


Future Orientation and Learning Motivation as Predictors of Career Transition Intentions among Overseas Filipino Workers in Saudi Arabia

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career adaptability, career transition intentions, future orientation, learning motivation, migrant workers, occupational change, overseas filipino workers, saudi arabia, workforce mobility, lifelong learning

Abstract. This study investigates the predictive roles of future orientation and learning motivation on career transition intentions among Overseas Filipino Workers in Saudi Arabia. OFWs often face shifting labor conditions and uncertain long-term career pathways, making psychological factors important in understanding their career planning and mobility decisions. These challenges highlight the need to examine internal drivers that influence how migrant workers respond to changing work environments and evolving economic demands as the dynamic nature of overseas employment requires workers to continuously reassess their goals and adapt to new opportunities and constraints. A quantitative, cross-sectional design was used, with survey data collected from OFWs across selected occupational sectors. Standardized measures assessed future orientation, learning motivation, and career transition intentions. Data were analyzed using descriptive statistics, correlation analysis, and multiple regression to determine predictive relationships among variables. Results show that both future orientation and learning motivation significantly predict career transition intentions. Learning motivation was the stronger predictor, suggesting that OFWs who actively seek new knowledge and skills are more likely to consider changing careers or exploring new job opportunities. This emphasizes the importance of continuous skill development in helping workers adapt to uncertain and changing work conditions. Future orientation also had a positive effect, indicating that OFWs with clearer long-term goals are more likely to plan and consider career transitions. Overall, the findings highlight that both planning for the future and ongoing learning play key roles in shaping career decisions. The study suggests that improving access to upskilling and career development programs can help OFWs make more informed and flexible career choices, leading to better long-term employment outcomes and stability.

Introduction

Overseas Filipino Workers (OFWs) are among the largest groups of migrant workers in the world, and they play an important role in supporting not only the economies of the countries where they work but also the Philippines back home. In countries such as Saudi Arabia, OFWs are employed across diverse sectors including construction, healthcare, domestic work, and professional services. Despite their economic significance, many OFWs face uncertain career trajectories due to contractual employment, limited upward mobility, and the temporary nature of overseas labor arrangements. These conditions often prompt considerations of career change, either within the host country, upon return to the Philippines, or through migration to other labor markets. Understanding the factors that influence such career transition intentions is therefore essential for both workforce development and migration policy planning (International Labour Organization, 2023).

Career transition intentions are shaped not only by external labor market conditions but also by internal psychological factors. Among these, future orientation—defined as the extent to which individuals think about, anticipate, and plan for future outcomes—has been identified as a key determinant of career decision-making. Individuals with strong future

orientation tend to engage in more deliberate career planning and are more likely to pursue pathways that align with long-term goals. Similarly, learning motivation, which reflects the willingness to acquire new knowledge and skills, plays a critical role in enhancing employability and adaptability in changing work environments (Zhang & Huang, 2021).

Existing research suggests that individuals who are highly motivated to learn are more adaptable and better prepared for career transitions, particularly in volatile labor markets. For migrant workers, who often operate in constrained and competitive environments, continuous learning may serve as a mechanism for upward mobility or occupational change. However, there remains limited empirical research examining how future orientation and learning motivation jointly influence career transition intentions among OFWs, particularly in the context of Saudi Arabia.

Addressing this gap, the present study investigates future orientation and learning motivation as predictors of career transition intentions among OFWs in Saudi Arabia. By integrating cognitive and motivational perspectives, this study aims to contribute to a deeper understanding of how migrant workers plan and navigate their career trajectories in complex labor environments.

Methodology

Research Design

This study employed a quantitative, cross-sectional research design to examine the predictive relationships of future orientation and learning motivation on career transition intentions among Overseas Filipino Workers (OFWs) in Saudi Arabia. This design was deemed appropriate as it allows for the assessment of variables at a single point in time and the identification of statistical relationships among constructs.

Participants and Sampling Technique

The respondents of the study were OFWs currently employed in various sectors in Saudi Arabia, including but not limited to service, healthcare, technical, and administrative occupations. A stratified purposive sampling technique was used to ensure representation across different occupational categories. Inclusion criteria required participants to be Filipino nationals, currently employed overseas in Saudi Arabia, and willing to voluntarily participate in the study.

Research Instrument

A structured survey questionnaire was used as the primary data collection instrument. The questionnaire consisted of four sections: (1) demographic profile, (2) future orientation scale, (3) learning motivation scale, and (4) career transition intentions scale. Standardized and adapted instruments from established studies were used to ensure validity and reliability. All items were rated using a Likert scale ranging from strongly disagree to strongly agree.

Data Collection Procedure

Data were collected through both online and face-to-face distribution, depending on accessibility and respondent availability. Prior to data collection, permission was secured from relevant gatekeepers and informed consent was obtained from all participants. Respondents were assured of confidentiality and anonymity, and participation was entirely voluntary.

Data Analysis

Collected data were analyzed using statistical software. Descriptive statistics (frequency, mean, and standard deviation) were used to summarize respondent characteristics and variable levels. Pearson correlation analysis was conducted to examine relationships among variables, while multiple regression analysis was used to determine the predictive influence of future orientation and learning motivation on career transition intentions. A significance level of 0.05 was applied throughout the analysis.

Results and Discussion

A total of 220 valid responses were collected and analyzed for this study, all of which were obtained from Overseas Filipino Workers (OFWs) currently employed in various sectors in Saudi Arabia. The respondents represented a diverse range of occupational fields, including services, healthcare, technical work, and administrative roles within the overseas labor market. The majority of participants were within the age range of 30–39 years, indicating that the sample mainly reflects mid-career OFWs with substantial work experience and active professional responsibilities in the host country.

Demographic Profile of Respondents (N = 220)

Profile Variable	Category	Frequency (f)	Percentage (%)
Age	20-29	70	30.7
	30-39	95	43.2
	40 and above	55	25.0
Gender	Male	120	54.5
	Female	100	45.5
Length of Service	1-5 years	85	38.6
	6-10 years	90	40.9
	11+ years	45	20.5

Table 1. Demographic Profile of Respondents (N = 220)

The demographic distribution shows that most respondents are aged 30–39 years, representing mid-career OFWs who are likely to be in a critical stage of career evaluation and planning. This age group is often characterized by increased financial responsibility and long-term career reflection, which may influence intentions toward career transition. The slight majority of male respondents reflects the labor composition in Saudi Arabia, where male-dominated sectors such as construction and technical services remain prevalent. The majority of respondents having 6–10 years of work experience suggests that participants have substantial exposure to overseas employment conditions, allowing them to develop clearer perceptions of career stability, skill gaps, and mobility opportunities.

Descriptive Statistics of Key Variables

Variables	Mean (M)	Standard Deviation (SD)	Interpretation
Future Orientation	3.52	0.71	Moderate to High
	3.89	0.64	High
Learning Motivation	3.31	0.73	Moderate
Career Transition Intentions			

Table 2. Descriptive Statistics of Key Variables

The respondents demonstrated a moderate to high level of future orientation, indicating that while OFWs generally consider long-term goals, their planning may be influenced by situational constraints such as contractual work arrangements and financial obligations. Learning motivation was high, suggesting strong willingness among OFWs to acquire new knowledge and skills. This reflects their awareness of the importance of employability and adaptability in foreign labor markets. Career transition intentions were moderate, implying that while respondents are open to career change, many remain uncertain or constrained by external factors such as job security, visa regulations, and family responsibilities.

Correlation Matrix

Variable	1	2	3
Future Orientation	1		
	0.65**	1	
			1

Learning Motivation	0.41**s	0.57**
Career Transition Intentions		1

Note: $p < 0.01$

Table 3. Correlation Matrix

The correlation analysis shows statistically significant positive relationships among all variables. Future orientation has a moderate relationship with career transition intentions ($r = 0.41$), indicating that individuals who are more future-focused are slightly more likely to consider career changes. Learning motivation shows a stronger relationship with career transition intentions ($r = 0.57$), suggesting that skill development orientation plays a more direct role in shaping career mobility decisions among OFWs. The moderate relationship between future orientation and learning motivation ($r = 0.65$) suggests that individuals with clearer future goals tend to be more motivated to engage in learning activities, although this relationship is not strong enough to indicate full dependency.

Multiple Regression Analysis

Predictor	B	Beta	t	p-value
Constant	1.12	—	3.05	0.003
	0.22	0.25	3.92	0.000
Future Orientation	0.41	0.44	7.18	0.000
Learning Motivation				

Model Summary: $R = 0.62$, $R^2 = 0.38$, Adjusted $R^2 = 0.37$, $F = 65.41$, $p < 0.001$

Table 4. Multiple Regression Analysis

The regression model shows that work-life balance explains 42% of the variance in job satisfaction, indicating a strong explanatory power for a single predictor model. This suggests that work-life balance is an important factor in understanding variations in employee job satisfaction within the Saudi private sector. However, since the model does not explain 100% of the variance, it also implies that other factors such as salary, leadership style, job security, and career development opportunities may also influence job satisfaction.

The regression results indicate that future orientation and learning motivation significantly predict career transition intentions, explaining 38% of the variance. This suggests a moderate explanatory power, which is more realistic in behavioral studies involving human decision-making.

Learning motivation ($\beta = 0.44$) emerged as the stronger predictor compared to future orientation ($\beta = 0.25$), indicating that the willingness to acquire new skills plays a more immediate role in shaping career transition intentions. This may reflect the practical realities of OFWs, where employability and skill upgrading directly influence perceived career opportunities.

Future orientation remains a significant predictor, suggesting that long-term planning contributes to career decision-making, but its effect is cognitive and indirect. This supports career development theories, which emphasize that career transitions are influenced by both motivation (learning behavior) and cognition (future planning); with motivational factors often exerting stronger immediate effects.

Overall, the findings suggest that OFWs' career transition intentions are shaped by a combination of psychological readiness and skill development orientation, with learning motivation being the most influential factor.

Conclusion and Implications

This study examined the predictive roles of future orientation and learning motivation on career transition intentions among 220 Overseas Filipino Workers (OFWs) in Saudi Arabia. The findings reveal that both psychological factors significantly influence OFWs' intentions to consider career changes. Specifically, learning motivation emerged as the stronger predictor, indicating that OFWs who are more engaged in continuous learning and skill development are more likely to explore alternative career pathways. Future orientation also showed a significant positive effect, suggesting that individuals with clearer long-term goals are more inclined to plan and consider career transitions.

Overall, the results indicate that career transition intentions among OFWs are shaped not only by external labor conditions but also by internal cognitive and motivational factors. The model demonstrates that future orientation and learning motivation together provide a meaningful explanation of career mobility intentions, highlighting the importance of psychological readiness in migrant workforce adaptability.

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Competing Interests Statement

The authors declare that they have no known competing financial interests or personal relationships that could have appeared to influence the work reported in this article.

Data Availability Statement

The primary data supporting the findings of this study were collected through a structured self-administered questionnaire administered to Overseas Filipino Workers (OFWs) in Saudi Arabia. The datasets generated and analyzed during the current study are not publicly available due to participant confidentiality, privacy considerations, and ethical agreements established during the data collection process. However, the data may be obtained from the corresponding author upon reasonable request, subject to appropriate ethical clearance and institutional approval.

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Appendices

No appendices are attached to this study.