

**FACTORS AFFECTING THE MIGRATION  
INTENTION OF UNIVERSITY LECTURERS IN SRI  
LANKA (WITH SPECIAL REFERENCE TO  
SABARAGAMUWA UNIVERSITY OF SRI LANKA)**

ISSN: 2772 128X (Online)  
ISSN: 2792 1492 (Print)

 **SLJESIM**

VOLUME 03 ISSUE 02

December 2024

sljesim@sab.ac.lk

[www.sab.ac.lk/sljesim](http://www.sab.ac.lk/sljesim)

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***Received: 04 October 2024   Revised: 11 November 2024   Accepted: 26 December 2024***

***How to Cite this Article***, Gunarathna, A.M.I. & Kavishka, M.T.M. (2024). *Factors affecting the migration intention of university lecturers in Sri Lanka (with special reference to Sabaragamuwa University of Sri Lanka)*, *Sri Lanka Journal of Economics, Statistics and Information Management*, 3(2), 01-32

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***Abstract***

*University Lecturers migration is known as a type of Brain drain. It can be described as moving a country's most talented and educated lecturers to other countries. The migration of university lecturers in a country greatly impacts that country's higher education and hurts the economic growth of developing economies like Sri Lanka. The main objective of this paper is to explore the factors affecting the intention of university lecturers to migrate to Sri Lanka. Primary data collected through direct personal interviews and online questionnaires were used for the study considering the convenience of the respondents. Sabaragamuwa University was selected from other universities using the convenience selection method for this study's collected sample size of 117 lecturers. A stratified random sampling method was chosen to reach out to them. This was performed as a factor analysis considering the migration intention of university lecturers as the dependent variable for the structural equation model. The Factor analysis revealed the effectiveness of Socio-political push factors in terms of attitudes & perceived behavioral controls and Socio-political pull factors on the migration intention of university lecturers in terms of attitude, and subjective norms of the lecturers in a positive manner. The common impact can be seen in the case of Economic push factors regarding subjective norms. Economic pull factors positively influence the migration intention of university lecturers in terms of their perceived behavioral controls. To stop university lecturers' migration, it is necessary to apply policies to improve the quality of life of Sri Lankan university lecturers.*

***keywords:*** Brain Drain, Migration Intention, Push factors, Pull factors

## INTRODUCTION

This study aims to examine the factors affecting the Migration intention of university lecturers in Sri Lanka. This is based on the concept of Brain drain in Sri Lanka. Migration refers to a permanent or temporary movement (Lee, 1966). 'Brain drain' or 'Human capital flight' is traditionally viewed as the phenomenon in which highly skilled people leave their home countries and migrate to the countries that offer them greater opportunities, living conditions, and lifestyles. Sri Lanka's ongoing economic crisis depicts the bitter lesson of economic mishandling to the world. Now Sri Lanka has been grappling with a significant brain drain, especially due to the weight of its ongoing economic crisis. The term "brain drain" refers to the emigration of highly skilled and educated individuals from one country to seek opportunities abroad. In the Sri Lankan context, during the economic crisis, several factors affect the brain drain in Sri Lanka. One of the primary drivers of the brain drain in Sri Lanka is the limited economic opportunities available within the country (Idrees, 2023). The country has been facing economic challenges, including high inflation rates, a depreciating currency, depletion of foreign reserves, and a debt crisis. The country is facing its worst economic crisis and the deepest recession (CBSL, 2023). For many professionals, the lack of well-paying jobs and career advancement prospects forces them to seek opportunities in more stable economies. Sri Lanka is currently facing political instability which has eroded confidence in the country's prospects.

Another main background problem for the migration intention of university lecturers are Sri Lankan government proposed a new income tax schedule in the most recent budget, raising the tax rate and lowering the tax-free income threshold. There was discussion about the proposed modifications, and many people thought the new rates were unduly onerous. In addition, these levies were perceived as terms put in place by the IMF in connection with their loan arrangement with Sri Lanka. Nonetheless, the government insisted that raising tax collections was necessary to resolve the debt crisis and enhance the nation's financial standing. That is the reason for the increase in current income tax rates. Amidst the international migration, the intention of Sri Lankan professionals started to increase. Current Sri Lankan government income tax increases and economic crisis are mainly affected by the brain drain in Sri Lanka. As per the official data published by the Sri Lanka Inland Revenue 2022/2023, the Government has proposed taxing incomes starting at 100,000 rupees (US\$ 270) a month. With inflation running at 70 percent, this risks impoverishing the middle class. Discouraged by the economic situation, many Sri Lankan professionals plan to go abroad. Now in the Sri Lankan context, the brain drain value is 7.6 index points by 2023, and Sri Lanka is ranked 20th globally while holding the 9th place position in the South Asian region. According to the data university lecturers are in second place in the highest professional migration in Sri Lanka.

In 1963, the term "Brain drain" was used to define the severe migration of British scientists to the USA by the Royal Society. Then over time, this has introduced the emigration of highly skilled professionals from third-world countries (Brandt, 2004). At present, it gives the sense of the flow of human capital (educated professionals and skilled employees) from developing to developed countries (Rapoport, 2004).

This is also called Brain drain. The reduction of the standard of living, political corruption, financial and other employability issues including low rewards, poor working conditions, and job insecurity in the home country cause migration abroad (Panagiotakopoulos, 2020). Then most of the young population are tempted to migrate abroad considering it as an investment for their future. Brain drain creates serious consequences for both economies' origin & destination. The related studies have highly fascinated the relationship between foreign migration, the brain drain phenomenon, and the economic growth of a country (Skeldon, 2002); (Hoti, 2009). The combination of human capital, physical capital, and social capital is essential for the development of any country (Li, Y., Wang, X., Westlund, H., & Liu, Y., 2015). Therefore, with the absence of professionals, it is hard to Endeavour economic growth for a developing economy (Adeyemi, 2018).

University lecturers are an essential group of human capital, who have to be played a major role in economic development. The Federation of University Teachers' Associations (FUTA) reported that about 900 university lecturers left Sri Lanka in 2023, and more departures are anticipated in 2024, which is a worrying trend for the country's higher education system. That is mainly affecting the country's economic development due to the lack of human capital. Due to the alarming 50% lecturer vacancy rate that Sri Lankan universities are currently experiencing, this university lecturer migration presents a serious challenge. Brain drain or Human Capital migration is not a new phenomenon in the Sri Lankan economy. It happened in the past years; it is happening now and it is going to happen in the future as well. But the speciality is, at present, the impact of the income tax and economic crisis on it. Sri Lankan universities require approximately 13,000 academics to operate at optimal capacity, given the current university student population of around 155,000. However, with just 6,500 lecturers employed at public universities at present, according to figures from Sri Lanka's University Grants Commission, the vacancy rate is around 50%. Because there are a large number of university lecturers migrating to other countries (Alwis, 2024).

This university lecturer's migration can exacerbate the country's struggle to bridge the development gap with neighbouring nations. Brain drain can lead to a shortage of professionals in various fields, including healthcare and education, which are essential for the well-being and development of the population. In turn, this can result in reduced access to quality services and education, particularly in rural areas. The brain drain hurts economic development. So under the current situation, there can be an incline of brain drain expectations than the past experiences and it is a threat to the country's development process. Therefore, the economy needs to identify the nature of the brain drain of university lecturers within the country. This study aims to explore it and it will give a clear perception of today and the future brain drain risk. Therefore, to ensure Sri Lanka's future economic and social stability it is necessary to the implementation of comprehensive migration management procedure with the appropriate measures. This study is helpful for the implementation of policies that reduce the brain drain and improve the Sri Lanka higher education system.

Brain drain can be examined via Brain Drain Perspective and Expectations. Lee's migration theory is one of the popular theoretical frameworks that explain and make predictions regarding the perception of the brain drain based on pull-push (Lee, 1966). In the real world, the push and pull factors in terms of economic, political, cultural, environmental, etc.; causes motivate people either to move from one place to another or to leave their old place of residence. Therefore, this theory is the most suitable to explain the impact of the economic crisis on the migration of university lecturers.

Only limited research has analyzed migration based on university lecturers in Sri Lanka. Therefore, this study is implementing focuses on those gaps. Also in Sri Lanka, as a developing country, it can be identified as a huge weak point for its economy. This research paper can fill that gap to some extent. Here the dimensions of the research are created based on Lee's migration theory considered under a quantitative analysis. Furthermore, this study planned to use primary data, expecting considerably higher accuracy. Ultimately, this will be able to be used as a tool for a substantial basis for university lecturers' migration-related policy formulation, which has been a gap in the Sri Lankan economy.

Main Objective of this study is to explore the factors affecting the migration intention of university lecturers in Sri Lanka.

Specific Objectives are in,

- To examine the impact of the Economic push factors affecting the migration intention of university lecturers in Sri Lanka.
- To examine the impact of the Socio-Political push factors affecting the migration intention of university lecturers in Sri Lanka.
- To examine the impact of the Economic pull factors affecting the migration intention of university lecturers in Sri Lanka.
- To examine the impact of the Socio-Political pull factors affecting the migration intention of university lecturers in Sri Lanka.

## **LITERATURE REVIEW**

### **2.1. Theoretical Literature**

One such famous and oldest migration theory is the Neoclassical Economic theory which concerns wage differences between countries as the main reason for international labour migration. Because of that labourers are tempted to migrate from low-wage to high-wage countries (Massey D., Arango, Hugo, Kouaouci, Pellegrino, & Taylor, 1993). Over time, these models have become more sophisticated in terms of identifying structural drivers appreciably, from linear to large macroscopic push-pull models. Research relating to migration and brain drain has been extensively conducted by many developing and developed countries using economic and socio-political theories such as the neoclassical theory of migration, migration network theory, the new economics of labour migration theory and so on. In addition, to

explore relevant factors of a migration flow and to determine whether a particular migration flow is a temporal or existing phenomenon, we can use the Theoretical Framework of International Migration. This has developed based on various causalities derived from different international migration theories, including mainly the Neoclassical Economic theory, Dual Labor Market Theory, Relative Deprivation theory, World Systems theory and some others (Jennissen, 2007). The Transition systems theory offers a holistic view of an individual's migration decision compared to previous theories, which were presented by Kritz and Zlotnik (1992). This is mostly used for comparative research and can be used to analyze regional migrations. Network Theory is another important theoretical overview, which emphasizes that migrants are tempted to rely on existing networks. That means they look towards the paths of previous migrants of their origin countries. These networks have a considerable impact on migration decisions and can perpetuate brain drain patterns in a country (Massey D. S., Arango, Hugo, Kouaouci, Pellegrino, & Taylor, 1993). There are many migrations intentions-related studies demonstrating the application of network theory which highlights how social networks have shaped migration decisions in terms of information, social support, and so on (Granovetter, 1973; Massey D. S., Arango, Hugo, Kouaouci, Pellegrino, & Taylor, 1993; Fawcett, 1989; Besser & Flander, 2006).

Dual labour market theory is another major theory used to explain international migration behavior. This argues that pull factors in developed countries (receiving migrants) are the proximate cause of labour migration. Jauhar & Yusoff (2011) have studied the propensity to migrate by Malaysian professionals based on the push/pull model (Baruch, 1995). They have used Lewin's (1951) field theory to consider the various conflicting forces that influence the migration decision of these professionals. Lee's migration theory (Lee, 1966) is one of the most successful Micro-theories, that can be used to explain the migration of professionals i.e. brain drain phenomenon through the factors that affect it. This concerns the factors associated with the area of origin & destination, intervening obstacles, and personal factors that affect the migration decision. This study uses this theory to identify the factors affect that the migration intention of university lecturers in Sri Lanka.

If concerned about the push and pull factors used by the previous scholars, Martin and Zurcher (2008) argue that the migration decision can be mainly described under two categories, i.e. economic and non-economic. He has further explained it successfully using appropriate dimensions through the classification of demand-pull, supply-push and network/other factors. Nurse (2004) has pointed out, the economic decline, widespread inequality, high poverty, social displacement, crime and political instability in the country as the main drivers of migration. Moreover, barriers to intellectual property rights, limited career opportunities, poor job quality, and lack of medical or technological equipment are some of the push factors which inspired people to migrate (Beine, Docquier, & Rapoport, 2001; Fargues, 2011; Kuhn & McAusland, 2009). Tessema (2010) describes deteriorating economic conditions, corrupt political systems and social instability as the main factors causing human capital flight. In addition, Crime and violence are considered to be the ultimate influencing factors in migration decisions (Thomas-Hope, 2002). There can be large

wage disparities between countries for the same job and thus people migrate to countries with financial stability in search of a better quality of life and educational opportunities for the next generation (Carrington & Detragiache, 1999). Thus, the pull factor is primarily based on economic needs (Bach, 2003). In this study, the factors affecting the migration of professionals can be identified under two categories socio-political factors (Shumba & Mawere, 2012; Panagiotakopoulos, 2020; Tessema, 2010) and economic factors (Tessema, 2010). Then under each category Push/pull factors are considered separately as follows.

**Economic Push factors-** According to the Department of Immigration and Emigration, approximately more than 7 lakh passports have been issued in the first three quarters of 2022, which is an increase of 3 lakh compared to 2021. Also, it is reported that there will be approximately 2.4 lakh migrants for the first three quarters of 2022 (BBC News, 2022). In the face of such a situation, many commentators think that by amending the Internal Revenue Act No. 24 of 2017, giving an income tax to all those with a monthly income of Rs.100,000 or more is a strong threat to the country's human capital. According to previous scholars, it has cleared high-income earners sometimes migrate across borders to other countries to avoid paying taxes (Kleven, Landais, Munoz, & Stantcheva, 2020). Given the current economic crisis in Sri Lanka, this new income tax, which has been introduced targeting the educated professionals in the country, leads to a severe brain drain in now and upcoming years because the taxpayers do not get a proper benefit from the tax paid at least. Thus, in this study, this new income tax has been considered as an economic push factor.

**Socio-Political Push Factors-** The existing political climate within the country has a significant impact on the spread of the brain drain phenomenon (Castles & Miller, 1998; Bezuidenhout, Joubert, Hiemstra, & Struwig, 2009). Bezuidenhout et al (2009), considered the high crime rates and high prevalence of social diseases (HIV/AIDS) as some of the other socio-political push factors in their study. Generally, push factors come as negative aspects (e.g., political turmoil, poverty, lack of research facilities, job discrimination, etc.) and those lead to an outflow of skilled labour or professionals from the country (Adeyemi, Joel, Ebenezer, & Attah, 2018). Therefore, there is a positive relationship can be seen between the push factors and the human capital flight.

**Economic Pull Factors-** Better financial rewards, career development opportunities and resource availability are some economic pull factors, pointed out by Willis - Shattuck et al (2008). Shumba & Mawere (2012) have presented research and study opportunities in developed nations with attractive salaries as economic pull factors affect brain drain. Furthermore, Attractions to jobs, Labor demand, Improved education, Friendly working environment, better wages, and Improved standards of living are some of the other pull factors with an economic value (Azam, 2015). Based on this logic, migration can be predicted by examining the migration intention of the people. If concerned about the past scholars, there can be seen the usage of TRA to predict the migration intention of the people through their attitudes and subjective norms relating to migration (Pookulangara, Hawley, & Xiao, 2011; Jauhar, Ghani, & Islam, 2016; Moye, 2014). Brain drain perspective & expectations of professionals

are the dependent variable of this study and the study uses the Theory of Planned Behavior to evaluate it. Usually, this theory is also used to analyze respondents' intentions (Engle, Schlagel, Dimitriadi, Tatoglu, & Ljubica, 2015; Remhof, Gunkel, & Schlaegel, 2014). The Theory of Planned Behavior (TPB) is a theoretical framework that explains and makes predictions regarding human behavior based on attitudes and beliefs. Its core constructs for intentions are threefold such as Attitude toward the behavior, social norms and Degree of perceived behavioral control (Ajzen, 1991). In this research, the foreign migration intention of the university lecturers is examined through an assessment of the advantages and disadvantages, external opinions and expectations of migration with an evaluation of the feasibility as per the planned behaviour theory.

Socio-political pull factors are some positive aspects (e.g., better quality of life, modern education system, intellectual freedom, etc.) that attract many skilled and talented people to developed countries (Adeyemi, Joel, Ebenezer, & Attah, 2018). Therefore, a positive relationship can be identified between human capital flight and pull factors. Lowell & Findlay (2001) describe better wages and working conditions, better information and cheap transportation as some of the main factors that attract skilled professionals to developed countries. According to Feraru (Feraru, 2013), socialization opportunities and public recognition have greatly affected the human capital flight as socio-political Pull factors. Moreover, the migration policies in the host country are another dominant pull factor that causes the brain drain phenomenon (Phuyel, 2013).

## **2.2 Empirical Literature**

Countries like Korea, Taiwan, and South East Asia, have converted the brain drain into an advantageous situation for their country because they have established policies enabling them to actively contribute to the economy after returning from abroad (Teng, 1994). Dhar & Samanta (2014) have demonstrated that remittances are the primary benefit of brain drain. The same spectrum presented by Zaidi et al (2014) and Sriskandarajah (2002) has also identified other positive points of migration analysis in the Sri Lankan context. Reduction of unemployment, improvement of living standards, and human capital development are the major components in that explanation. Even though these facts seem supportive of a country's economic development, Abdullah and Hossain (2014) have identified Brain drain as a severe problem for the development of Bangladesh.

The Republic of Macedonia stands out in terms of the direct effects of brain drain on their economy. According to Janeska and Lozanoska (2016), the decrease in human capital ultimately led to reduced economic growth and innovation opportunities in that country. Svazas and Liberyte (2019) have analyzed the socio-economic impact of brain drain. Changes in the labour market, worsening shortage of skilled workers, ageing population, inefficient use of funds invested in the education system, etc. are seen as obstacles to socio-economic development due to brain drain. Further confirming this, a study based in Nigeria, Ethiopia and Kenya (Adeyemi, Joel, Ebenezer, & Attah, 2018) revealed a close relationship between low economic growth

and brain drain. Dodani & LaPorte (2005) have pointed out that insufficient research funding, poor facilities, narrow career structures, low intellectual stimulation and violence in the motherland as some of the immediate reasons for that practice. Moreover, it has been proven that there is a close relationship between initial return intention and intentions to return, but that relationship weakens with the length of stay in a foreign country (Gungor & Tansel, 2008). Economic Instability is one of the major determinants that influence the intention to go abroad and ultimately causes brain drain problems (Carr, Inkson, & Thorn, 2005; Gungor & Tansel, 2008; Khoo, Hugo, & McDonald, 2011). Research done in Pakistan based on immigration consultancies (Sajjad, 2011), has revealed fewer opportunities for higher education, continuous political instability and job dissatisfaction as push factors for migration. Yanasmayan (2014) has also found the importance of personal and quality-of-life-related factors in migration decisions. During an economic crisis, the reduction of the rewards from work and quality of life are the ways that impact the household most (Grabova, Dosti, & Pojani, 2013). This tempted skilled workers to migrate and graduates are a major part of it (Carrington & Detragiache, 1998; Docquier & Marfouk, 2004). That means economic factors can be identified as a main migration driver (Gherheş, Dragomir, & Cernicova-Buca, 2020). The crisis has a significant impact on the migration intention of undergraduates in Portugal but the situation is extremely opposite in the Republic of Ireland (Cairns, 2017).

In Zimbabwe, the political climate, declining currency exchange regimes, collapse of funding, low remuneration and job satisfaction found as major push factors, while the attractive salaries and research & study opportunities as major pull factors that caused the exodus of professionals (Shumba & Mawere, 2012). Abdullah & Hossain (2014) have recognized factors that affect the migration of intellectuals under two categories, that is internal factors and external factors. In addition, Azam (2015) has expanded this set of factors by introducing factors such as scarcity of jobs, low wages, unfavourable working environment, poverty and other social conflicts as push factors that encourage workers to away from their origin. This study has been done relating to Sri Lanka, India, Pakistan and Bangladesh. Iredale's (2001) various theories and typologies can be used for further understanding of facts relating to the Brain drain. Accordingly, the Human Capital theory explains that educated professionals seek the formal employment and remuneration system best suited to their education level and training. An African-based study has revealed political instability and economic conditions in the home country as the proximate reasons for their migration intention. It stated that they identify business opportunities in the destination country as a pull factor for entrepreneurs considering the tough environment in those countries in terms of finding a job, seeking promotion and so on (Khosa & Kalitanyi, 2015). A scholar who intended to explore the foreign migration intention to pursue an overseas job, considering the university students and fresh graduates in Sri Lanka as the unit of analysis, has revealed that self-efficacy and attitudes as significant and subjective norms, perceived behavioural control, and resource facilitation condition as the insignificant dimension to study the actual behaviour (Weerasinghe & Kumar, 2014). According to Fernando (2015) who has done research based on the Knowledge



Services Industry in Sri Lanka, Post-war peace, Economic stability and Growth in the KSI in the home country affect reverse migration.

Research regarding the doctors' brain drain in Ghana has revealed that among the economic and socio-political pull & push factors, economic factors have the greatest impact (38.5%) on the migration decision. The impact of Socio-political pull & push factors on the migration decision is 30.7% (Amuakwa-Mensah & Nelson, 2014). An empirical analysis of the push factors of human capital flight in Nigeria has revealed that there is a significantly positive relationship between population growth rate and migration rate. As well as there is a negative significant relationship between life expectancy and migration. It ultimately pointed out the importance of human capital development through enhancing the life expectancy with reducing population at the same time, to reduce the migration rate in Nigeria (Popogbe & Adeosun, 2020). Furthermore, Haque & Kim (1995) have suggested that economies have to be subsidized education (subsidizing human capital accumulation) to achieve economic growth. As per their explanation Closed economies need to be subsidized for all levels of education and Open economies should be subsidized only for the lower levels.

### **2.3 Methodological Literature**

Analyzing the migration intention of individuals or related studies essentially should be based on the primary data (Kazlauskienė & Rinkevičius, 2006) to obtain more reliable outcomes. Since primary data is first-hand data directly from migrants, it ensures high accuracy and relevance. Quantitative questionnaire, Qualitative Participatory Research Approach (PRA) and expert interviews with practitioners are the three methods used by Afifi et al. (2016) to collect the primary data required by his research objectives. But there are some limited usages of secondary data as well in a successful manner. Abdullah & Hossain (2014) have used both primary and secondary data for their study of exploring the causes that influence the migration of academics, doctors and engineers in Bangladesh. Its primary data was based on informal interviews with already migrated workers using a structured questionnaire. Also, the published information by the National and international organizations has been used as the secondary data in that study. However, almost all the research regarding migration intention used primary data for the study. Direct personal interviews (Güngör & Tansel, 2011) and internet surveys through an online questionnaire (Gherheş, Dragomir, & Cernicova-Buca, 2020; Gungor & Tansel, 2008) are the outstanding data collection methods can be seen there.

The problem of Brain drain can be explored qualitatively because this can address in-depth facts behind it. Considering this Khan (Khan, 2021) has done a qualitative study and it introduced four factors such as attractive salaries outside, short-term fixed contracts for early career researchers, unfair recruitment procedures, attractive migration policies and the indirect role of internationalization policies in promoting permanent mobility as the responsible factors of brain drain. Another qualitative research based on the brain drain of the teachers in South Africa has revealed that the failure to ensure the safety of school teachers is the newest factor influencing their migration (Mlambo & Adetiba, 2020).

A Pakistan-based quantitative brain drain survey used primary data collected by interviewing selected respondents through a systematic random sampling technique (Tahir, Kauser, & Tahir, 2011). Another quantitative study on the intellectual drain in Pakistan used 13 primary data and this used judgmental, purposive and random sampling (Sajjad, 2011). These quantitative methods allow researchers to analyze large data sets. Statistical techniques such as sampling and inferential statistics thereby enable the estimation of population parameters, and testing of hypotheses (Massey, et al., 1993). There can be seen young populations as a common group in each research taken into account and therefore even online surveys become more effective. If the sampling technique, the usage of the nonprobability sampling techniques in these kinds of research is relatively high, especially the snowball sampling technique (Theodoropoulos, Kyridis, Zagkos, & Konstantinidou, 2014; Ghasemi, Mehrabanpour, & Talebnia, 2022). In addition to that, there is considerable usage of the Convenience sampling technique as well (Bimal, Kaur, & Kaur, 2016).

According to previous scholars, some researchers have used the mixed approach, combining both qualitative and quantitative approaches. For the exploration of the factors that impact the brain drain decision in Ghana, Mensah and Nelson (2014) have done both qualitative and quantitative analyses using primary data. This ultimately analyses the data via descriptive analysis and a logit regression model. Regression models can be used to predict migration flows based on historical data. This helps control for confounding factors or other variables that may affect migration outcomes. By using covariates in regression analysis, researchers can isolate the specific effects of predictors of interest, providing a more accurate understanding of relationships between variables and reducing spurious associations (Borjas, 1987; Longhi & Nijkamp, 2010). Regression analysis was the abundantly used statistical technique analyzed by previous scholars relating to foreign migration intention. Under that, the logistic regression (Santric-Milicevic, Terzic-Supic, Matejic, Vasic, & Ricketts III, 2014; Cairns, 2017; Gherheş, Dragomir, & CernicovaBuca, 2020; Weerasinghe & Kumar, 2014) was the main one. In addition to that, there can be some other analyzing techniques as well.

Through multivariate analysis, researchers can explore the complex relationships that influence migration patterns and this provides a platform for testing hypotheses related to various migration-related phenomena (Dustmann & Mestres, 2010; Fussell & Massey, 2004). Imran et al. (2011) used the Chi-square test to find out the association between migration intention and the various factors that impact it, based on the final-year medical students and the fresh graduates" survey, relating to their post-training plans. The research on Migration trends of pharmacy students in Pakistan has used Descriptive statistics, cross tabs and chi-square tests to determine the factors that cause the trend, and the reasons for the migration of pharmacy professionals (Naqvi, et al., 2017). An empirical analysis which explored the migration drivers of skilled professionals in Pakistan has employed the bipolar specification of the augmented gravity model for that study and principal component analysis has been used as its analyzing tool (Farooq & Ahmad, 2017). The augmented gravity model is an extension of the traditional gravity model with the ability to include additional variables to capture socio-economic, demographic and policy

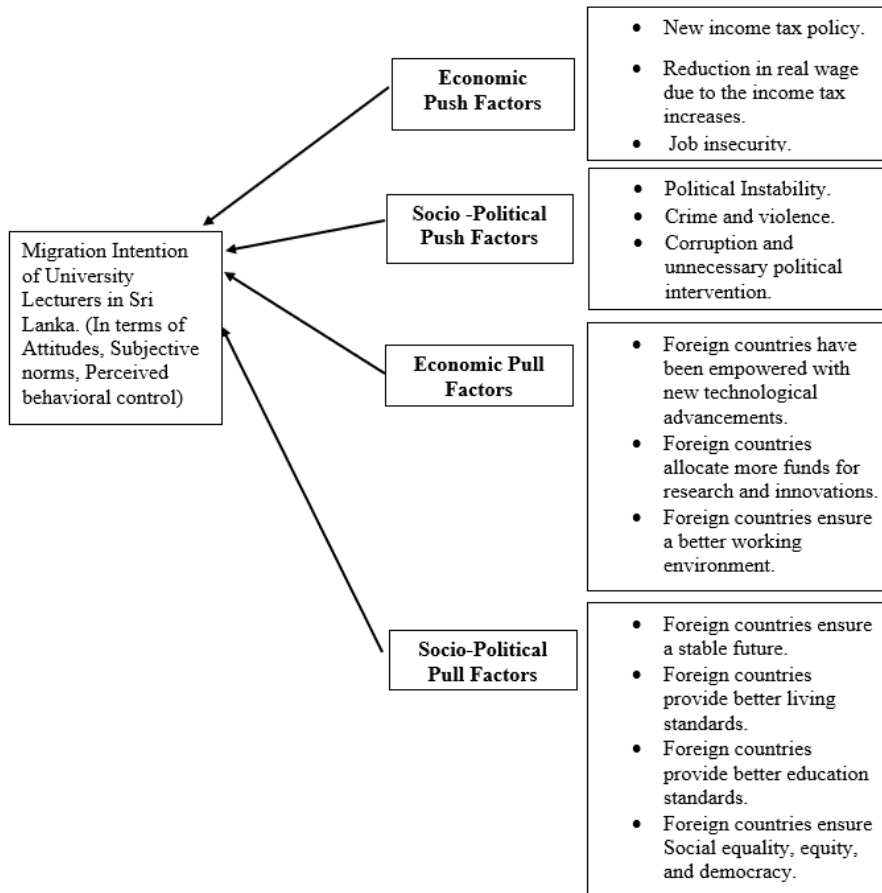
factors that affect migration flows between countries or regions. This provides insight into the determinants of migration and the strength of their impact (Anderson & Van Wincoop, 2003). Kazlauskienė & Rinkevičius (2006) have pointed out the causes of brain drain in Lithuania through a factor analysis. Moreover, there can be seen the factor analysis with different stages. Samaraweera & Upekshani (2020) have used three-stage factor analysis including Exploratory Factor Analysis, Confirmatory Factor Analysis and Structural Equation Model to analyze the brain drain of medical professionals in Sri Lanka.

**Literature Gap-** Compared to other countries, Sri Lanka's attention to research and development is relatively low, so this is also valid in terms of brain drain. So far, there have been an insignificant number of studies on brain drain in Sri Lanka, but they were not conducted during an economic crisis. But at the international level, there can be seen some research regarding the brain drain related to the economic crisis. Therefore, this research is very unique compared to other studies because it examines university lecturers' brain drain phenomenon during the ongoing economic crisis in Sri Lanka. In Sri Lanka, there is a gap between the scholars who are currently conducting brain drain for other professionals and there is only limited research based on university lecturer's migration. Those who are conducting only the western province-based Universities. Accordingly, this study is conducted so that the Sabaragamuwa University lecturers are represented, and also Sabaragamuwa University all faculties' lecturers are represented as a sample. Also, in this study, the opinion of the University lecturers on the new tax policy imposed on Sri Lankan professionals will be examined. The other thing is that most of the tests conducted regarding brain drain are done based on the professionals related to the health professionals and engineers. In other words, there is a lack of studies that explore the brain drain phenomenon relating to university lecturers during the current economic crisis and income tax increases. Therefore, this research covers University lecturers to fill that gap. Most probably qualitative approach is used in the many research that investigate the causes of brain drain in the Sri Lankan context, but here I use the quantitative approach to fill the gap. Lee's migration theory usage is at a high level when it comes to the research done regarding the causes of brain drain so far. This research also uses Lee's migration theory, but the dimensions used are relatively uniform compared to another research. Because the dimensions that have been decided here are derived considering the economic crisis. Also, the impact of the new income tax policy on the migration intention of university lecturers is taken into account in this study.

## **METHODS**

### **3.1. Conceptual Framework**

In this study, the migration intention of university lecturers in Sri Lanka is the dependent variable and it is not concerned about the actual behaviour. The conceptual framework was developed based on the factors identified during the literature review as depicted in Figure 3.1. According to Lees' Migration theory, they were identified considering their push and pull effect.

**Figure 3.1: Conceptual Framework of the Study**

Source: Developed by author

### 3.2. Hypotheses Development

H1: Economic push factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka.-The economic push and pull factors also can be identified as a common factor that affects the migration intention of the people in many regions, especially Sri Lanka, Poland, Romania, the Republic of South Korea, Thailand and so on (Khalid & Urbański, 2021; Samaraweera & Upekshani, Doctors' Brain Drain in Sri Lanka, 2020; Zanabazar, Kho, & Jigjidorj, 2021; Urbański, 2022). The first hypothesis is concerned with this factor.

H2: Socio-political push factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka study separately explored the political and social pull and push factors effect on migration in Poland and Romania. This has been derived from the empirical evidence to depict the statistical significance of both factors in terms of migration behaviours in Poland and only the political pull factors regarding migration in Romania (Urbański, 2022). This has been further proven via

the research that has been done based on Sri Lankan doctors by showing a positively significant relationship between the brain drain perspective and the socio-political pull factors (Samaraweera & Upekshani Doctors' Brain Drain in Sri Lanka, 2020).

H3: Economic pull factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka. -The economic pull factors also can be identified as a common factor that affects the migration intention of the people in many regions, especially in Sri Lanka (Doctors' Brain Drain in Sri Lanka, 2020).

H4: Socio-political pull factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka. -To develop the final hypothesis, it has taken into account several kinds of research which shown economic push factors as statistically significant in terms of affecting the migration of various countries (Zanabazar, Kho, & Jigjiddorj, 2021; Samaraweera & Upekshani, Doctors' Brain Drain in Sri Lanka, 2020).

### **3.3. Research Philosophy and Approach-**

The hypotheses were developed based on the application of Lee's Migration theory. That means this research problem can justify its reality based on theories. Then the reality of this matter is objective. Therefore, here we used new empirical data to test the efficacy of those theories. So, this research will be performed according to the deductive approach through quantitative methods. Accordingly, the research philosophical approach of this study can be identified as Positivism.

### **3.4. Population, Sample & Sampling Technique**

This research population is University lecturers in Sri Lanka with special reference to the Sabaragamuwa University of Sri Lanka. Therefore, the population of this study is 256 university lecturers representing eight faculties in the university.

Raosoft is one of the most popular tools developed by Professor Gary W. Oehlert (University of Minnesota). Considering its inherent characteristics, this has the minimum recommended sample size for various surveys. The peculiarity here is that there may not be specific research papers that specify the appropriate scenarios for using Raosoft as a sample size determinator. The population size of this study is 256 Sabaragamuwa University lecturers as found above. Here the 5% is considered as the margin of error that this research can tolerate. The minimum sample size recommended by Raosoft comes to 154 university lecturers. So, the collected sample size is 117 responses. Therefore, 117 responses were used to analyse data utilizing quantitative approaches. Green (1991) proposed that  $50+8m$  (where  $m$  is the number of explanatory variables in the model) can be used to determine the sample size. Accordingly, this study consists of four independent variables and the sample size can be determined as  $50+(8)(4)$  and it is 82. However, concluded that an approximately 117 sample size is sufficient.

Due to the absence of published data to use as a reference to investigate the migration intention among Sri Lankan university Lecturers, it is essential to focus on primary data for this study. It is hard to find every university lecture to collect data. This

reduces the ability to do a census study. Therefore, it is necessary to move to the probability sampling method to find a sample for the study. Accordingly, to reach out to potential respondents this research chose university faculties that represent strata-wise stratified random sampling techniques to select the sample units. There can be seen a considerable number of migration-related past studies adopted stratified random sampling techniques.

### **3.5. Data Collection Method & Data Analysis Methods**

Data was collected through a questionnaire survey. Past quantitative research regarding migration intention has also reported better achievements through these techniques (questionnaire survey research). To collect data through the questionnaire the study expects to use direct personal observations through face-to-face discussion and the online Google form considering the convenience of the respondents. A structured questionnaire was designed with a five-point Likert scale. All the Likert scales in the questionnaire were employed from “Strongly Disagree” to “Strongly Agree” range.

The Smart PLS software is the main tool used to analyze this research. Because data was collected by using structured questions. Here the collected data under demographic, dependent and independent variables are analysed via descriptive analysis methods. Most probably this includes mean, frequency distributions and so on. This study has adopted the 3-stage factor analysis. Firstly, it uses Exploratory Factor Analysis (EFA) to identify the major factors that affect the migration intention of university lecturers in Sri Lanka. Then through the Confirmatory Factor Analysis (CFA), the research can ensure the accuracy of EFA. This also improves the validity of the proposed conceptual model. Then via the factors generated through the above analysis, the study was able to create a Structural Equation Model (SEM) to demonstrate the relationship among those factors.

## **RESULTS & DISCUSSION**

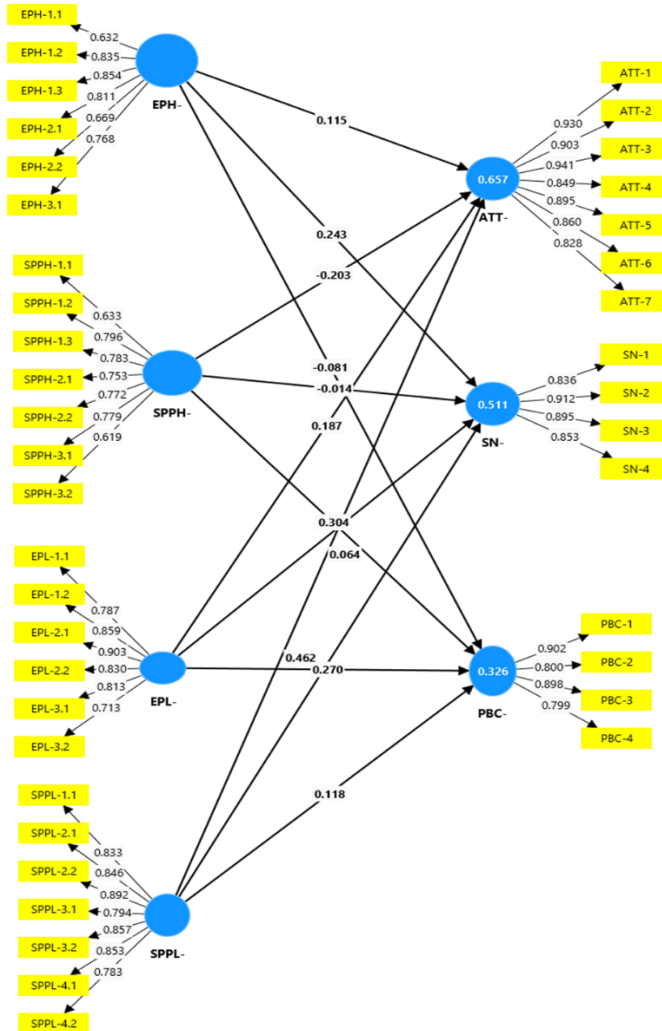
Here the collected data under demographic, dependent and independent variables are analysed by descriptive analysis methods. This included mean and frequency distributions. The analysis can be identified mainly under two types such as descriptive and inferential analysis. Descriptive analysis based on SPSS software and inferential analysis based on Smart PLS software. Under the inferential analysis first identified outer loadings.

### **4.1. Outer Loading Analysis**

Descriptive analysis based on SPSS software and inferential analysis based on Smart PLS software. Under the inferential analysis first identified outer loadings. According to Memon and Rahman (2014), Independent manifest reliability explains the variance of the independent apparent related to the items of the dependent variable by calculating the normalized outer loadings of the exogenous constructs. Generally, Outer Loading Analysis (OLA) is defined as the most suitable solution for internal path model connections. It found the most reliable indicators for a model. This describes if the outer loading value of an item is more than 0.7, it is considered highly

satisfactory. Items were considered deemed acceptable when loading values ranged from 0.5 to 0.7. Also, if manifest items had outer loading values, those items should be removed from the study.

**Figure 4.1. Diagram of Outer Loading Analysis (Graphical Output)**



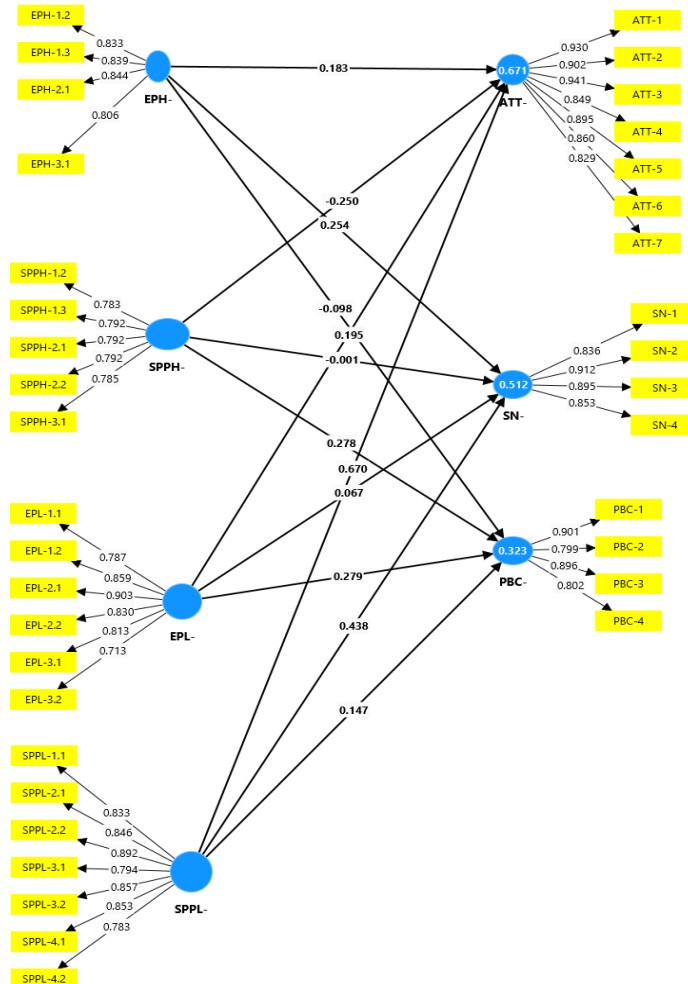
Source: Developed by author

The above figure shows the graphical representation of outer loadings analysis (Figure 4.1.). EPH is Economic push factors; SPPH is Socio-political push factors; SPPL is Socio-political pull factors; EPL is Economic pull factors, which affect the migration intention of University lecturers; ATT is Attitudes of university lecturer's to migrate abroad; SN is Subjective norms that impact the migration intention; PBC is Perceived behavioral controls existing on the migration intention.

As per the above output, it is clear that the majority of variables are in the range of greater than 0.7 demonstrating high satisfaction. There can be only four items under

the Economic Push factors and Socio-political push factors, their factor loadings are significantly lower than 0.7. They are EPH-1.1, EPH-2.2, SPPH-1.1 and SPPH-3.2 respectively. This situation was revealed when checking the discriminant validity as well. Therefore, these have to be removed for more accurate results. Then the graphical representation of the resulting model comes as follows and thus only 37 items forward of study. The following figure shows the Outer Loadings derived from the new factor model. Compared to the previous result this depicts higher validity and reliability than the previous one.

**Figure 4.2: Graphical Representation of New Factor Model without Outer Loadings**



Source: Developed by author

### 4.2 Reliability Analysis

The reliability test can be used to verify the stability and consistency of the items involved in a study. This study evaluated the reliability of each item by determining



the Cronbach's Alpha (CA), Average Variance Extracted (AVE), and Composite Reliability (CR) values for each factor.

#### 4.2.1. Cronbach's Alpha (CA)

**Table 4.1: Outcome of Cronbach's Alpha (CA)**

	<b>Cronbach's alpha</b>
<b>Economic Push Factors</b>	0.85
<b>Socio-Political Push Factors</b>	0.85
<b>Economic Pull Factors</b>	0.901
<b>Socio-Political Pull Factors</b>	0.929
<b>Attitude</b>	0.955
<b>Subjective Norms</b>	0.897
<b>Perceived Behavioral Control</b>	0.873

*Source: Developed by author*

Attitude has the highest value of Cronbach's Alpha (0.955), followed by Socio-Political Pull Factors and Economic Pull Factors, with values of 0.929 and 0.901. In addition, Economic Push Factors and Socio-Political Push Factors with values of 0.85 are also considered acceptable. The Cronbach's alpha for the other two variables is also stated at a good level, and there is no variable counted as questionable under this indicator.

#### 4.2.2. Composite Reliability (CR)

**Table 4.2: Outcome for Composite Reliability (CR)**

	<b>Value of Composite reliability (rho_a)</b>	<b>Value of Composite reliability (rho_c)</b>
<b>Economic Push Factors</b>	0.851	0.899
<b>Socio-Political Push Factors</b>	0.859	0.892
<b>Economic Pull Factors</b>	0.902	0.924
<b>Socio-Political Pull Factors</b>	0.93	0.943
<b>Attitude</b>	0.959	0.963
<b>Subjective Norms</b>	0.908	0.928
<b>Perceived Behavioral Control</b>	0.884	0.913

*Source: Developed by author*

According to Henseler et al. (2009), the composite reliability (CR) value of a variable greater than 0.7 is stated as reliable and satisfactory. With a score of 0.959 and 0.963

respectively for the Composite reliability ( $\rho_a$ ) and Composite reliability ( $\rho_c$ ), the variable "Attitude" obtains the greatest value. Apart from this, all the other variables are also regarded as satisfactory. Despite obtaining the lowest CR, "Economic Push Factors" was still able to reach an adequate level of composite reliability. Table 4.21 shows that the CR value of all the variables is greater than 0.7, this means that the model is quite accurate in determining the latent variable.

#### 4.2.3. Average Variances Extracted (AVE)

**Table 4.3: Result of Average Variance Extracted (AVE)**

	Value of Average Variance Extracted
<b>Economic Push Factors</b>	0.69
<b>Socio-Political Push Factors</b>	0.622
<b>Economic Pull Factors</b>	0.672
<b>Socio-Political Pull Factors</b>	0.702
<b>Attitude</b>	0.788
<b>Subjective Norms</b>	0.765
<b>Perceived Behavioral Control</b>	0.724

*Source: Developed by author*

When the Average Variance Extracted (AVE) values are getting higher than 0.5, it represents more than half of the variation in the variable, which ensures adequate internal consistency (Hair, Ringle, Sarstedt, & silver, 2011). The AVE value which is less than 0.5 indicates greater inaccuracy variation than the variations given by the model. To obtain a high AVE value, the value of CR needs to be 0.6 or higher (Fornell & Larcker, Evaluating structural equation models with unobservable variables and measurement error, 1981).

Attitude has the greatest of Average Variance Extracted (AVE) values including all variables, with a score of 0.788. Whereas 'Socio-Political Push Factors' get the lowest AVE outcome (0.622) across all factors, it is followed by Economic Push Factors, with an AVE score of 0.69, Economic Pull Factors and Perceived Behavioral Control are 0.672 and 0.724 respectively. In this case, all the Values of Average variance extracted are higher than 0.5 and their CR scores are more than 0.7 as well. This depicts the adequate internal consistency of this framework.

#### 4.2.4. Variance Inflation Factors (VIF)

**Table 4.4: Outcome of Variance Inflation Factors (VIF)**

Item	VIF	Item	VIF
EPH-1.2	2.02	ATT-1	8.048
EPH-1.3	2.088	ATT-2	5.246

EPH-2.1	2.128	ATT-3	8.59
EPH-3.1	1.861	ATT-4	3.114
SPPH-1.2	1.784	ATT-5	5.464
SPPH-1.3	2.208	ATT-6	3.774
SPPH-2.1	1.965	ATT-7	4.439
SPPH-2.2	1.808	SN-1	3.089
SPPH-3.1	2.416	SN-2	4.205
EPL-1.1	2.219	SN-3	2.906
EPL-1.2	2.822	SN-4	2.491
EPL-2.1	5.669	PBC-1	3.169
EPL-2.2	3.872	PBC-2	2.039
EPL-3.1	2.394	PBC-3	3.286
EPL-3.2	1.641	PBC-4	1.62
SPPL-1.1	7.504		
SPPL-2.1	2.761		
SPPL-2.2	8.525		
SPPL-3.1	3.964		
SPPL-3.2	4.61		
SPPL-4.1	2.98		
SPPL-4.2	2.377		

*Source: Developed by author*

Since all the VIF values except four Attitude indicators (ATT-1, ATT-2, ATT-3, ATT-5) one Economic Pull indicator (EPL-2.1), and two Socio Political indicators (SPPL-1.1, SPPL-2.2) are larger than 1 but less than 5, this depicts that the indicators are not closely correlated. It indicates the majority of parameters are moderately correlated and the appropriateness of the framework. But in terms of the ATT-1, ATT-2, ATT-3, ATT-5, EPL-2.1, SPPL-1.1, and SPPL-2.2 they are highly correlated and indicate the risk of multicollinearity issues.

### 4.3 Bootstrapping

With the establishment of the validity and reliability of the factor model, the study enables to estimation of the path model. In this study, the hypothesis has a direction and therefore the test type of the bootstrapping is considered as one tail. Here the Bias corrected and accelerated (BCA) bootstrap is considered as the confident interval method. Then with 5000 Bootstrap sub-samples and under 0.05 significant level, the study is estimating its path model and the following table shows the path coefficients of Bootstrapping.

**Table 4.5: Path Coefficients of Bootstrapping (Direct Effect)**

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics ( O/STDEV )	P values
EPH- -> ATT-	0.183	0.173	0.126	1.455	0.073
EPH- -> PBC-	-0.098	-0.111	0.152	0.649	0.258
EPH- -> SN-	0.254	0.242	0.123	2.057	0.02
EPL- -> ATT-	0.195	0.197	0.156	1.25	0.106
EPL- -> PBC-	0.279	0.283	0.207	1.348	0.039
EPL- -> SN-	0.067	0.08	0.163	0.412	0.34
SPPH- -> ATT-	-0.25	-0.242	0.109	2.294	0.011
SPPH- -> PBC-	0.278	0.287	0.141	1.978	0.024
SPPH- -> SN-	-0.001	0.004	0.116	0.011	0.496
SPPL- -> ATT-	0.67	0.665	0.143	4.678	0
SPPL- -> PBC-	0.147	0.136	0.207	0.711	0.239
SPPL- -> SN-	0.438	0.428	0.153	2.856	0.002

Source: Developed by author

In a one-tailed test under the 0.05 significant level, the threshold is 1.64, and accordingly, these path coefficients revealed the significance of the relations except six in situations. There are six insignificant relationship based on the P values. These are in,

- The relationship between the Economic Push Factors & Attitudes.
- The relationship between Economic Push Factors & Perceived Behavioral Control.
- The relationship between Economic Pull Factors & Attitudes.
- The relationship between Economic Pull Factors & Subjective Norms.
- The relationship between Socio Political Push Factors & Subjective Norms.
- The relationship of Socio-Political Pull Factors & Perceived Behavioral Control.

That means their T statistics are lower than 1.64 and because of that their P values have become higher than 0.05. Then based on these results, the study can depict its major findings.

#### 4.4. Model Estimation

This study investigates the migration intention of university lecturers (perspective and expectations) in terms of their attitudes, subjective Norms, and perceived behavioral control. Thus finally it generated three unique Structural equation models for each considering socio-political and economic push and pull factors as exogenous variables. Following is the summary of each model and their goodness of fit (considering the R<sup>2</sup> and adjusted R<sup>2</sup> of each model).

**Table 4.6: Summary of Structural Equation Models of the Study**

Model	Endogenous Variable	Exogenous Variables	Coefficients of Exogenous	P values	R <sup>2</sup>	Adjusted R <sup>2</sup>
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		Variables					
<b>Attitude Model</b>	Attitude	EPH	0.173	0.073	0.671	0.655	
		SPPH	-0.242	0.011			
		EPL	0.197	0.106			
		SPPL	0.665	0			
<b>Subjective Norms Model</b>	Subjective Norms	EPH	0.242	0.02	0.512	0.489	
		SPPH	0.004	0.496			
		EPL	0.08	0.34			
		SPPL	0.428	0.002			
<b>Perceived Behavioral Control Model</b>	Perceived Behavioral Control	EPH	-0.111	0.258	0.323	0.29	
		SPPH	0.287	0.024			
		EPL	0.283	0.039			
		SPPL	0.136	0.239			

Source: Developed by author

The Attitude model was able to read 67.1% of the real migration intention attitude of the university lecturers which was derived based on considering socio-political and economic factors. According to the adjusted  $R^2$ , that is 65.5%, which revealed the high accuracy of the model forecasting. However, the lecturer's real expectations & perspectives are quite different in terms of the readings of the Subjective Norms (SN) and Perceived Behavioral Control (PBC) model as per their  $R^2$  values. The SN model only provides 48.9% from the real lecturer's view and, it is 29% as reported by the PBC model. Even though the accuracy of the SN model is higher than the PBC model, relative to the Attitudes model both of them are unsuccessful. That means the structural equation model derived based on the attitudes is more applicable to real-world scenarios than the other two.

**Attitude Model**-This study explains the migration intention of university lecturers under the model of the attitude. In the Model, there can be seen the nature of the behavior of attitudes with four exogenous variables, that is Socio-political push factors (SPPH), Socio-political Pull factors (SPPL), Economic push factors (EPH), and Economic pull factors (EPL). Among them, except SPPH all the other two variables show a positive relationship with the migration intention attitudes. However, the positive relationship between the EPH & attitudes and EPL & attitudes is depicted as insignificant as per its P values. This situation is ensured by the other two models as well. The Attitude model was able to read 65.5% of the real migration intention attitude of the university lecturers which was derived based on considering socio-political and economic factors. That means the structural equation model derived based on the attitudes is more applicable to real-world scenarios

**Subjective Norms** -According to this model, all variables show a positive relationship with Subjective norms relating to migration intention. In addition to that,

the coefficients of SPPH and EPL can be identified as insignificant as per their P values. Because their P values are greater than 0.05. This model only provides 48.9% of the real migration intention of the university lecturers' view based on the adjusted R<sup>2</sup> value.

**Perceived Behavioral Control Model** -Based on the Perceived behavioral control model, its EPH shows a negative relationship with the dependent variable of Perceived behavioral control, and all other variables show a positive relationship. Here EPH and SSPL coefficients are statistically insignificant in this model. These coefficients' P values are greater than 0.05. This model only provides 29% from the real lecturer's view based on the adjusted R<sup>2</sup> value. The accuracy of the SN model is higher than the PBC model.

#### 4.5 Discussion of Major Findings

Accordingly, the behavior of the dependent variable is studied primarily through four factors namely the Socio-Political Push Factors, Socio-Political Pull Factors, Economic Push Factors, and Economic Pull Factors. Also, the dependent variable; the Migration intention of university lecturers is considered under three aspects. That is, the validity of each hypothesis is tested here through Attitude, Subjective Norms, and Perceived Behavioral Controls for the migration intention of university lecturers. According to the responses received, the final result of the study is as follows.

#### Checking the Acceptance of Hypothesis Statements

**Table 4.7: Checking the Acceptance of all Hypothesis Statements**

Variables	P value ( $\alpha: 0.05$ )	Remark
EPH → ATT	0.073	Not Supported
EPH → SN	0.02	Supported
EPH → PBC	0.258	Not Supported
SPPH → ATT	0.011	Supported
SPPH → SN	0.496	Not Supported
SPPH → PBC	0.024	Supported
EPL → ATT	0.106	Not Supported
EPL → SN	0.340	Not Supported
EPL → PBC	0.039	Supported
SPPL → ATT	0.000	Supported
SPPL → SN	0.002	Supported
SPPL → PBC	0.239	Not Supported

*Source: Developed by author*

**H1: Economic Push factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka (relationship between economic push factors and the migration intention of university lecturers).**

According to the responses received, this is well explained by the P value of 0.020 for the positive relationship between Economic Push factors and migration intention university lecturers' related subjective norms. Also, the standard deviation of this

relation is 0.123. Furthermore, this study explains that the positive relationship between the economic push factors and the migration intention of the university lecturers is not statistically significant in terms of attitudes.

And also negative relationship between the economic push factors and migration intention of the university lecturers is not statistically significant in terms of the Perceived behavioral control. Accordingly, the P value obtained for the positive relationship between the economic push factors and the migration intention of university lecturers-related attitudes is 0.073, where the standard deviation value is 0.126. The P value obtained for the negative relationship between the economic push factors and the migration intention of university lecturers related to perceived behavioral control is 0.258, where the standard deviation value is 0.152.

Thus job insecurity, real wage decline, and new tax policy are the factors underlying these results. That is, according to these factors, the risk of migration intention of university lecturers in terms of subjective norms is positive, and there is no positive relationship in terms of attitudes and Perceived behavioral control.

**H2: Socio-political push factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka (relationship between socio-political push factors and the migration intention of university lecturers).**

Based on the responses received, (Table 4.7) SPPH & attitudes and SPPH & perceived behavioral control factors have a clear positive impact on the migration intention of university lecturers.

According to the responses received, a P value of 0.011 has been obtained for the relationship between Socio-Political Push Factors and the university lecturer's migration intention attitude (Table 4.7) and the standard deviation value is 0.109. Accordingly, it has been statistically confirmed that Socio-Political Push Factors have a significant effect on university lecturers' migration attitudes. A similar result has been obtained for the positive relationship between Socio Political Push Factors and migration intention of university lecturers with Perceived Behavioral Controls, where the P value is 0.024. Accordingly, this can be identified as a statistically significant case. This confirms that Socio-Political Push Factors have a significant positive effect on University lecturers' migration intention under Perceived Behavioral Controls.

But the P value obtained for the positive relationship between Socio-Political Push Factors and migration intention of university lecturers' which arises as a result of subjective norms is 0.496. According to statistical theories, this can be identified as a statistically insignificant case and here the standard deviation is 0.116. Accordingly, there is no positive effect of Socio-Political Push Factors on University lecturers' migration intention through subjective norms.

Political instability, corruption, unnecessary political intervention, crime, and violence are the items here the study considered under the Socio-Political Push Factors. Finally, it has cleared that there is some positive influence which has happened by these factors on the migration intention of university lecturers, but it is only in terms of Attitudes and Perceived Behavioral Controls.

**H3: Economic Pull factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka (relationship between economic pull factors and the migration intention of university lecturers).**

The economic pull factors considered by this study were the new technological advancements, allocation of more funds for research and innovations, and better working environment in foreign countries. This expected a positive relationship between Economic pull factors and university lecturers' migration intention in terms of Perceived Behavioral Control.

According to the responses received, (Table 4.7) the significance of this hypothesis was confirmed through perceived behavioral controls and the corresponding P value was 0.039. However, it is pointed out that there is no positive effect of the considered economic pull factors on the brain drain intention of the university lecturers through attitudes and subjective norms. Accordingly, the P value obtained for the positive relationship between migration intention in terms of the attitudes & Economic Pull Factors is 0.106, and subjective norms & Economic Pull Factors are 0.340. Therefore, these do not support the hypothesis.

**H4: Socio-political pull factors have a significantly positive effect on the migration intention of university lecturers in Sri Lanka (relationship between socio-political pull factors and the migration intention of university lecturers).**

Ability to ensure a stable future, better living standards, better education standards, social equality, equity, and democracy are the major items that this study has convinced under the Socio-Political Pull Factors. Based on the responses received, these two factors have a clear positive impact on the migration intention of university lecturers.

According to the responses received, (Table 4.7) the significance of this hypothesis was confirmed through attitudes and subjective norms and the corresponding P values were 0.000 and 0.002 respectively. However, the hypothesis was not significant through perceived behavioral control the P value is 0.239.

Here, the components under the planned behavior theory were considered separately to capture the migration intention of the university lecturers for the socio-political push factors and socio-political pull factors. Because in here two terms are supported to the hypothesis.

Accordingly, SPPH factors "P" values of 0.011 and 0.024 have been obtained for the factors of attitudes, and perceived behavioral controls respectively. Also, SPPL factors "P" values of 0.000 and 0.002 have been obtained for the factors of attitudes and subjective norms respectively. All these values are statistically significant. Therefore, there is enough evidence to accept H2 and H4 under the  $\alpha=0.05$  significant level because there is a majority number of terms supporting the hypothesis.



## CONCLUSION

The first objective was the examination of the Economic Push factors (EPH) affecting the university lecturers in terms of subjective norms relating to the migration decision of the university lecturers. Secondly, the study of the Socio-Political push factors (SPPH) related to the university lecturer's migration decision has proven its positive impact on the Brain drain in terms of each attitude and perceived behavioral controls. Thirdly, there is a positive impact of Economic Pull factors on the subjective norms relating to their intention. The situation is quite different when exploring the effect of Socio-Political Pull (S) factors on the migration intention of university lecturers in Sri Lanka. These factors have a positive influence on migration intention in terms of their attitudes and subjective norms. In summary, this research has accomplished all four specific objectives by collecting reliable and valid data.

The finding of the study shows the important role played by the socio-political and economic pull and push factors on respondents' intention to migrate. By changing the respondents' current positive attitude, subjective norms, and perceived behavioral control towards the migration to a negative one, their intention to migrate can be significantly lowered.

The existing macro policies are not only ineffective but also insufficient to tackle this Brain drain issue. The current economic situation of the country also has a considerable impact on this problem. The responses of this study further evidence that most of the university lecturers agree with migration intention to another country.

According to the key findings of the research, both Socio-political push and Socio-political pull factors have a higher positive impact to get the migration decision of university lecturers. That means within the country, university lecturers are not getting their expected living standards. Therefore, it is necessary to give attention to the Sri Lankan university lecturer's quality of life. Therefore, even though university lecturers have attitudes opposite to migration, the behavior of the relations may influence it adversely. Then the country should be a favorable place for university lecturers at least their working environment.

According to the responses received, the university lecturers believe that if they migrate abroad, they can have a better safety and security environment compared to Sri Lanka.

In addition to that university lecturers highly rely on the better quality of education their children can receive by migrating to foreign countries. Therefore, considerable attention should be given to the improvement of education quality and opportunity within the country. By properly regulating international schools, it is important to expand their educational opportunities and create opportunities for higher education in world-ranking universities within the country. According to Ramtohl (2016), to stem the brain drain, the improvement of the quality of education is more significant for developing countries. This will probably cause the university lecturers to feel that their children have a better future within the home country, and thus positive attitude towards migration becomes lower.

This study has some limitations. The first and most prominent limitation was the study's failure to assess the university lecturer's actual behavior. Also, this study only considers university lecturers' Brain drain.

This study is based on quantitative analysis and has followed various statistical analyses to generate its key findings. Compared with other scholars, it is clear that there is a lack of qualitative and mixed studies, so the adoption of qualitative and mixed methods is more appropriate and important for future studies.

In this study, only a limited number of items, mainly socio-political and economic factors, were used to study the migration expectation perspective of university lecturers. However, if the number of these items or factors were obtained from a wider range, this study could be conducted more widely, with the ability to obtain accurate results. Therefore, future studies would probably go beyond these factors and cover a wider range.

The probability sampling method of stratified random sampling has been adopted in this study for Sabaragamuwa University lecturer's faculty-wise. Here only the responses of 117 university lecturers are based on it, and it will be more effective if it is conducted in a future study based on a larger number of respondents.

In this study, only the willingness of university lecturers to go abroad was asked, and was not so asked about which type of countries they prefer to migrate for instance liberal capitalist, liberal socialist, etc. Therefore, there was no opportunity to study broader ideologies such as cognitive ideological dissonance and so on. This points the way for future studies and thus has the potential to explore new knowledge.

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