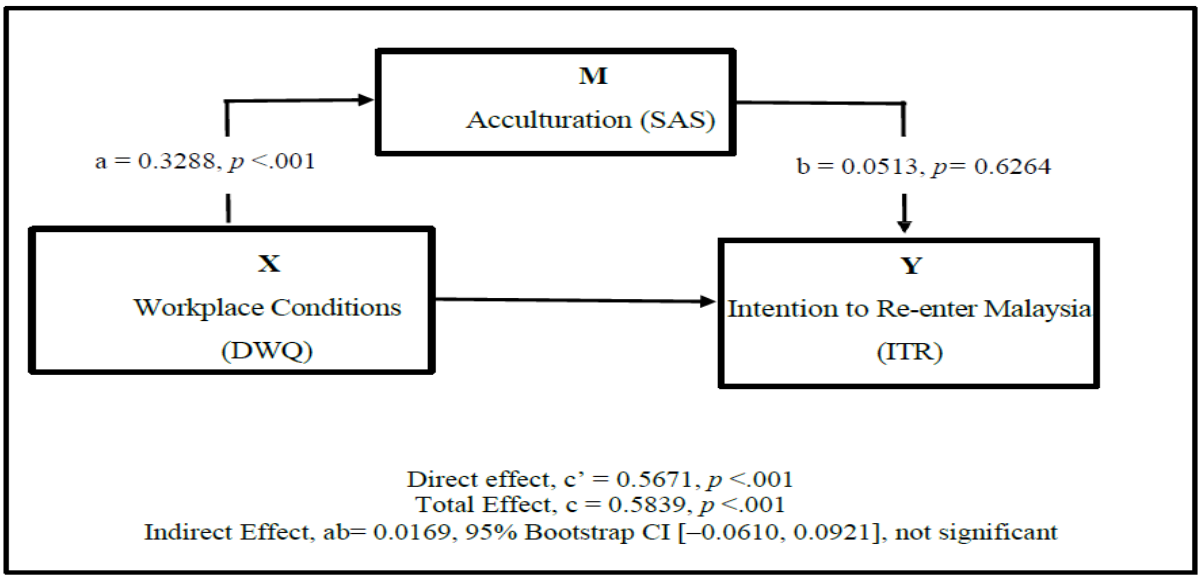
Mediation Analysis: The first mediation analysis showed that work conditions significantly predicted acculturation (B = 0.3288, *SE* = 0.0265, β = 0.6180, t = 12.4011, p < .001). As shown in Table 5, Acculturation did not significantly predict intention to re-enter Malaysia (B = 0.0513, *SE* = 0.1052, β = 0.0213, t = 0.4872, p = .6264). Work conditions had a significant total effect (B = 0.5839, p < .001) and a significant direct effect (B = 0.5671, p < .001). The indirect effect through acculturation was 0.0169, BootSE = 0.0390, with a 95% bootstrap CI [-0.0610, 0.0921]. Because the interval included zero, H3 was not supported. Figure 2 illustrates the relationship between and among variables.

Table 5: Mediation analysis of SAS on the relationship between DWQ and ITR

Effect	B	SEB	β	*t*	*p*
a: DWQ → SAS	0.3288	0.0265	0.6180	12.401	<.001
b: SAS → ITR	0.0513	0.1052	0.0213	0.487	0.626
c (total): DWQ → ITR	0.5839	0.0577	0.4834	10.114	<.001
c' (direct): DWQ → ITR	0.5671	0.0673	0.4694	8.419	<.001
ab (indirect): DWQ → SAS → ITR	0.0169	0.0390	Bootstrap 95% CI [-0.0610, 0.0921]		

Note: Workplace discrimination was controlled as a covariate.
Abbreviations: DWQ = Work Conditions; SAS = Acculturation; ITR = Intention to Re-enter.

Figure 2: Diagrammatic presentation of the mediation analysis result depicting Acculturation as a mediator (M) between Work Conditions (X) and Intention to Re-enter Malaysia (Y), while adjusting for



workplace discrimination as a covariate

The second mediation analysis showed that workplace discrimination did not significantly predict acculturation (B = 0.0501, SE = 0.0340, β = 0.0733, t = 1.4714, p = .1419). As summarized in Table 6, Acculturation again did not significantly predict intention to re-enter Malaysia. Workplace discrimination had a significant negative total effect (B = -0.3004, p < .001) and direct effect (B = -0.3030, p < .001). The indirect effect was 0.0026, BootSE = 0.0073, with a 95% bootstrap CI [-0.0125, 0.0187]. Since the interval included zero, H4 was not supported. The relationship of variables is illustrated in Figure 3.

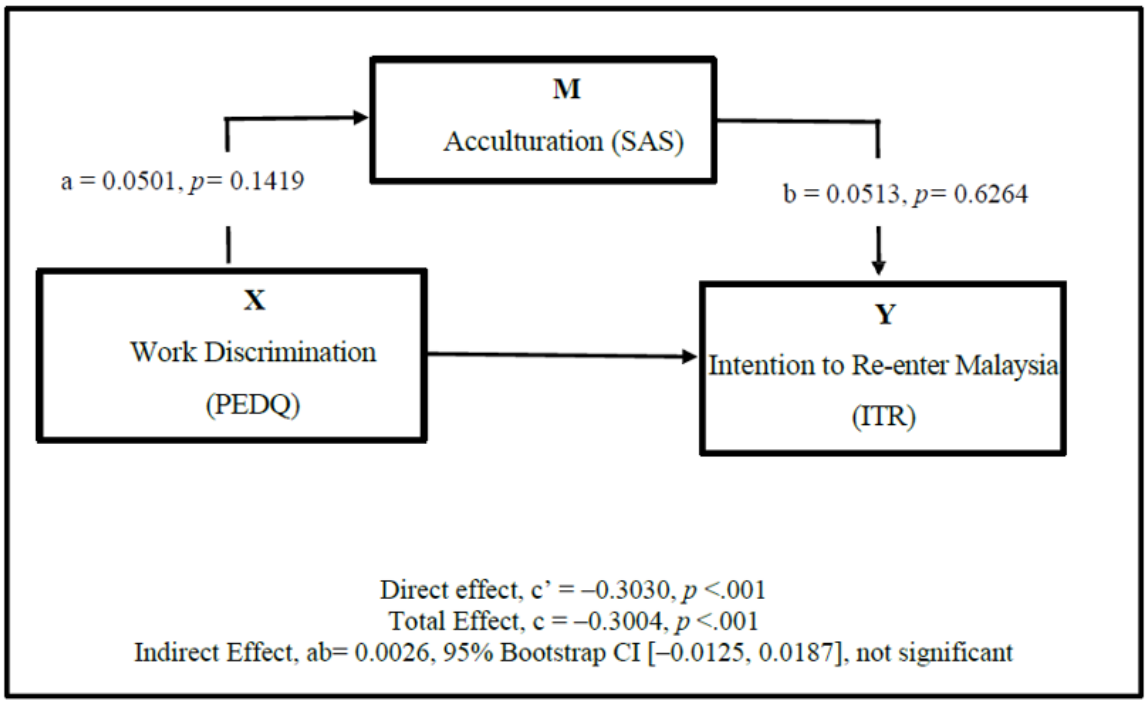
Table 6: Mediation analysis of SAS on the relationship between PEDQ and ITR

Effect	B	SEB	β	*t*	*p*
a: PEDQ → SAS	0.0501	0.0340	0.0733	1.471	0.1419
b: SAS → ITR	0.0513	0.1052	0.0213	0.487	0.6264
c (total): PEDQ → ITR	-0.3004	0.0741	-0.194	-4.053	<.001
c' (direct): PEDQ → ITR	-0.3030	0.0744	-0.195	-4.074	<.001
ab (indirect): PEDQ → SAS → ITR	0.0026	0.0073	Bootstrap 95% CI [-0.0125, 0.0187]		

Note: Work conditions were controlled as a covariate.

Abbreviations: PEDQ = Workplace Discrimination; SAS = Acculturation; ITR = Intention to Re-enter.

Figure 3: Diagrammatic presentation of mediation analysis results depicting Acculturation as a mediator (M) between Workplace Discrimination (X) and Intention to Re-enter Malaysia (Y), while adjusting for work conditions as a covariate



Discussion

The primary objectives of this study were to examine the influence of work conditions and workplace discrimination on migrant workers' intention to re-enter Malaysia for employment and to determine whether acculturation mediates these relationships. The study was conducted among 432 migrant workers employed in agriculture, manufacturing, construction, and services in Selangor.

The findings showed a significant and positive influence of work conditions on intention to re-enter Malaysia (β = .47, p < .001), supporting H1. This means that when migrant workers perceive their work conditions as better, their willingness to choose Malaysia again for employment increases. The result is consistent with the multidimensional concept of decent work, in which workers evaluate fundamental principles and values at

work, working time and workload, productive work, remuneration, social protection, opportunities, and health and safety (Ferraro et al., 2018; Sbaa et al., 2025). It also supports the Theory of Planned Behavior because favorable employment experiences may contribute to a positive evaluation of returning to Malaysia and increase confidence that another employment period would be manageable (Ajzen, 1991).

The result is consistent with previous research showing that employment quality, stability, income, housing, work experiences and social integration are relevant to future mobility decisions (Wahab & Hamidi, 2022; Y. Wei et al., 2024). For migrant workers, acceptable salary alone may not be sufficient when employment is associated with excessive workloads, unsafe workplaces, poor accommodation, limited social protection or unfair employer treatment. Therefore, improving the overall quality of work conditions may strengthen Malaysia's attractiveness as a repeat-migration destination.

Workplace discrimination had a significant negative influence on intention to re-enter Malaysia ($\beta = -.19$, $p < .001$), supporting H2. This finding indicates that unfair treatment, exclusion, stigmatization, unequal opportunities, threat, or harassment can discourage migrant workers from returning. The result is aligned with research showing that discrimination can reduce psychological well-being, trust, and a sense of belonging and can shape migrants' future mobility decisions (Di Napoli et al., 2021; Piccinelli et al., 2024; Yimsook & Theerakosonphong, 2026). From the perspective of the Theory of Planned Behavior, discriminatory experiences may make attitudes toward re-entry less favorable and may reduce perceived control when workers believe they cannot protect themselves or obtain effective remedies.

Examining the mediating role of acculturation, H3 and H4 were not supported. For H3, work conditions significantly predicted acculturation, but acculturation did not significantly predict intention to re-enter, and the bootstrap confidence interval for the indirect effect included zero. This suggests that better work conditions may help migrant workers adjust socially and culturally, but the adjustment did not become the mechanism explaining their intention to return. Migrant workers may place greater weight on practical employment considerations such as job security, income, permit arrangements, employer support, and workplace safety than on cultural adaptation alone.

For H4, workplace discrimination did not significantly predict acculturation, and acculturation did not significantly predict re-entry intention. The indirect effect was therefore not significant. Although previous literature suggests that discrimination can affect psychological acculturation (Piccinelli et al., 2024), the current result indicates that workplace discrimination may have a more immediate direct effect on re-entry intention. A migrant worker may continue to use Malaysian languages, access local media, or maintain social relationships while simultaneously experiencing unequal treatment from an employer or supervisor. Thus, discrimination does not necessarily produce a corresponding change across all dimensions of acculturation.

Overall, the findings show that direct workplace experiences were more influential than cultural and social adjustment in explaining migrant workers' future employment intentions. This does not mean that acculturation is unimportant to daily adjustment. Instead, it indicates that when workers decide whether to choose Malaysia again, decent work and non-discriminatory treatment may be more decisive than language use, media use, and ethnic social relations.

5. Managerial Implications and Recommendations

Employers and policymakers should place greater emphasis on decent work conditions and anti-discrimination practices. Fair wages, reasonable working hours, occupational safety, adequate accommodation, transparent employment terms, accessible complaint channels, and protection against retaliation can improve the employment experience. Although acculturation did not mediate the tested relationships, orientation programs, multilingual communication and social support remain useful for helping migrant workers adjust to Malaysian workplaces and daily life.

Future researchers could expand the study to migrant workers in other Malaysian states and additional employment settings to improve generalizability. Comparisons by country of origin may also identify whether cultural background, social networks, recruitment systems and previous migration experience shape intention

to re-enter differently. A longitudinal design would provide greater depth by examining whether re-entry intention changes near the end of a work permit, after workers return home, or when employment and immigration conditions change.

Future studies could also adopt mixed-method approaches by combining surveys with interviews or focus groups. Qualitative evidence may help explain why acculturation did not mediate either relationship and how migrant workers balance salary, job security, workplace treatment, accommodation, recruitment costs, family obligations and alternative destinations. Additional variables such as job satisfaction, perceived organizational support, psychological safety, wage fairness, legal protection and accommodation quality may also improve future explanatory models. Acculturation could additionally be examined as a moderator rather than only as a mediator.

Conclusion

This study examined the influence of work conditions and workplace discrimination on migrant workers' intention to re-enter Malaysia for employment, with acculturation as a mediating variable. Among 432 migrant workers in selected sectors in Selangor, working conditions had a significant positive influence on the intention to re-enter, whereas workplace discrimination had a significant negative influence. Acculturation did not significantly mediate either relationship. The findings therefore highlight the central role of direct workplace experiences in shaping future employment decisions. Better work conditions can strengthen migrant workers' willingness to choose Malaysia again, while discrimination can discourage them from returning even when they are culturally familiar with the host environment. Employers and policymakers should therefore focus on workplace fairness, safety, welfare, dignity, and effective protection if Malaysia is to strengthen legal repeat migration and maintain a more stable migrant workforce.

References

Ajzen, I. (1991). The theory of planned behavior. Organizational Behavior and Human Decision Processes, 50(2), 179-211. https://doi.org/10.1016/0749-5978(91)90020-T

Ajzen, I. (2020). The theory of planned behavior: Frequently asked questions. Human Behavior and Emerging Technologies, 2(4), 314-324. https://doi.org/10.1002/hbe2.195

Anggara, R., Mulyana, S., Gayatri, G., & Hafiar, H. (2024). Understanding the motivations of being Indonesian migrant workers. Cogent Social Sciences, 10(1), Article 2333968. https://doi.org/10.1080/23311886.2024.2333968

Brondolo, E., Kelly, K. P., Coakley, V., Gordon, T., Thompson, S., Levy, E., Cassells, A., Tobin, J. N., Sweeney, M., & Contrada, R. J. (2005). The Perceived Ethnic Discrimination Questionnaire: Development and preliminary validation of a community version. Journal of Applied Social Psychology, 35(2), 335-365. https://doi.org/10.1111/j.1559-1816.2005.tb02124.x

Chin, D., Loeb, T. B., Zhang, M., Liu, H., Cooley-Strickland, M., & Wyatt, G. E. (2020). Racial/ethnic discrimination: Dimensions and relation to mental health symptoms in a marginalized urban American population. American Journal of Orthopsychiatry, 90(5), 614-622. https://doi.org/10.1037/ort0000481

Di Napoli, A., Rossi, A., Baralla, F., Ventura, M., Gatta, R., Perez, M., Sarchiapone, M., Mirisola, C., & Petrelli, A. (2021). Self-perceived workplace discrimination and mental health among immigrant workers in Italy: A cross-sectional study. BMC Psychiatry, 21, Article 85. https://doi.org/10.1186/s12888-021-03077-6

Enh, A. M., Wahab, A., Azlan, A. A., Talib, K. A., Sakti, A. M. T., & Sultan, F. M. M. (2024). Life experiences and cultural adaptation among migrant workers in Malaysia. Comparative Migration Studies, 12, Article 1. https://doi.org/10.1186/s40878-023-00360-1

Ferraro, T., Pais, L., dos Santos, N. R., & Moreira, J. M. (2018). The Decent Work Questionnaire: Development and validation in two samples of knowledge workers. International Labor Review, 157(2), 243-265. https://doi.org/10.1111/ilr.12039

Hayes, A. F. (2022). *Introduction to mediation, moderation, and conditional process analysis: A regression-based approach (3rd ed.)*. Guilford Press.

Park, S. H., Abdin, E., Nan, L., Subramaniam, M., Tan, L. W. L., & van Dam, R. M. (2021). Adaptation and validation of a Short Acculturation Scale in a multi-ethnic Asian population. Psych, 3(1), 25-38. https://doi.org/10.3390/psych3010004

Piccinelli, E., Vauclair, C.-M., & Dollner Moreira, C. (2024). The role of perceived forms of discrimination within the psychological acculturation process of first-generation immigrants: A scoping review. Journal of Cross-Cultural Psychology, 55(5), 490-534. https://doi.org/10.1177/00220221241255615

Sbaa, M. Y., Donati, S., & Zappalà, S. (2025). Not all migrants are the same: Decent work and pre- and post-migration experiences of economic migrants. Social Sciences, 14(3), 189. https://doi.org/10.3390/socsci14030189

Sen, L. T. H., Bond, J., Nguyen, T. D., Nguyen, T. H. M., Hoang, D. H., Nguyen Van, C., Nguyet, T. T. A., & Nguyen, Q. P. (2023). To stay or re-migrate after the pandemic shock? Labor re-migration intention to the coastal areas of Thừa Thiên Huế province in Vietnam. Heliyon, 9(8), Article e18765. https://doi.org/10.1016/j.heliyon.2023.e18765

Wahab, A., & Hamidi, M. (2022). COVID-19 pandemic and the changing views of mobility: The case of Nepal-Malaysia migration corridor. Comparative Migration Studies, 10, Article 44. https://doi.org/10.1186/s40878-022-00320-1

Wickramasekara, P. (2019). *Effective return and reintegration of migrant workers: With special focus on ASEAN Member States*. International Labor Organization. https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@asia/@ro-bangkok/@sro-bangkok/documents/publication/wcms_733917.pdf

Wei, A. J., Murugasu, A., & Chai, Y. W. (2018). *Low-skilled foreign workers' distortions to the economy*. Bank Negara Malaysia.

Wei, Y., Chen, C., Tao, L., & Huang, W. (2024). Employment quality and migration intentions: A new perspective from China's new-generation migrant workers. Sustainability, 16(17), Article 7857. https://doi.org/10.3390/su16177857

Yimsook, N., & Theerakosonphong, K. (2026). More than a wage: How multilevel factors shape return migration intention for Myanmar workers in Samut Sakhon. Social Sciences, 15(5), 1-15. https://doi.org/10.3390/socsci15050331

Yotwilai, N. (2025). Migrant workers in Malaysia: Human rights issues in the workplace. SAGE Open, 15(2), 1-14. https://doi.org/10.1177/21582440251337546

Zaini, A. Z., Danaee, M., Loganathan, T., Hargreaves, S., & Abdul Majid, H. (2025). Cross-cultural adaptation and psychometric properties of the Indonesian version of the Short Acculturation Scale. Discover Psychology, 5, 1-12. https://doi.org/10.1007/s44202-025-00429-1