AALBORG UNIVERSITET

Brain Drain and Migration Intention: *A quantitative study of push-pull factors impacting the Migration Intention of Nepalese Skilled and Educated Professionals.*

Master's thesis

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Abbreviations

MNEs: Multi-National Enterprises

MLR: Multiple Linear Regression

PLS: Partial Least Squares

SEM: Structural Equation Modeling

GDP: Gross Domestic Products

USD: United States Dollar

COO: Country of Origin

COD: Country of Destination

SDGs: Sustainable Development Goals

LDCs: Least Developed Countries

R&D: Research and Development

OECD: Organisation for Economic Co-operation and Development

EU: European Union

US & UK: The United States & The United Kingdom

SAM: Study Abroad Motivations

HTMT: Heterotrait-Monotrait

VIF: Variance Inflation Factor

e-WoM: electronic word of mouth

Abstract

In recent times, Nepal has quietly sacrificed its most skilled and educated professionals, compensated with a significant portion of remittances in the country's GDP collection. This phenomenon, referred to as "brain drain," is not just taken from a migration statistical perspective. It is a development crisis that actually strikes at the core of Nepal's long-run future. But what factors are crucial to push these professionals out, and what is actually pulling them to better destinations abroad, is crucial to know at first.

To answer these questions, this thesis is grounded in Lee's push-pull theory of migration. This thesis examined the extent to which push factors (negative factors driving talented professionals away from home) and pull factors (positive factors attracting them to their desired destinations) influence migration. Push factors were subdivided into four dimensions: economic, political, social, and institutional, were taken as push factors; whereas pull factors were subdivided into four dimensions: economic, political, social, and educational. This research adopted a positivist philosophy where the research was designed using a quantitative method to produce objective realities. For that, primary data using online survey questionnaires were collected from 147 Nepalese skilled and educated professionals. The data were analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM).

The thesis findings were clear and compelling, as the combined push and pull factors explain over two-thirds of the variance in the migration intentions of skilled and educated Nepalese professionals. Out of all the factors, political frustration (i.e., political push) at home was found to be the strongest push factor for migration intentions. Similarly, social pull (such as the desire for merit-based societies, multicultural and inclusive environments, and better public services and healthcare) was found to be the most significant and positive among all the implied variables regarding migration intention. Similarly, economic pull (such as better job opportunities, financial security, and savings) was found to be the second most impactful factor among all the eight variables studied. More interestingly, this thesis has found that Nepalese skilled and educated professionals are not leaving Nepal only for the sake of money; in fact, they are intent on leaving for such destinations that serve better social recognition, merit-based practices, and a fair opportunity to prosper.

These findings suggest a strong message for policymakers and organizational managers that retaining talent means not only an increment in salaries but also demands genuine political reforms, institutional integrity, and merit-based practices.

Chapter 1: Introduction

In this chapter, the trends of moving skilled and educated professionals will be discussed along with the different underlying reasons behind the move. It will provide an understanding of brain drain, its history, its recent trend, and its connection to the Nepalese environment. This chapter will end by providing the overall background of the study, followed by problem formulation in the Nepalese context with research questions and objectives.

In postmodern days, globalisation has accelerated through rapid technological developments, businesses, trade, and people's cross-border movement (Pokharel et al., 2024, p. 5). Subsequently, the movement of skilled workers, "often called talent mobility", has become significantly common (Baruch et al., 2024, p. 880). The management of the international movement of skilled workers, especially the expatriates and migrants, has become a daunting challenge, especially for national governments (Baruch et al., 2024, p.80). This issue has been getting growing attention within international business and migration research (Fan et al., 2021; D. Shin et al., 2017). One of the major outcomes of this phenomenon is the rise of "brain drain [1]", where many professionals are leaving from developing to developed countries (Bhardwaj & Sharma, 2023, p. 1021). This terminology is also found similarly, with the capital flight; therefore, it is also called "human capital flight". Simplistically, it's an exodus of skilled professionals and educated intellectuals from emerging to developed nations (Pokharel et al., 2024, p. 5).

The mobility of intellectuals, who hold distinct social characteristics, has been connected to global intellectual exchange and knowledge creation (Pokharel et al., 2024, p. 5). Similarly, Faini (2003, p. 6) defines brain drain as those who study or work at a higher level abroad, or when the locally skilled professionals leave their country for better job opportunities and better living standards, and boost the economy through remittances for the sender country. With the forces of globalisation, especially

[1] The term "brain drain" was first coined in the 1960s by the British Royal Society to understand and explore the movements of professionals, like scientists, from the UK to other countries like the US and Canada (Noor & Baloch, 2015, p. 194).

the national policymakers are finding it difficult to tackle; meanwhile, the students and skilled professionals are viewing it as an opportunity (Pokharel et al., 2024). With the "growing trends of multiculturalism and cosmopolitanism, several new economies are evolving and inevitable, but this has produced numerous challenges concerning international migration" (Pokharel et al., 2024, p. 6). The global migration is seen as a worldwide phenomenon, and it is a great concern for each government, depending on its own perspectives and planning (Pokharel et al., 2024). With the rise of the globalised economy, one of the daunting challenges for developing countries is to retain their skilled members within their control and encourage them to reverse it back (Pokharel et al., 2024). In recent years, the term "Sea Turtles", which is a Chinese Mandarin homonym, has been widely seen in academic literature as "returnees from overseas," metaphorically describing skilled professionals or students who went for high-skilled jobs and studies, and are returning to their home (Liu, 2022; Zweig & Du, 2021). Though this dissertation is not moving into reverse brain drain (i.e., repatriates or sea turtles). Critically, comprehension of brain drains, their challenges, and consequences is multidisciplinary in nature as it holds sociological, economic, political, and psychological aspects. Due to its interdisciplinary nature, Adhikari et al. (2023, p. 68) advocate that understanding the migration patterns and their complexities is a daunting challenge, and single theoretical frameworks seem insufficient.

The conceptualisation of "brain drain" has traditionally centered on discussions about the movements of skilled professionals and students to better places for career development and better living standards (Popovski, 2026). It is mainly advocated by policy formulators and academic scholars that when highly educated people leave their host country, it diminishes the country's development abilities (Popovski, 2026). For instance, the loss of skilled human manpower is frequently taken as a diminishing factor in a country's economic growth and innovation development (Popovski, 2026). However, in the context of the Nepalese perspective, brain drain and its economic development by capturing how it affects both short and long-term is highly understudied. The majority of the studies, such as (Ghimire & Hillman, 2022; Giri et al., 2025; Pokharel et al., 2024), attempted to study this topic; however, these studies are qualitative in nature, and the objective-based realities are lacking. More importantly, these studies have already been built with the assumption that brain drain is an adverse aspect, as it affects the overall national development. For instance, Popovski (2026) says brain drain is not necessarily a negative impact on the host country, especially in a globalised world with the abundance of opportunities of digital technologies. Furthermore, the human talent should be treated as a collective national asset (Popovski, 2026). At the same time, individuals' rights to freedom

of movement and to build independent career choices, and their knowledge and skills, should not be viewed as property of certain assets or subject to certain governmental control (Popovski, 2026). Critically, it needs to be clear whether the conceptualisation of brain drain is actually a problem for a country or not. If yes, how it is affecting its economic opportunities and to what extent is crucial to grasp. By doing this, the government might find opportunities to develop its policies that encourage either by motivating skilled migrants back to their country or contributing to their home country in a rather productive way, instead of just limiting to contractionary policy measures.

1.1. Background of the Study

The specific issue addressed in this section is the multifaceted impact of brain drain push-pull factors shaping the migration patterns and economic, social, and political development of Nepal. Though labour migration is considered a widespread phenomenon, especially the mobility of individuals from developing to developed countries, for seeking better jobs and living standards (Baral & Neupane, 2023, p. 1). In that context, economic disparities in the host countries, and the pursuit of better jobs and the hope of better living standards are found as stimulating factors (Baral & Neupane, 2023, p. 2). From a global perspective, prior to the global pandemic COVID-19, "i.e., in 2019", Europe and North America were the major destinations that received over 22.1% and 24.2%, respectively, as skilled labor migrants respectively (Lichter et al., 2020, as cited in Baral and Neupane., 2023, p. 1). In Nepal, three major streams of outmigration are observed: to neighbour country, India, the Middle East countries (i.e., Gulf countries), Malaysia, and developed nations (Adhikari et al., 2023, p. 68-69). The skilled professionals migrating from developing to developed countries has increased, mainly for searching better job and income opportunities provided by the host country (Adhikari et al., 2023, p. 69). In fact, Adhikari et al. (2023, p. 68) assert that the historical or modern trends of migration of individuals from Nepal might remain insufficient to explain using a single theoretical framework, as the migration patterns and complexities are heterogeneous in nature.

According to Adhikari et al. (2023, p. 67) labour migration has had a significant impact in Nepal. For instance, Nepal had received about 8.3 billion USD, which is equivalent to around 30% of its gross domestic product (GDP) collection in 2018/2019. This trend is persistent and brings to 26.2% of GDP collection in 2024 (World Bank Data, 2026). The flow of remittance in Nepal has become a major foundation of its macroeconomic structure over the past two decades (World Bank Data, 2026). In 2000, remittances accounted for only 2 percent of its GDP collection. It increased noticeably to 20%

in 2010 (World Bank Data, 2026). And, trend keep continued and reached to 24.3% in 2020, and then to 26.2% in 2024 (World Bank Data, 2026). This out-migration pattern, especially among young people for better job opportunities, is increasing and making Nepal one of the largest remittance dependent economy in 2024 (World Bank Data, 2026). Critically, the persistent growth in remittance inflows might support Nepalese household income and support the national foreign exchange reserves. However, this over-reliance on remittance in the long run can raise several structural and policy concerns regarding economic diversification, local labor market balance, and Nepal's sustainable development strategies.

Figure 1: Remittances as a percentage of GDP.

Source: (World Bank Data, 2026)

1.2. Problem statement

In the Nepalese context, limited economic opportunities, political instability, and cultural and environmental change, etc, continue to push educated people to move abroad for better prospects (Pokharel et al., 2024, p. 11). Subsequently, the better career prospects and freedom of lifestyle act as strong pull factors triggering the outmigration of skilled professionals (Güngör & Tansel, 2014, p. 3). Though global mobility is growing, the determining factors that are driving Nepalese brain drain conditions are understudied, especially how this connection affects the migration intention of skilled and educated professionals. The existing research is mainly concentrated on general migration patterns instead of focusing on a systematic analysis of multidimensional push-pull factors shaping the outmigration of skilled Nepalese professionals. Critically, the presence of this gap might have limited policymakers and other crucial stakeholders from designing and formulating effective strategies to lower and reverse it back.

Due to this, this master's thesis becomes more crucial, especially for the policymakers, as it could provide a possible hint to see what precise factors are crucial behind Nepalese talents' migration intention. For instance, Karki and Manandhar (2017, p. 159) emphasize that the restricted opportunities (such as economic barriers and social limitations) have not been adequately addressed in the migration discussions in Nepal. It suggests that a crucial gap in understanding the broader range of factors affecting individual migrants to migrate. More importantly, it is still unclear how specific aspects of these aforementioned factors of restricted opportunity affect their migration decisions. Also, the dominant connection between remittances and labour exports needs to be simplified because this narrow connection has overshadowed other deeper structural conditions that may be the driving factor behind migration patterns in Nepal (Karki & Manandhar, 2017, 159). Though some scholars have tried to acknowledge this issue, the amount and quality of needed academic attention to this issue is still very low. Due to this, it seems like the migration intention in the context of Nepal is based on incomplete assumptions, which potentially lead to biased interpretations and understandings of labour migration and its long-term impacts on the Nepalese economy.

1.3. Research Questions

To what extent do push and pull factors influence the migration intention among the skilled and educated professionals from Nepal?

1.4. Research Objectives

- To examine the overall influence of push-pull factors on migration intention in the context of Nepal.
- To analyse and examine different contributing factors to push and pull factors that induce skilled professionals to migrate.

1.5. Significance of the Thesis

This master's thesis is crucial, especially in the context of migration studies, as migration of especially skilled professionals, "as brain drain," is a major issue affecting Nepal's economic future, especially in the long run. While, from one perspective, migration generates remittances which support

household incomes and contribute to short-run economic growth, it might affect long-run challenges, especially due to the loss of specialised human capital and lower domestic productivity. Therefore, this thesis becomes even more relevant as it provides insights into the positive and negative impacts of emigration in Nepal and how it might achieve a balanced approach.

This thesis will contribute to the literature by studying migration not only as a social phenomenon but also as an economic mechanism that is influenced by the push and pull factors of migration. By studying using short and long-run lenses on the emigration of skilled professionals and its impact on economic development, this thesis will attempt to bring a new perspective to this understudied and highly relevant studies in the field of migration research. More importantly, by introducing the government policy effectiveness as a moderating factor, this thesis highlights the cruciality of public policy in transforming migration outcomes in the context of Nepal.

Lastly, the findings of this thesis will help policymakers to design better migration-related plans and reintegration strategies. It will also provide practical insights for improving and mobilising remittance management, skill development programs, and long-run economic planning to some extent.

Chapter 2: Literature Review

In this chapter, it will first explain the understanding of talent migration and how it differs from low-skilled labour migration. Thereafter, it will provide an extensive understanding of brain drain, its evolution, and modern perspectives. Then, it will discuss the prevalence of brain drain in emerging countries. It will exclusively focus on the push-pull framework; through that lens, it will explain each of the eight factors affecting the migration intention of talented professionals, i.e., "push factors: economic, political, social, and institutional" and "pull factors: economic, political, social, and educational. Lastly, this chapter will end by providing a hypothesis statement and a conceptual framework.

2.1. Skilled and Educated Vs Labour Migration

Literature within the field of migration commonly distinguishes between talent migration and low-skilled migration because these two forms of migration differ in terms of the level of education, labour market roles, economic values, and the type of occupation (Wright & Clibborn, 2019, 159-160). Skilled migration means the movement of highly educated or professionally trained individuals, such as doctors, engineers, information technologists, researchers, managers, etc. Meanwhile, low-skilled migration is mostly related to workers who have immigrated to work in low-wage jobs in labour-intensive sectors such as the construction field, agricultural sector, domestic work, hospitality work, and manufacturing or factory-related jobs. Critically, this might be because developed countries in recent times are prioritising highly skilled and educated professionals in the country's important sectors, such as healthcare, innovation, engineering, etc. Also, skilled professionals are frequently selected for such jobs because they have better expertise compared to the average population. On the other hand, low-skilled migrants are often concentrated in labour market systems that are characterised by physically demanding jobs, insecure employment systems, and low-paying remuneration in nature (Wright & Clibborn, 2019).

Another crucial difference lies in bargaining power and the nature of the demand for skilled jobs. Highly talented migrants generally hold greater agency and a strong bargaining process because of their expertise (Wright & Clibborn, 2019, p. 159). Research on skilled migration is mainly clustered on human resource management, organisational learning and integration, performance, and job satisfaction (Wright & Clibborn, 2019, p. 159). Therefore, the conceptualisation of brain drain is mostly linked with skilled migrants, especially those who are migrating for high-skilled jobs and educational purposes. And the movement of these skilled migrants creates a shortage of qualified human capital in the donating countries, especially in such sectors that already hold limited specialised expertise. Thus, though both forms of migration come with labour mobility, skilled migration is mainly linked with entrepreneurial creativity, innovation, productivity, and national development, which are the central targets in brain drain discussions. Therefore, this chapter will only focus on skilled and educated professionals' migration intention since brain drain majorly concentrates on the loss of these professionals from the sender country.

2.2. Brain Drain: Definition and its Evolution

Brain drain simply means the movement of skilled people for jobs, career development, and further studies (Gautam & Adhikari, 2025, p. 152). Therefore, it is also commonly referred to as human or the emigration of talented professionals (Shin & Caywood, 2025, p. 2). Though these skilled professionals may have their own motives to relocate, this phenomenon mainly captures the migration of qualified applicants who seek better living conditions, improved quality of life, better access to advanced technologies, better remuneration for their jobs, and stable political conditions to stay (Shin & Caywood, 2025, p. 4). In the past, precisely before the end of the 2nd world war, migration of people was mainly traced from less educated countries (Noor & Baloch, 2015). However, after the 2nd world war, the movement of highly skilled professionals and educated individuals started to increase from their countries (Noor & Baloch, 2015, p. 194). One of the crucial reasons behind the movement of these individuals was the changing social and political situations globally (Noor & Baloch, 2015). For the first time, the terminology “i.e., Brain Drain” was introduced by the Royal Society of London in the early 1960s, and at that time, this concept was limited only to the migration of British scientists to other countries, particularly to the United States (Noor & Baloch, 2015, p. 194). Similarly, the concept of human capital flight means that the relocation of valuable knowledge and expertise is

leaving the country. In the initial days, it was limited to the movement of scientists and technologists from post-war Europe to the North American region (Noor & Baloch, 2015, p. 194). And when we take it reversely, it implies brain gain, meaning the influx of skilled and educated people into a host country.

Brain drain, which generally implies the outflow of skilled professionals to abroad, and this study phenomenon has been researched for more than five decades (Vega-Muñoz et al., 2025, p. 2). Though in the academic literature, it is frequently traced as an adverse phenomenon for the home country because it creates a loss of talent and innovation, however, in recent years, the conceptualisation of brain circulation has also gained attention (Shin & Caywood, 2025, p. 7). This concept implies that talent can be kept within a certain boundary, and it can move across countries more dynamically and beneficially, which eventually enables the knowledge and skills to circulate globally (Popovski, 2026). And, skilled migration means it is not necessarily permanent; it might include temporary movements such as student exchanges and visiting for research purposes; however, this may turn into permanent migration if the sender country can offer a favourable environment to flourish and offer opportunities. The international human mobility and brain drain have some thick lines in their understanding. Human mobility is a multi-dimensional process which not affected by socio-economic factors but is also affected by citizenship (Vega-Muñoz et al., 2025).

According to Vega-Muñoz et al. (2025, p. 1), citizenship enables the fundamental connection between the state and the individual, and it holds a crucial role in shaping migration patterns and decisions. Therefore, it is counted as a legal status, which allows for the migration experience scenarios of inclusion or exclusion in the destination country or regions (Vega-Muñoz et al., 2025). Migration is seen as an opportunity that individuals perceive in the host country, and these opportunities are affected by several factors, such as citizenship policies and how that state sets its migration policies. Human mobility also emerges due to internal aspects, such as where individuals compare their situation with others in their own community (Vega-Muñoz et al., 2025). Thus, migration may not happen due to the desire to earn a better income, but may also be affected by one’s social and economic position and other personal factors (Vega-Muñoz et al., 2025). For instance, (Stark and Taylor (1989, as mentioned in Vega-Muñoz et al., 2025, p. 2) highlighted a crucial psychological factor: that individuals' migration motives may not happen due to the goal of achieving quality of living but are also affected by the desire to lower perceived inequalities within one’s society. Meanwhile, brain drain is mostly concerned with the emigration of skilled and educated professionals,

which is mainly shaped by the demands of such individuals in the host country due to a shortage of such skills or for future prospects (Vega-Muñoz et al., 2025).

As mentioned earlier, brain drain is a long-standing phenomenon that has been in academia for more than five decades (Vega-Muñoz et al., 2025, p. 2). It is not just affecting the human capital of a country but also affecting the identity and future prospects of the citizens. For instance, Vega-Muñoz et al. (2025, p. 2) claim that when skilled and educated professionals migrate abroad for career opportunities, the repercussions are not only limited to economic loss. Because it also influences the well-being of those who are in the home country. And the emigration of these skilled and educated individuals creates a gap in the home country's development systems and dampens the social structure (Vega-Muñoz et al., 2025). Critically, though the outflow of these individuals may be compensated for with remittances to some extent, in the long run, it could affect the household economy and the country's sustainable development. To lower the adverse effects of brain drain, it is crucial to understand the reasons behind the intention of emigrating.

For instance, to mitigate the loss because of brain drain to the home country, a more positive perspective is contemplated through exercising brain circulation (Vega-Muñoz et al., 2025, p. 3). This conceptualisation emphasizes that when skilled and educated professionals are connected through brain circulation, they provide opportunities to enhance citizens' quality of life and social growth (Vega-Muñoz et al., 2025, p. 3). However, necessary policies and environments for supporting its citizens' future in their own country, and balancing the talent that wants to leave and that remains within the country (Vega-Muñoz et al., 2025, p. 3).

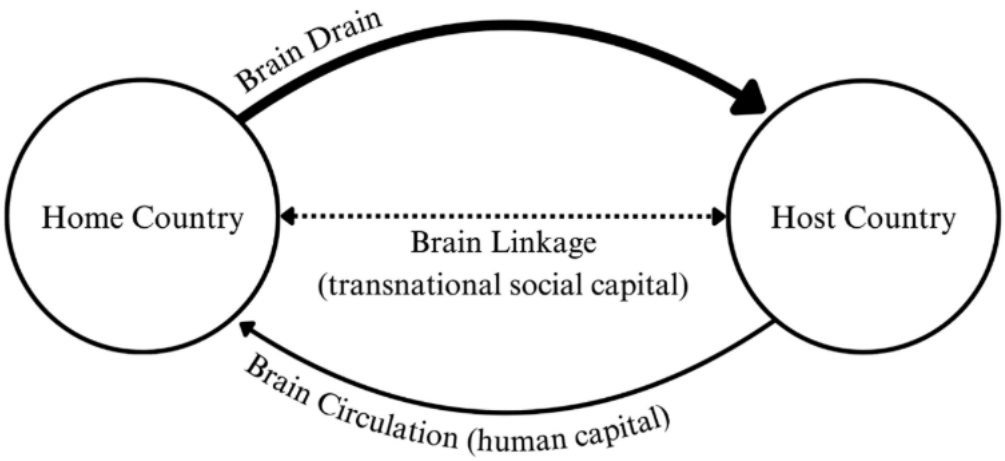
2.3. Brain Drain on Emerging and Developing Economies

Brain Drain has been a major concern for emerging and developing economies, and this is particularly highlighted in the form of increased migration of skilled professionals from the Global South to the Global North (Korsi & Vorvornator, 2022, p. 71). In many least developed economies, a limited level of resources and weak institutional capacity restricts the overall development and well-being of the highly skilled workforce. Due to this, educated professionals prefer to stay in developed countries such as the US, UK, Canada, and Australia, after completing their studies (Shin & Caywood, 2025, p. 2). Within human capital, a continuous investment and revision in the country's education, health, training, and innovations are needed to extract competitive expertise and knowledge (Shin &

Caywood, 2025). However, when the country's domestic opportunities are shrinking, the likelihood of skilled individuals emigrating to seek better living conditions and career prospects is high (Shin & Caywood, 2025). Though emigration is not necessarily driven by economic factors only, for instance, labor market conditions, natural disasters, and national views towards intellectual communities can also shape it (Shin & Caywood, 2025).

Critically, countries may find diminishing returns on their investment in education and training when skilled professionals leave the country. To combat these issues, several governments have initiated policies and strategies to retain talent and encourage migrants to return, for instance, repatriation programs and a robust domestic system for training and working conditions, and entrepreneur incentives (Shin & Caywood, 2025, p. 2). Migration decisions are multifaceted, complex, and often difficult to solve brain drain using circulation or linkages of talented professionals (Shin & Caywood, 2025, p. 6). Before that, it is crucial to know the reason behind brain drain. Similarly, return migration's intention also varies in nature, while some return voluntarily because of the improved home country's conditions or emotional connection to it (Glennie & Chappel, 2010, cited in Shin and Caywood, 2025, p. 5); meanwhile, others are returned because of immigration policies, economic turmoil, conflicts, global disruptions such as Covid-19, and natural disasters, economic recessions etc (Shin & Caywood, 2025). Critically, in some scenarios, migrants, even though they wish to return, back but faces several barriers that hinder reintegration. Because of these diverse experiences, the understanding of migration remains dynamic and non-linear in nature. The conceptualisation, such as transnationalism and brain-circulation, has emphasized the connections between the migrant's and their home countries (Vega-Muñoz et al., 2025). While brain circulation enables the movement of skilled and educated professionals who cross boundaries to get better education and work experience, and later return to their country to actively contribute to the overall national development (Vega-Muñoz et al., 2025, p. 3). Critically, brain drain becomes a serious concern when these skilled and educated professionals find the destination more adaptable and have diminishing connection to their home country. On the other hand, brain linkage focuses on the paramountcy of transnational networks and linkages, where migrants may not necessarily return permanently but still contribute to their home country (Shin & Caywood, 2025, p. 7).

Figure 2: Understanding Brain Drain, Linkage, and Circulation



Source: (Shin & Caywood, 2025, p. 7)

2.4. The Conceptualisation of the Push-Pull Framework

The Push-Pull theory is one of the commonly implied frameworks within the field of human capital and migration (Ugochi et al., 2023, p. 27). This theory implies that an individual's decision to migrate mainly emerges because of the two factors, “poverty situation” and the underdevelopment of the country of origin (Ugochi et al., 2023). Within the push factors, several factors range from economic turmoil, political instability, and fewer opportunities for quality education. Similarly, pull factors come with attractive features propelled by the country of destination, where the migrated individual feels satisfied, which is either below-par or not available in their home country (Ugochi et al., 2023). For example, in the Context of Kenya, remittances have surpassed its earnings from traditional exports, which hints that migration has a crucial role in the country’s financial development (Ombogo, 2023, p. 3). From a critical perspective, how sustainable this scenario will become in the long run of Kenyans' sustainable development is crucial, and if the country can link the emigrants with brain-circulation and brain-linkages, then it might adversely affect it in the long run. From another perspective, the persistent loss of skilled and educated professionals comes with a daunting challenge to fill human capital in crucial sectors such as healthcare, innovation and development, education, and technology, which are already found to be weak in many developing and least developed countries (Ombogo, 2023). The main challenge comes from the complex nature of migration-driving factors and how it affects the nation’s development outcomes. Though within the economic factors, for

example, below-par salaries and wages, the unemployment situation, and working environments are often recognised as key push factors. But the recent studies, such as (Khuc et al., 2022; Vega-Muñoz et al., 2025), found other prominent driving factors such as political instability, poor governance, low social networks, and environmental pressures. However, earlier studies within this specific field have been found to have shortcomings in integrating these driving factors into a single framework.

2.4.1 Economic Push

One of the main reason behind the migration of skilled and educated professionals from developing to developed economies is due to economic situation (Šlibar et al., 2023, p. 69). Skilled and educated professionals when face slow economic growth, limited job opportunities, and low trust in leadership, low educational and skills development activities, etc, making it as a a collective force to move abroad (Šlibar et al., 2023, p. 69). Critically, these issues become more severe in countries with weak governance and unstable political situations, where country's national development challenges are already complex. According to Nimani and Nimani (2024, p. 69), major factors such as economic stagnation and political instability are the reasons behind emigration from developing and least developed countries to developed ones, where a high level of unemployment and underemployment pushes individuals to seek work where opportunities are highly available and rewarding. Furthermore, low wages and income inequality further aggravate migration, and when professionals in developing and LCDs earn salaries that do not correspond with their qualification force them to move to developed economies for better living standards (Vega-Muñoz et al., 2025). Also, economic instability with limited growth opportunities and a weak financial system pushes individuals to migrate (Vega-Muñoz et al., 2025). According to Vega-Muñoz et al. (2025, p. 7), economic instability corresponds with poor governance and political challenges, which eventually discourage talented professionals' confidence to stay at their homeland. Similarly, poor public services such as education and health systems also force individuals to migrate because they look for environments that offer better personal and professional development (Vega-Muñoz et al., 2025). The impact of these aforesaid push components on national development might be more serious in the long run. It's because brain drain puts the economy into low economic and innovation processes because of the low human capital; thusly skilled mobilization programme would help better the connection between the private and public sectors with professionals living abroad (Morabety & Morabety, 2022, p. 67). From a critical point of view, addressing economic push factors is crucial not only because it is necessary for mitigating brain drain but also to foster sustainable and inclusive national development.

Aktar et al. (2025, p. 311) studied the growing trend of migration among the Bangladeshi young generation by using push-pull factors. This research used government policy perceptions as a moderating factor. Based on the 250 bachelor's and master's students, this research has found that perceived economic impact and migration intention were found to be negative and significant. Urbanski (2022, p. 11-12) has found that the economic push factor has an adverse and insignificant impact on migration intention in the context of Poland; meanwhile positive but insignificant in the context of Romania. Contrastingly, the economic pull factor was found to be both positively and significantly impactful on migration intention. In fact, the economic pull factor was found second most impactful relationship with migration in both countries. Similarly, Ohene-Botwe et al. (2025, p.1) studied the migration intention of health care students across 14 African countries. This research has found that economic push factors including a poor salary range, below-par working environments, weak currency value, and high taxes as major push factors. For instance, 71% and 65% of the 571 responses found poor salaries and poor living standards as the main reasons behind economic push factors of migration, respectively (Ohene-Botwe et al., 2025, p.6). Conversely, 85% and 86% out of 571 responses said better salaries and better living conditions as the main economic pull factors of emigration (Ohene-Botwe et al., 2025). This leads to a hypothesis that:

Ha1: Economic push factors significantly influence migration intention.

2.4.2. Political Push

Brain drain, especially in developing countries, is strongly affected because of the political push factors, which hold serious implications on its national development and migration intentions of skilled graduates (Amarathunga et al., 2025, p. 103285). Within the political factors, several attributing factors such as unstable government ruling, corruption, weak governance, and conflicts and strikes create a sense of fatigue and less hope towards prospects; thusly encourage leaving the home country (Amarathunga et al., 2025). And these conditions not only bring a loss of human capital but also significantly affect a country's crucial sectors such as healthcare, business and entrepreneurial activities, and technology (Amarathunga et al., 2025). Thus, the overall national development becomes adversely affected, including its economic growth, socio-cultural stability, and the country's long-term progress (Amarathunga et al., 2025). According to Vega-Muñoz et al. (2025, p. 4), when a country frequently engages in political changes, uncertainties, on-going conflicts, skilled laborers

find less confidence in the future and opt to move where they can find stable environments. Similarly, poor governance also plays a crucial role, especially when the government and its public authorities hold poor accountability, corruption, and slow & ineffective decision-making, enabling its people to lose faith in public administrations (Udeorah & Odiche, 2025, p. 59). Eventually, this creates a sense that there are limited opportunities for professional and personal growth and pushes skilled and educated professionals to increase outmigration (Udeorah & Odiche, 2025, p. 66). Hashish and Ashour (2020, p. 1) found that political reasons hold an important push factor for health care professionals, such as nurses, to leave the country. Aytac (2019, p. 79) found that political instability is one of the crucial push factors affecting Turkish high-skilled professionals to leave their country for a better future. Similarly, Ohne-Botwe et al. (2025, p. 6) studied factors affecting the migration intention of health care professionals from 14 different African countries. Based on the 571 survey responses, this research has found that political factors, such as government mismanagement, corruption, safety and security reasons, hold a crucial push factor to migrate to developed countries for better prospects.

Similarly, a weak rule of law is another crucial factor. When laws and regulations are not adequately enforced, and the country's citizens do not feel protected, it brings a sense of insecurity and uncertainty (Vega-Muñoz et al., 2025). And this situation motivates its skilled and educated professionals to search for safer and more reliable environments where their values and skills are protected and acknowledged (Vega-Muñoz et al., 2025). In addition to this, corruption further makes the situation even more chaotic, because not only does it discourage skilled and educated professionals, but also limits fair opportunities between and among the citizens, halts professional and personal career development, forcing such individuals to emigrate (Madubuko & Nwaka, 2024). In fact, it leads to discouragement among individuals, where people feel success is not based on a merit system, due to which individuals choose such countries where the system of work is more open and transparent (Madubuko & Nwaka, 2024, p. 6). This brings to a hypothesis that:

Ha2: Political push factors significantly influence migration intention.

2.4.3. Social Push

The investigation into social factors contributing to brain drain has become increasingly crucial for two reasons: its strong impact on a country's development and on the overall migration intention of skilled professionals (Vega-Muñoz et al., 2025, p. 13). For instance, Shabnum et al. (2021, p. 327 - 329) assert that brain drain is not influenced by economic prospects; in fact, social conditions, political situations, religious factors, and environmental factors also equally affect it. The study by Giwa (2024, p. 1) studied why educated professionals leave developing regions "Nigeria", and stay back in the Canadian region. This study found that persistent emigration of these educated professionals lowers the ability of such a country to build and maintain strong social interactions, institutional developments, and economic growth. And this impact is majorly visible in the country's major sectors, such as healthcare, education, and governance, and when the required human skills decrease, the overall service quality and development start to slow down. According to Yusuf et al. (2023), socio-economic and environmental factors drive the migration of mass youths. While the economic and political factors on migration of skilled and educated professionals are highlighted widely in the literature. But we found that less consideration is given to factors such as societal factors "such as inadequate health facilities, better skills and knowledge", environmental hazards, and weak governance toward youth needs, collectively affecting the intention to emigrate. From a critical perspective, these factors are often involved in complex ways, which might be the reason why migration intention becomes more difficult to explain through a single dimension or perspective. Also, there is a growing discussion about the overall repercussions of brain drain on a country's national development. While some view it as a loss and it affects the overall development adversely, meanwhile, some view it from a benefit perspective because of the remittances and diaspora connection (Udeorah & Odiche, 2025, p. 62). Urbanski (2022) found that the social push factor impacting migration intention among the Polish citizens was found to be positive and significant; meanwhile, it was both negative and insignificant in the case of Romanian citizens. Similarly, Ohne-Botwe et al. (2025) studied factors affecting the migration intention of health care professionals from 14 different African countries. Based on the 571 survey responses, this research has found that social factors such as the desire for life change (77%); safety and security reasons (48%); and poor health infrastructure (63%) were agreed as major push factors to immigrate to a better destination.

Hasehmi and Kocalar (2025, 354) studied socio-political and educational effects and brain drain among the Afghanistan participants using a descriptive-based analytical approach in post-2021 by utilising secondary data. It utilized a qualitative "interview method" along with international reports, publications, and officially published statistics to back its findings. The findings demonstrated that brain drain after the Taliban takeover has substantially weakened the institutions and governance. Furthermore, the family fragmentation and female participation in education and in the labor market are in a declining trend (Hashemi & Kocalar, 2025). Similarly, Vega-Muñoz et al. (2025) studied the role of citizenship and determinants of brain drain and found that unequal economic development, quality of public services as major contributing factor to brain drain. This study used a panel regression model from 2006 to 2022 from 178 countries (highlighting developing and LDCs) and found that external interventions and economic imbalance are seen to intensify the emigration of skilled and educated professionals. But this research exclusively highlights one aspect, which is the role of civil society and organizations in enabling socio-cultural inclusion and promoting "brain-circulation" to lower structural inequalities (Vega-Muñoz et al., 2025). Similarly, Jurij and Sahuri (2025, 623) studied the role of socio-cultural push factors contributing to brain drain by incorporating social norms, such as meritocracy, nepotism, and prolonged austerity. These aspects were found to discourage skilled and educated professionals from limiting themselves in their home country (Jurij & Syed Sahuri, 2025). Buyagan (2025) studied "skills without systems" by highlighting socio-cultural factors such as deficient infrastructure, the monopoly nature of elite people, along with other factors such as weak financial intermediaries, unrecognition of foreign skills and expertise. The findings demonstrated that skilled and educated professionals, particularly from developed and least developed countries, achieve success abroad, hinting that poverty is not due to a lack of human ability. In fact, issues with weak institutional norms, elite capture, and corruption practices within the socio-cultural settings hinder the overall development of the nation (Buyagan, 2025). This brings to a hypothesis that:

Ha3: Social push factors significantly influence migration intention.

2.4.4. Institutional Push

Chen et al. (2024, p. 1) assert that brain drain, which is mainly linked with economic reasons, and it failed to be prevented because of the restrictive policies and ignorance of institutional quality and performance. Critically, this issue is more severe in such countries where the greater outflow of skilled and educated professionals. As a result, this lowers the overall effectiveness of public services and halts the overall innovation development. From a wider perspective, skilled and educated professionals' emigration is not only an economic issue but also halts the overall institutional structure of countries (Vega-Muñoz et al., 2025). And this becomes crucial for achieving sustainable development of a nation (Vega-Muñoz et al., 2025). These institutional factors compile weaknesses in the government system, bureaucracy quality, law and order, and the level of expenditure on educational quality (Chen et al., 2024, p. 13). In the literature, there is an ongoing debate about the effective way to solve brain drain consequences, while some researchers are in favor of stricter migration controls and measures; meanwhile, other highlights about improving the overall institutional quality for a long-term solution (Chen et al., 2024, 609). Chen et al. (2023) studied the diaspora of skilled and educated professionals and the institutional role in lowering brain drain. They analysed different institutional aspects ranging from government effectiveness, law and order, rule of law, stable politics, and corruption. Along with these elements, this study also considered two crucial factors: “relative wages or salaries between the home and destination country” and “overall cost of emigration” to know how skilled professionals process their decision-making to emigrate (Chen et al., 2023, 10). Their findings show that poor legal systems, inadequate intellectual property rights protection, uncompetitive education and training, and weak regulatory and public administration were collective institutional push factors significantly contributing to brain drain in both developing and least developed countries (Chen et al., 2023, p. 11). Similarly, Gichuru (2023) explored the reason brain drain issues in Kenya. They found that low career opportunities, inadequate salary, and ineffective research environments as the reasons behind the cause of brain drain (Gichuru, 2023, p. 151). Likewise, Oludayo (2023, p. 1) found that he significant loss of talented professionals has made it difficult to satisfy crucial sector services and innovation, and to maintain economic growth (Oludayo, 2023).

Ohne-Botwe et al. (2025) studied among 14 African countries’ health care professionals' intention to immigrate to a better destination. Out of 571 survey responses, this research has found that lack of

training opportunities (57%), poor management and supervision (59%), and corruption in every institutional work (61%) were agreed as major institutional push factors to migrate to a better destination country. Similarly, Aytac (2019, p. 79) found that extreme levels of bureaucracy, distrust of the state, and low importance given to the R&D were the major push factors impacting their intention to migrate from Turkey to a better destination. This brings to a hypothesis that:

Ha4: Institutional push factors significantly influence migration intention.

2.4.5. Economic Pull

Vega-Muñoz et al. (2025) have found that wage differences and economic inequality are the crucial driving factors, frequently linked with socio-political and governance control, that are crucial to attract skilled and educated professionals to developed countries. According to Ramasamy et al., (2025, p. 10) education and research-intensive industries, researchers and students are more attracted to developed economies due to innovation, infrastructure, research funding, and research and development initiatives . Gassemi and Aniba (2024, p. 37) studied IT professionals from Morocco's (Generation Y and Z) reason behind their emigration. This study found that IT sector skills and training emphasize better employment opportunities abroad and makes strong pull factors towards industrialised countries. In a similar way, Ramasamy (2025) found diaspora outreach, cooperation with international agencies, research infrastructure, and recognition are major pulling factors. Chimenya and Qi (2023, p. 27) studied the reasons behind healthcare professionals' emigration from developing countries. Based on the review methodology, this research has found three crucial reasons to get attracted to developed economies: better wages, safer and more systematic working conditions, and improved living standards. Meanwhile, low wages compared to their qualification, hectic working environments, and seeking options for a better financial position and living quality were the reasons behind finding discouragement in their home country (Chimenya & Qi, 2023). Wijerathna and Bandaranayake (2024) studied brain drain and its connection with economic development in Sri Lanka using semi-structured interviews with construction-related experts. This research has found that facilities such as better salary packages offered by the destination country are one of the prominent pulling factors leading to attraction towards that country. The disparity in salaries, higher quality of life, and working environment brings a convincing spur for migration (Wijerathna & Bandaranayake, 2024, p. 361). From a critical perspective, the intention to move to a better

destination among the skilled and educated professionals might be effective based on their cost-benefit perspective, because when one gets better salaries, rewards, and valuation for the same qualification and experience as compared to their home country. More importantly, the demand for these skilled and educated professionals, especially in industrialised countries, could be another pull factor to balance their growing human capital demand for crucial sectors like health care, information technology, and engineering. This brings to a hypothesis that:

Ha5: Economic pull factors significantly influence migration intention.

2.4.6. Political Pull

Developed countries such as the UK and the US rely on visa regulations, integration programmes, and credential recognition that helps to attract more skilled people (Nawaz et al., 2025). From one angle, this might be because developed countries are looking to gain a competitive edge and fulfil the demand for skilled labour shortages. In recent years, this trend "i.e., fight for talent" has focused on selective immigration policies and talent attraction programmes designed to target skilled and educated professionals (Kvashnin, 2022, p. 113). This also hints that developed countries are competing to attract global talent as part of their development strategies to remain competitive. The OECD countries host a high inflow of skilled and educated professionals, hosting around 2/3rd "i.e., 68%" of the global talent migrants from non-OECD countries (Kerr et al., 2016). Statistically, this number had risen by approximately 185% in just two decades, i.e., between 1990 and 2010" (Kerr et al., 2016, p. 87). According to Tutlys et al. (2024, p. 126), skilled and educated professionals are effective because lowers the ageing populations problem and skilled labor shortages (Tūtlys et al., 2024). Critically, although there is abundant research on immigration policies and their connection with skilled and educated professionals. But, we found that the investigation regarding political stability, immigration policies, and other talent retention activities on attracting skilled migration is not sufficiently studied. For instance, some research has highlighted specific immigration and visa policies, such as the United States H-1B visa and the European Union Blue Card, on attracting skilled and educated professionals (Abdukhalimovna, 2024). The United States offers various visa types, such as H-1B and O-1, while Canada offers the Express-Entry program; the United Kingdom and Australia offer a point system for talent retention (Adenuga & Ogunsola, 2024). These countries adopted this system that enables a simplified process and provides a suitable environment to attract

talent (Adenuga & Ogunsola, 2024). Aligning with this, Mishchuk et al. (2024, 593) highlighted that industrialised countries have proven to have positive effects on host societies and countries, and it is considered the economic source of fulfilling the skilled labour shortages. Nayak (2025, p. 2) found that political factors such as "immigration restrictions" have no effect on local people hiring. In fact, it gives emphasis to restructuring its multinational enterprises' global networks of innovation to adjust itself to the changes in immigration policies (Nayak, 2025). Eventually, it brings growing geographical diffusion of research and development activities (Nayak, 2025). This research explored patent data from over 700 United States MNEs to understand the repercussions of the H-1B visa contractionary approach on overall innovation results. This research was mainly centred on the strategically skilled and educated human capital management in relation to immigration policy changes and found that the restrictive nature of immigration policies, like "visa cap," led MNEs to grow the geographic dispersion of their research and development activities by 4.7%, and this dispersion led to lower innovation outcomes by 4.2% (Nayak, 2025, p. 2). These findings clearly suggest that high-skilled and educated professionals in the form of immigrants were found to be crucial to drive innovation output, and sudden policy changes affect organisations to adapt at costly expenses (Nayak, 2025).

Urbanski (2022) studied the role of push and pull factors on migration intention among the two European countries: Polish and Romanian citizens. A total of 298 and 288 survey responses were collected for Poland and Romania. The political push and pull factors were found to be positively and significantly impactful for both Poland and Romania. Interestingly, the political pull factor in both countries was found to be the most significant factor (Poland: B = 0.312, P = 0.000) and (Romania: B = 0.612, P = 0.000). Similarly, Aytac studied the impact of pull and push factors on Turkish brain drain. This research has found that political freedom was a crucial political pull factor of migration, and political instability was another crucial factor behind political push factors. This brings to a hypothesis that:

Ha6: Political pull factors significantly influence migration intention.

2.4.7. Social Pull

Social Conditions are often observed from a perceived perspective and frequently depend on the "subjective realities for skilled and educated professionals" (Sonawane, 2023, p. 155). In other words,

the overall social environment of a place can bring a sense of discrimination or exploitation, as well as foster social connections among different social groups, which can offer positive perks from the domestic institutions and available resources at the domestic level (Sonawane, 2023). Therefore, the perceived experience and overall social environment witnessed or expected from skilled and educated professionals throughout their social lives hold a crucial impact on their intention to migrate (Sonawane, 2023). Similarly, Rapport (2018, p. 12) explored how immigrants experience new values and norms and how they can influence their native societies using social remittances. These comprise socio-cultural norms and values, fertility-related norms, political opinions, social formations and interactions, and family and friends' expectations, which hold a substantial driving force in migration intention. It's because individuals finds better to immerse into such a group or environment that corresponds with their aspirations for social equality, change, and democratization (Rapoport, 2018). Precisely, Rapoport's (2018) findings demonstrated that abroad-trained individuals are better at promoting democracy in their native country if their schooling was done in a democratic manner and destination. And these emigrants have a significant positive impact on their native country's institutions (Rapoport, 2018). Similarly, Anăstăsoaie (2025, p. 89) studied the role of socio-cultural pull factors in migration to migrate to United States from Romania. This research has found that migrating individuals' family expectations and the urge to achieve better educational opportunities were crucial because migrants often seek stability and professional and personal development (Anăstăsoaie, 2025). Precisely, this research found that Romanian migration to the U.S. is mainly determined by the work that is perceived in this destination country based on meritocracy and transparency, and the level of nepotism and corruption perceived in the host country. Meanwhile, Czaika and Weisner (2023, p. 56) assert that a strong migration culture along with low possible intervention attracts individuals to emigrate. This research examined 10 Asian and African countries over 26 areas to find the intricacy of migration factors and found that there is no single factor as a root cause that leads to migration aspirations (Czaika & Weisner, 2023). Interestingly, this research found that emigration patterns occur mainly from the complementary domestic factors (Czaika & Weisner, 2023).

Abbas et al (2021, p. 1) studied factors affecting international students in their selection for higher study. Based on the 738 responses collected using a survey project, which was later modelled into exploratory factor analysis. The findings demonstrate that social pull factors such as "no discrimination based on race, gender, and religion; safety issues and peaceful environment; friendly and welcoming nature to foreigners" were the main components that attracted students towards

studying in developed European countries such as the United Kingdom and Germany. Similarly, Ohne-Botwe et al. (2025) studied factors affecting the migration intention of health care professionals from 14 different African countries. Based on the 571 survey responses, this research has found that social factors such as access to social networks (67%) and religious acceptance (56%) were agreed as crucial pulling agents. Similarly, their expectation for professional satisfaction by working in developed countries was among the most crucial pulling agents, i.e., 53% strongly agreed, and 31% agreed on it. Evan et al. (2025, p. 3) found that economic driving factors were viewed as a crucial factor inducing migration intent conventionally, but cultural factors are increasingly becoming a crucial determining factor as well. This research used United Nations migration data incorporating Hofstede's six cultural dimensions, which were based on data from 93 countries from 1995 to 2015. The Mann-Whitney test was used to test the hypothesis: I) how cultural similarity impacts migration patterns, II) how migration from culturally close backgrounds is accepted in OECD nations (Evan et al., 2025). The findings demonstrated that cultural similarity poses a crucial driving reason behind shaping migration because about 2/3rd of the sampled OECD countries demonstrated a positive linkage between geographic proximity and cultural similarity (Evan et al., 2025). In fact, immigrants from wealthier countries were found to be more likely to favour culturally similar destinations, but immigrants, especially from developing and least developed countries, were found to frequently favour culturally different destinations (Evan et al., 2025). This brings to a hypothesis that:

Ha7: Social pull factors significantly influence migration intention.

2.4.8 Educational pull

In recent years, the growth of international students and skilled professionals' emigration has increased significantly (Weber & Van Mol, 2023, p. 1). This growing pattern reflects the broader impacts of globalisation and the significant growth of the knowledge economy, where better access to cutting-edge education, recognition, and scholarships & grants plays a crucial role in shaping migration decisions. This pattern is majorly shaped by the developed countries' educational facilities, financial support, and globally recognised studies (Weber & Van Mol, 2023). For instance, the policies and strategies to attract talented students using scholarship programs, degree recognition, humanitarian aid, diplomatic aims, and offering high-class education, etc, demonstrate how education

is adopted as a strategic tool to build human capital (Campbell & Neff, 2022, 835). Though a growing number of studies have been conducted on educational pull-push factors affecting migration, precisely focusing on how different educational pull factors work together to affect educated professionals towards migration decisions (Šlibar et al., 2023, 69). While some view it from a brain drain perspective, as students who pursue their education may not return, which can significantly affect the country's human capital; meanwhile, others view it from a brain gain perspective because it fosters better knowledge transfer, remittances, and international exposure (Udeorah & Odiche, 2025, p. 62). Critically, the lack of a clear understanding between brain drain and brain gain might create more complexity for educational institutions and policymakers to make effective strategies and programs that provide maximum advantages of education-related migration. Therefore, the educational pull factors concerning this paper are limited to those features offered by the destination country that attract talented students, researchers, and skilled professionals through better educational and career development prospects, scholarships, grants, research funding, and globally recognised degrees. So, these factors are viewed not only from a migration decision perspective but also from a human capital development perspective as well. Rakhmanov (2025, p. 812) found that migration of talented students, especially from Central Asia, is becoming an issue of national burden. It's because these students are switching to skilled-labour migration because of favourable immigration policies and labour market conditions in the host region (Rakhmonov, 2025). Critically, these favorable immigration policies and job-seeking programs might help the developed countries to retain these talented students, which can eventually help the host countries' economic development and fulfil labor shortages in their critical sectors. Abbas et al. (2021) found that academic factors like research opportunities, recognition of degree, etc, as a crucial factors for the immigration intention of higher study students to the U.K. and Germany. Similarly, Ohne-Botwe et al. (2025, p. 6) found that career advancement, training opportunities, research opportunities, and professionalism satisfaction are crucial pull factors inducing them to leave the country for a better future. Aytac (2019, p. 79) found that good command of foreign language education, prioritising science and technology, education beyond examination, equality towards education, and creativity, enables high-skilled professionals to attract to industrialised economies. Besides, the ineffective national education policy in their home country (i.e., Turkey) pushes white-collar workers to settle in developed countries (p. 79).

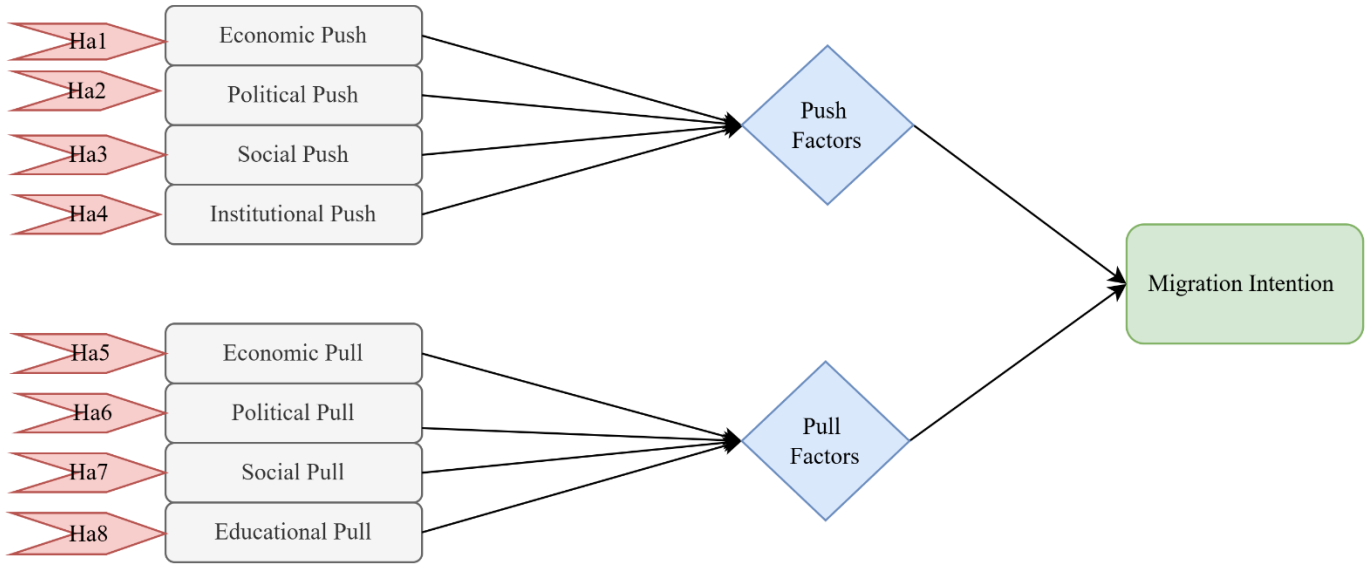
Kaur et al. (2025, p. 23) found that educational migration from Punjab, India, in recent times is affected negatively because of the low quality of education and the lack of demand for skilled jobs that match their qualification. The increasing trend of privatisation and commodification of higher-

level education in this region has brought significant inequalities and minimal opportunities, especially to marginalised groups. Also, these factors have benefited recipient countries that are having brain gain without incurring educational costs (Kaur et al., 2025). One of the main reasons behind this increasing trend is that the state policies supporting the rapid expansion of private institutions for higher education have incurred brain drain, with young students finding better opportunities that match their education abroad (Kaur et al., 2025). Likewise, Campbell and Neff (2025, p. 824) studied the role of scholarship and five other factors for students from the Global South towards developed countries using a systematic review of 105 peer-reviewed articles and book chapters between 2010 and 2019. The findings of this research show that scholarship plays an important role in attracting talented migrants from the Global South. However, this study failed to show how better education and scholarship factors provided by the Global North affect their home countries and host countries from a brain drain and brain gain perspective. Contrarily, Krannich (2023, p. 275) addressed these factors and found that access to high-quality education, skills, and career development opportunities provided by the Global North attracts talented students to emigrate from the Global South, such as "Columbia, Georgia, Ghana, and Indonesia". And these students, who often return to their homeland or through transnational networks, can provide better transfer of knowledge and skills, especially in leadership roles. Similarly, Gbollie and Gong (2020, p. 18) found that education pull factors, especially scholarship opportunities and better quality of education, are found as significant determining factors behind the migration of international students to China. This research has found that study abroad motivation (SAM), along with the students' career development, is a crucial motivational factor behind pursuing higher education abroad; meanwhile, the hedonic "i.e., entertainment perspective" was found least significant (Gbollie & Gong, 2020). This brings to a hypothesis that:

Ha8: Educational pull factors significantly influence migration intention.

2.5. Conceptual Framework

Figure 3: Research Model



Source: Own-Creation

Chapter 3: Research Methodology

"If you can't describe what you are doing as a process, you don't know what you're doing."

W. Edwards Deming (1986).

This chapter will provide the suitable methods, tools, and approaches that best enable producing research questions more conveniently and meaningfully. It will first provide the positivist philosophy and deductive reasoning approach, along with its suitability and fit check with the research question and objectives. Thereafter, it will provide the reason behind adopting quantitative research methods and online survey questionnaires. Along with these details, it will provide the nature of the survey questionnaire design, sampling techniques, and sample size selection. This chapter will end by providing the current brain-drain scenario of Nepal, along with research reliability and ethical considerations.

3.1. Introduction

According to Adeoye (2024, p. 30) a strong understanding of research methodology is a strong cornerstone for successful academic writing. It renders a structured approach to planning, designing, analysing, and interpreting the research outcomes (Adeoye, 2024). In other words, the selection of appropriate methods in academic writing is crucial because the quality of the academic research is frequently evaluated based on the thoroughness of the employed methods and approach that corresponds with the research questions and objectives (Adeoye, 2024). At the same time, comprehending the difference between research methods and methodology is equally crucial for steering the overall validity and reliability of the research. Though these two are used interchangeably, but these two holds different meanings and aspects of research. While research methods refer to the specific tools and techniques that are used to gather and analyse data, e.g., surveys, interviews, and observations, etc (Chu & Ke, 2017, p. 284). Basically, these methods are adopted to answer the

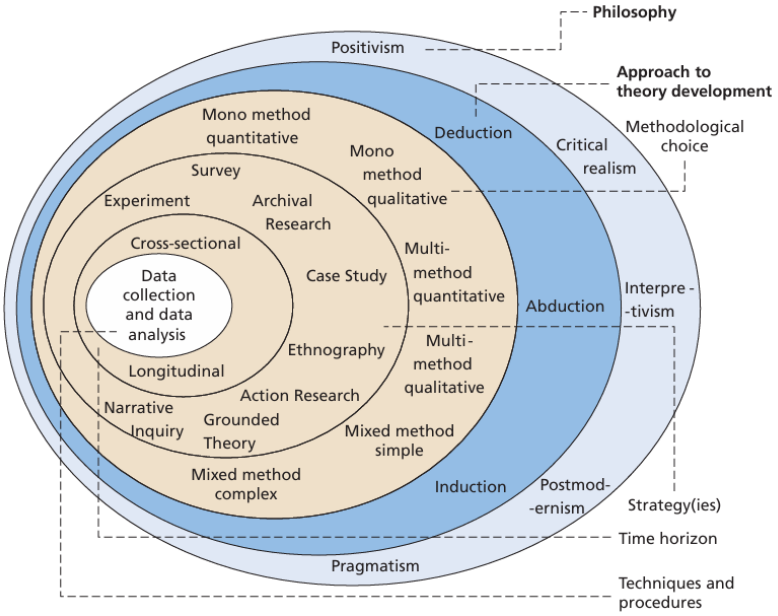
research question or test the postulated hypothesis, and they can be quantitative, qualitative, or mixed-method, depending on the nature and demands of the research (Chu & Ke, 2017).

Mina (2025) asserts that methodology is a blueprint of academic research because it offers the much-needed principles, assumptions, and logical reasoning that steer every decision the researcher makes. Without an adequate research methodology, which is driven by a scientific and systematic process, the overall academic works look like a random gathering of tools and an unsupported process (Mina, 2025). A well-planned research methodology must focus on four factors: credibility, clarity, reproducibility, and justification (Mina, 2025). Firstly, the researcher must demonstrate that the overall research is systematic, not taken as part of a random process. Therefore, a well-planned methodology makes it logical and clear that it has pursued a systematic process (Mina, 2025). Instead of just showcasing your research as speculation, the research needs to be rigorous and professional, which offers the much-needed credibility to the broader readers. Secondly, the researchers do not follow a step-by-step approach by laying out the clarity of choosing one approach over others (Mina, 2025). This clarity makes the overall work organised and connects one approach to another in a logical and systematic way (Mina, 2025). Similarly, the researcher needs to make the overall academic work possible for other potential researchers to replicate it (Mina, 2025). While replication means we are not talking about the copying of exact academic work, but rather extending the study, the adopted methodology enables the framework for them to test their ideas using novel contexts. It's because when the researcher explains and simplifies the logic, this not just bring a confidence in the researcher's ability to research but also makes the academic a part of a broader academic discussion. Lastly, the researcher must provide a clear justification for choosing each approach or method (Mina, 2025). The selection of approaches and methods must prove that your selection was evaluated critically and analytically with the available alternatives, and the effective one was adopted that closely fits your research objectives (Mina, 2025).

Therefore, this master's dissertation will employ the Research Onion Framework introduced by Saunders et al. (2019, p. 130), which will help ensure credibility, clarity, reproducibility, and justified selection of research approaches, tools, and methods. Along with this, the Research Onion Framework not only guides the research on data gathering techniques but also guides the research from broader philosophical standpoints to particular methodological choices and strategies. This method will enable us to align each stage of this dissertation with the research objectives, improve overall transparency and coherence of this dissertation's findings. Moreover, sticking with this framework, it will provide the researcher with a blueprint for the selection of methods and approaches scientifically

and systematically. By doing this, it lowers the risk of arbitrary decisions and methodological bias. In tandem, this will make this dissertation more credible, reproducible, and reliable; at the same time, all the adopted choices will be well-reasoned and adequately justified.

Figure 4: Research Onion



Source: (Saunders et al., 2019, p. 130).

3.2. Research Philosophy

The conceptualisation of research philosophy[2] implies a set of beliefs and assumptions regarding the development of knowledge (Saunders et al., 2019, p. 130). Though it may sound profound, even simply addressing a particular research gap within a particular field of research is also viewed as a development of knowledge (Saunders et al., 2019). According to Burrell and Morgan (2017), whether the researcher is consciously aware or not, the researcher is making a series of assumptions while embarking on the research. And, these assumptions are the major foundations regarding how the researcher understands his/her research questions, methodological choices, and overall interpretation

[2] Let's think philosophy through this perspective: how do you view the world? It might be just a simple question that is yet too complex to answer. But the response will provide how your research will be designed, data collection techniques, and the analysis process. Consequently, this enables you to get the benefit of having a well-defined philosophy, plus you can give your audience a hint about how to decode your overall findings (Sybing, 2026).

of the research findings (Crotty, 1998). Critically, though, we are explicitly influenced by philosophy at almost every stage of the research journey, from research question formulation to methodological choice to interpretation. Therefore, it might not be true that research philosophy is only understood in the methodology section of research. Research philosophy affects the selection of research methods by influencing the researcher's underlying knowledge, belief systems, and the overall values and realities (Saunders et al., 2019). For instance, the positivist philosophical standpoint believes in an objective-based realities where it prioritises the quantitative method of data collection and possibly test the underlying theory using certain premises to either accept it or reject it (Saunders et al., 2019). Meanwhile, interpretivism views from a subjective standpoint, where the reality lies in a socially constructed way, which is best produced by the qualitative method by delving into social actors' observations and meanings (Saunders et al., 2019).

3.2.1. Positivist Stance

This dissertation adopts a positivist philosophy. This philosophical standpoint is broadly recognised as a key approach within scientific research because it prioritises empirical observations, logical reasoning, and objectivity in reality (Saunders et al., 2019). The positivist school of thought assumes that reality is stable, measurable, and comes into practice without the influence of the researchers (Mohammad Ali, 2024, 187). Precisely, this philosophy believes that valid knowledge is gained through scientific and systematic methods and testing of theoretical concepts (Mohammad Ali, 2024, 187). This philosophy enables the adoption of a quantitative-based approach, which helps to identify the patterns, "i.e., similar to law-type governing phenomena" (Saunders et al., 2019). More importantly, this philosophy enables one to view the world through an objective lens, which helps promote reliability and replicability and often comes with structured tools such as experiments, time-series studies, and surveys (Mohammad Ali, 2024). From this dissertation perspective, the aim is to find an answer to the question of "*to what extent do the push and pull factors influence the migration among the skilled and educated professionals from Nepal?*" Firstly, we need to understand what factors are significant within the push and pull factors and how they affect the migration intensity, for example, "significantly or insignificantly" and "positively or negatively". Therefore, the best honour to this case comes from positivist philosophy, which helps to derive objective knowledge by

addressing the linkage with the postulated theory. Adoption of positivist philosophy prioritises the role of theory in guiding the research, and it also helps to find the linkages between the adopted variables and research outcomes (Sekaran & Bougie, 2016). By doing this, this philosophical viewpoint believes in the ideology that knowledge develops progressively through the accumulation of tested evidence (Saunders et al., 2019, p. 144). This is not possible through the alternative philosophy, such as the interpretivist lens. Though it helps to extract nuanced findings related to brain drain and migration intentions, the goal is to determine whether different push and pull factors affect migration intentions and to what extent. Thusly, positivism better suits this dissertation. Besides, this paradigm enables the findings to be generalised to the wider populations (Saunders et al., 2019).

However, this philosophical viewpoint has been criticised as it ignores the subjective experiences and the complexities of social contexts, as this philosophy is limited to a deeper understanding (Maxwell, 2013, 236). Despite these flaws, this philosophy remains fundamental and broadly applied because of its structured and rigorous framework.

3.3. Research Approach

This dissertation's research question best comes through the deductive reasoning approach. The deductive approach is viewed as a structured and theory-driven approach that is widely utilised within scientific research (Newman, 2025). It starts with existing theory or established knowledge, through which specific hypotheses with their premises are developed and later tested based on the gathered empirical data (Newman, 2025). Simplistically, it follows a logical sequence from broader ideas to particular observations, enabling the researcher to test whether the adopted theoretical assumptions become true or fail to become true. Historically, deductive reasoning is connected to the development of systematic and scientific methods, particularly in the name of the hypothetic-deductive approach (Newman, 2025). This approach allows the researchers to emphasize forming a hypothesis and testing its validity through systematic and scientific observation and experimentation (Newman, 2025). Over time, this approach becomes widely associated with fields such as the social sciences and business management (Newman, 2025).

More importantly, the deductive approach is compatible with positivist philosophy because positivism emphasizes objective realities, measurements, and evidence-based testing (Saunders et al., 2019, p. 153). And all of these features align effectively with the deductive process of testing theories

by using quantifiable data to find a cause-and-effect relationship (Saunders et al., 2019). Besides, this approach enables the researcher to rely on quantitative data, which can be collected via surveys and experiments. This approach is most effective when there is a theoretical foundation and the researcher's aim is to find the linkages between the adopted variables. For instance, Push-Pull factors and their impact on migration intensity among the Nepalese skilled and educated professionals. This reasoning is frequently traced as Top-Down reasoning because it first starts with broader statements or theories, then moves to a particular conclusion, often taken as an "if-then" format (Lumivero, 2025). When relating to this dissertation, for instance, it is well known that the practice of relocating skilled and educated professionals either temporarily or permanently from Nepal to other developed countries is true. And the phenomena of study from the researcher's perspective also hold a similar understanding, where the emigration of these people is seen as more rapid in recent decades. One of the common forms of deductive reasoning comprises syllogism[3], meaning that when the major premises and minor premises are met, the conclusion is extracted accordingly (Lumivero, 2025). Within the deductive approach, it is seen as effective only if it produces strong arguments, which are mainly obtained through two major criteria. Firstly, the argument is viewed as valid if its conclusion comes from its premises (Lumivero, 2025). Secondly, the argument is viewed as sound if it holds both valid and has its true premises (Lumivero, 2025).

3.4. Quantitative Method of Data Collection

With the adoption of a positivist philosophical lens and deductive-based reasoning, the quantitative method of data collection is more suitable (Saunders et al., 2019, p. 176). Quantitative research is used to observe certain events or patterns that impact a certain group of individuals, which we often call the sample population (Sreekumar, 2023). Within this method of research, diverse ranges of numerical responses are gathered and then statistically analysed, compared, and a relationship between and among the data (Sreekumar, 2023). Therefore, the quantitative method majorly incorporates questionnaires, structured observations, and experimentation (Sreekumar, 2023).

[3] Syllogism means a logical reasoning form where the conclusion is extracted from two related statements (which we often call premises). So, it follows a crystal-clear structure: broad statement, a niche or particular statement within the research, and the logical conclusion.
Let's go with one simple example: all buyers like affordable clothes (broad premise) – this clothes "T-Shirt" is affordable (specific) – Thus, our buyers will prefer this T-Shirt (conclusion).

According to Saunders et al., “quantitative research enables the examination of the relationship between the adopted variables, which are measured numerically, and often encompasses control to safeguard the data validity. It’s because the data gathering process follows a standardised process and ensures the questions are expressed to each participant understandably” (2019, p. 178). Alongside this, this method follows a probability sampling method, which ensures each participant's chance of selection as a sample is equal and fosters generalisability (Saunders et al., 2019). As compared to qualitative research, this method fixes the researcher as independent from those being investigated, i.e., participants; therefore, chances of bias might be comparatively lower (Saunders et al., 2019). As mentioned earlier that quantitative research method relies on a structured data gathering process and adopts statistical exercises to convey its findings and is there to extract objective-based realities. However, quantitative research must incorporate four key characteristics: I) objective by focusing on numerical order and having measurable variables; II) structured in nature by employing pre-defined questionnaires, hypothesis postulations, and data gathering techniques; III) involve statistical exercises to analyse the data; IV) replicability by enabling the repetition of the research so that it can verify the outcomes and foster reliability. Therefore, this research method becomes more suitable as compared to the qualitative one because it enables the analysis of data based on a larger sample size, which comes as a representative of a population and offers generalisability, and helps to examine causal relationships between variables. For example, gathering larger responses from Nepalese skilled and educated professionals who have emigrated abroad enables us to see what particular factors pull and push them to choose abroad and to what extent these linkages impact the migration intensity.

3.5. Explanatory Research Design

This master's dissertation will incorporate an explanatory research design, as its objective is to examine the causal relationship between different push and pull factors and their impact on the migration intention to go abroad among the Nepalese skilled and educated professionals. Unlike descriptive-based research, which prioritises describing phenomena, this research will enable the explanation of why and how specific push and pull factors affect the individual’s intention to migrate. Besides, the adoption of structured survey questionnaires and quantitative analysis further strengthens the utilisation of explanatory research. According to Saunders et al. (2019, p. 188), the reason behind choosing explanatory research is to assess how well something functions or affects; therefore, it is

more effective to find answers to the “How & Why” nature of research questions. The prominence of explanatory research is to understand a situation or a problem that detects the linkages between the adopted variables. For instance, the problem of brain drain in Nepal and how push & pull factors affect the migration intensity among the skilled and educated professionals. More importantly, the use of statistical tests is possible within this research, which helps to find the relationship between variables, such as correlation analysis (Saunders et al., 2019).

3.6. Research Strategy

According to Saunders et al. (2019), “quantitative research usually supports experimental and survey-based research” (p. 178). This master's dissertation will adopt a survey strategy, precisely online survey questionnaires. Firstly, “survey incorporates well with deductive-based research, and it is usually effective to use a strategy to extract answers like “what, how, where, and how many” related questions, and also supports exploratory and descriptive-based research study” (Saunders et al., 2019, p. 193). Most importantly, this type of strategy is perceived as more authoritative by the respondents ad find comparatively to both the investigator and respondents to explain and understand (Saunders et al., 2019). Simultaneously, a survey enables the collection of data where the researcher can analyse it quantitatively using both descriptive and inferential statistical works (Saunders et al., 2019). By adopting a survey strategy, the researcher gets more control over the survey project, and when probability sampling is implied, it provides additional benefits by producing insights that can be statistically representative of the covered population at a more affordable cost than gathering the entire population’s response (Saunders et al., 2019).

Survey questionaries means by administering questionnaires are administered to participants to find their opinions, attitudes, behaviours, or characteristics on a given topic of interest (Winata & McLafferty, 2025). Basically, this strategy allows for data gathering and analysing the responses collected using a series of pre-defined survey questions for a set of respondents, and analysing it to answer the pre-defined questions (Winata & McLafferty, 2025, p. 577). However, a comprehensive grasp on the research topic is pivotal because the questionnaires become only effective if it asks the right questions with the right intent to the right respondents (Winata & McLafferty, 2025). Usually, there are two types of questionnaires that are typically utilised while creating survey questionnaires: I) fixed response (often called as close-ended questionaries) and open-ended questionnaires. While

the former one usually asks questions that are in categorical structure, like “Yes, No, Maybe” types or ordinal like “High, Low, Moderate” or in numerically designed. These types of questionnaires are usually designed using the Likert Scaling technique (Winata & McLafferty, 2025). Meanwhile, the latter one allows the respondents to response on their own perspective where they have freedom of choice to share their experiences, feelings, and emotions (Winata & McLafferty, 2025). Though open-ended questions might enable the shedding of deeper subjective insights into this topic, it will be limited to closed-ended questions to provide consistency and ease of analysis. It's because closed-ended enables us to measure quantitatively, making it less complex to compare respondents and allowing us to go with inferential statistics like regression or structural equation modelling. More importantly, it is more effective to find the level of impact of different Push and pull factors on the migration intention of skilled and educated professionals from Nepal rather than delving into participants’ subjective realities about the research topic. Besides, it might stick with close-ended lower ambiguity and researcher bias during the interpretation time.

3.6.1. Questionnaire Design

This master's dissertation will adopt structured, closed-ended survey questionnaires to collect the participants in a consistent way. The overall questionnaires will be divided into two sections. The first part will seek participants’ demographic information, such as their age, gender, employment status, and their knowledge of the research topic, etc. This remains a crucial part because participants’ profile enables to have meaningful comparisons between and among different surveyed participant groups. Similarly, the second part will comprise questions related to push and pull factors that affect the migration intention among the skilled and educated Nepalese professionals. These factors are labelled as economic, political, social, institutional, and educational dimensions. Plus, the migration intention will be implied as a respondent variable. Each variable will be measured based on four statements, resulting in a total of 36 statements across nine explanatory and respondent variables. These statements are arranged in a simple, clear, and understandable way. Additionally, every survey questionnaire is designed in an “I- perspective” rather than asking interrogative questions like how, what, and where. This might provide participants with more ownership of the questions and help get a better response rate.

A five-point Likert scaling will be used to measure the participants' responses, where 5 indicates “strongly agree” and 1 indicates "strongly disagree”. This technique allows to easily decode participants' responses in a quantitative way and thus supports the statistical analysis. Lastly, the questionnaires will be delivered through online media, including social media channels, to reach the target sample. Besides, the physical distance gap between the researcher and the actual target group makes this channel more convenient, easier, and cost-effective. It might also increase the accessibility and convenience for our respondents, thus improving responsiveness and data quality. More importantly, the online medium might lower respondents' hesitation feelings and social pressure that is associated with face-to-face interaction between the researcher and respondents. Therefore, it might encourage more honest and unbiased answers.

3.7. Sample Size and Time Horizon

One of the crucial aspects within the quantitative research is to come up with the right sample size because it directly impacts the research validity, reliability, and the overall applicability of the research outcomes to a wider population (Andrade, 2020). Within the quantitative research, an adequate sample size is crucial to render generalisability, hypothesis testing, and to foster a statistical relationship between its adopted variables. According to Hair et al. (2019, p. 279), the sample to variable proportion suggests that at least a 5:1 observation to adopted variable ratio is mandatory; however, the ratio sizes of 15:1 or 20:1 are strongly recommended. Therefore, we aim to achieve a higher sample size so that it offers better reliability and applicability of research outcomes to the wider population. In that sense, we aim to cross the sample size of 200, as this sample size might be sufficient to find the true effects of different push and pull factors impacting migration intention.

According to Saunders et al. (2019, p. 212), it is crucial to understand your research design regarding whether your research is going to be a snapshot (i.e., a cross-sectional study) or if it is focusing on a series of snapshots (i.e., a series of observations) that note down different events over the specific time period. And the adoption of a cross-sectional or longitudinal study is majorly affected by the nature of the research question (Saunders et al., 2019). This master's dissertation will be focused on cross-sectional data, which will capture the phenomena at a given specific time. This time horizon supports the research question because understanding participants’ pull and push factors affecting their migration intention of Nepalese skilled and educated professionals is possible to capture at a

particular time. Besides, the nature of the academic work, limited time availability, and physical gap between researcher and participants make this time horizon more feasible and convenient. More importantly, cross-sectional studies support the adoption of a survey strategy (Saunders et al., 2019, p. 212).

3.8. Sampling Method

Sampling is crucial because covering whole populations might be impossible; therefore, an adequately selected subset of the population can become accurate and produce reliable findings within minimal time and expense. However, there must be a balance to strike an appropriate sample, and the method to reach those from whom we gather the responses is crucial. Though each researcher aims to produce reliable findings that can be applied to practical situations, by choosing the right method of sampling. However, if there is any presence of sample selection bias, meaning if the sample does not effectively represent the population, then it will produce unreliable results (McEwan, 2020, p. 6). And, this not only affects the internal validity by misleading the relationship between and among the variables, but also eventually fails to provide the generalisable characteristics (McEwan, 2020). Thusly, careful selection of participants is crucial to maintain credibility, accuracy, and reproducibility of the research findings (McEwan, 2020).

Probabilistic sampling is adopted in quantitative research as it enables every individual of the population to get an equal chance of being selected (Saunders et al., 2019). By doing this, it lowers the selection bias factor, improves representativeness, and holds better generalisability to the wider population. Besides, it also supports statistical analysis, which fosters the validity and reliability (Saunders et al., 2019). However, the purpose of probabilistic sampling becomes effective when the true population size and the accessible population need to be known. In this case, the true population size of skilled and educated professionals who have the intention to migrate abroad is not truly known, and their accessibility is difficult to penetrate through the probabilistic nature of sampling. In that case, non-probabilistic sampling becomes more effective; precisely, we will select snowball sampling. The selection of snowball sampling is suitable mainly because of two major reasons. Firstly, this sampling enables to penetrate to those sample group which is hard to penetrate otherwise. Secondly, using this sampling helps to save time and effort, and is convenient because of its chain-referral system. Besides the physical distance between the researcher and actual respondent groups,

this sampling becomes more convenient. This sampling is more effective in such research where the participants are hard to reach, for example, marginalised groups or participants who hold distinct characteristics (Baltar & Brunet, 2012). One of the main advantages of this sampling method is that it follows a referrals system (which creates a snowball effect) where sample size increases as former participants recruit latter ones, depending on the networks and characteristics matching (Baltar & Brunet, 2012). However, it also comes with drawbacks, such as the investigator holding low commands over the participants' selection process, due to which selection bias could affect the overall research meaning. To mitigate this, close monitoring and clear guidelines to recruit participants will be provided to our initial participants, so that only those who know brain drain and are skilled and educated participants will be prioritised.

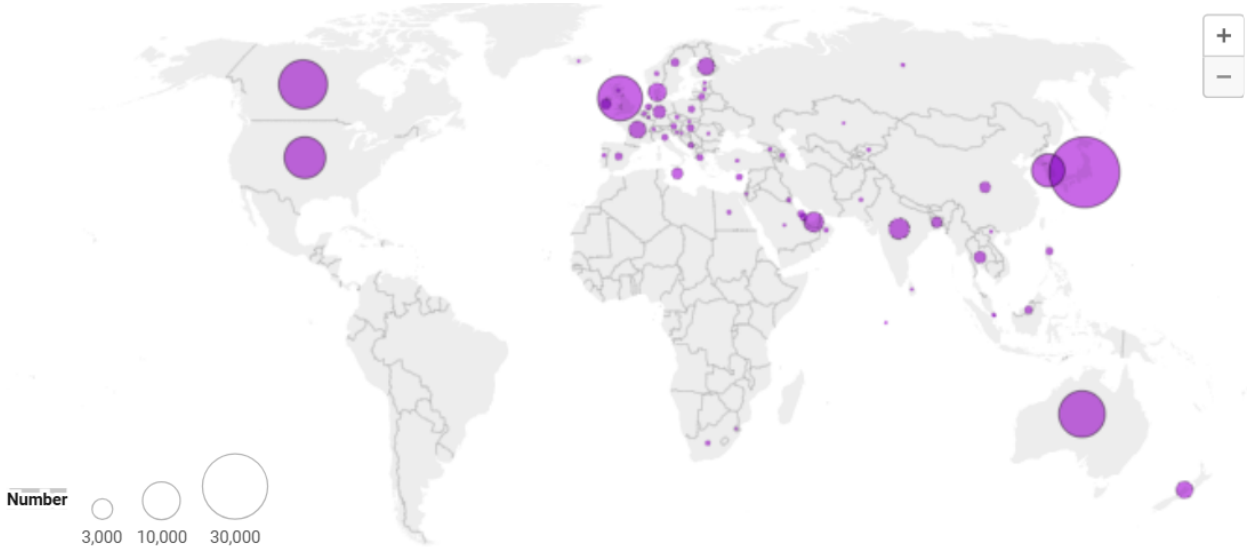
3.9. Study Area: Nepal's Current Situation on Brain Drain

The increasing trend of migration of talented and educated Nepalese professionals to developed countries reflects a broader global trend of labour migration and student migration (Pokhrel et al., 2024). In recent years, over 2.5 million Nepalese (i.e., around 8% of Nepal's total population) have immigrated abroad, compensated by the proportion of 28.6% of remittances to Nepal's gross domestic product collection (Bhusal, 2025, p. 2). Therefore, understanding the root causes behind this migration is crucial to resolving the loss of educated and skilled human capital and supporting the overall sustainable development of Nepal. One of the main issues behind the persistent brain drain is due to the poor economic situation, political instability, and limited level of career opportunities in Nepal. Critically, it is normal to become attracted to better lives when you can't find them in your home country. Similarly, research such as (Bhusal, 2025; Pokharel et al., 2024) has studied skilled migration and the influence on their migration intention; some argue that migration holds adverse effects on a country's overall development because of the loss of talented professionals. Meanwhile, some argue that migration brings positive results such as increased levels of investment in education and skill development, which might eventually benefit the country's overall national development (Shrestha, 2013, p. 2).

Nearly around 900,000 students, along with labour migrants, leave Nepal for a better future and career development, and it is estimated that around 16% of the total Nepalese population is outside Nepal

for either work or education purposes (Nepal Times, 2024). While the majority of these fall within the age group of 20-35, in other words, around 1/4th of all Nepalese within this age group are residing abroad (Nepal Times, 2024). This highlights a striking point that these talented professionals were selected to pursue their further education or job purposes, suggesting that they are valuable to their destination countries. Critically, these selected professionals might be even more valuable for Nepal; however, their retention within the cross-border region is more crucial, as these professionals are the backbone of the country's crucial sectors, such as healthcare, engineering, entrepreneurship, hospitality, etc. One of the major ironies is that while low-skilled migrants, especially in the Gulf region and Malaysia, are the main reason for an increase in Nepal's foreign exchange reserve, the elite class is actually exchanging part of their Nepalese currency to pay their tuition fees, immigration processes, travel, and insurance fees (Nepal Times, 2024). In recent times, the majority of these skilled migrants' popular destinations are the European region, Australia, Japan, and the North American region.

Figure 5: Nepalese students migrating for higher studies in 2024[4].



[4] More importantly, in Nepal, it is compulsory to get a No-Objection-Certificate (NOC) from the Ministry of Education to study abroad (Nepal Times, 2024). In 2024, 112,593 NOCs were issued, and the trend is increasing (except in the global pandemic Covid-19). And this figure is anticipated higher because the unregulated channels might come into play. Along with this, NPR 117 billion was exchanged to pay for educational costs from Nepal in 2024 (Nepal Times, 2024).

Source: (Nepal Times, 2024)

And there is no secret that many young, educated Nepalese professionals are intent on migrating on a permanent basis (Nepal Times, 2024). This might be even more vulnerable to Nepalese national development in the long run. From another perspective, many countries in the global North are witnessing a declining population, and the use of immigration policies to target these professionals could benefit both ways: fulfil their talent and professional shortages, and also balance the slow population growth (Nepal Times, 2024). Critically, it's a basic human right (i.e., freedom of movement); therefore, the solution to slow down brain drain needs a planned and careful understanding of the root causes, where one cannot force someone to stay within a certain boundary or with a limited scope. There might be a social trend behind this because approximately 50% of the higher secondary graduates decide on pursuing their higher-level studies abroad, and this has made a noticeable decline in college and university enrolment (Nepal Times, 2024).

Though money in the form of remittance sent by the Nepalese employee makes up over 1/4th of the country's GDP collection (Wagle, 2025). While this might seem like progress, even the slightest disruption in destination countries can directly impact the Nepalese economy badly (Wagle, 2025). For example, the global pandemic Covid-19 and the Russia-Ukraine dispute affect the job performance of Nepalese workers, and it directly affects the remittances, which eventually affect the GDP growth. Critically, this situation gets even more vulnerable in the long run, as the skilled professionals working in the destination country significantly boost their economic conditions, which directly affects currency valuation, economic growth, and passport evaluation. Another crucial demerit of brain drain is the alteration in family dynamics as families split and returnee youth find it difficult to incorporate, especially when they feel their capital investment is inadequate (Wagle, 2025). Though there are ways to discourage this trend, such as by giving more disposable income to people's pockets to boost entrepreneurial activity, more importantly, addressing the political situation will enable businesses to act in a sustainable way (The Kathmandu Post, 2024). However, it is crucial to know the root cause behind factors that affect these educated and skilled professionals' intention to migrate before thinking about the potential solutions.

3.10. Research Validity, Reliability, and Researcher Position

Ensuring the overall quality and trustworthiness of the research findings is our fundamental responsibility while writing this thesis. Firstly, within the validity, which means whether our thesis is actually measuring what we are claiming to measure or not. So, to ensure the validity, precisely content validity, we developed the survey questionnaires based on the push-pull migration literature, where the questionnaires are adapted from prior researchers' work. This enables fostering better reliability and somehow lowers the burden of pilot testing. Later in the findings, to confirm whether each survey statement is measuring what it is meant to measure, it will be evaluated based on different validity tests, such as average variance extracted and discriminant validity tests. Similarly, a thorough inspection of the research findings and literature section will be prioritized, and any hints that make it difficult or dubious to understand the overall meaning will be eliminated.

To make the research more reliable, the survey was distributed to a wide group of Nepalese professionals, such as healthcare, business, engineering, academics, hospitality, etc., across age groups and educational backgrounds. This selection was intentional so that it prevents the findings from reflecting only one professional's perspective. Along with this, the reliability test using Cronbach's Alpha was utilized to check whether the survey statements possess better internal consistency or not. Along with this, those existing research studies that were published in reputed "both global and local" journals were included so that the findings integrate both local and global arrays of perspectives into it.

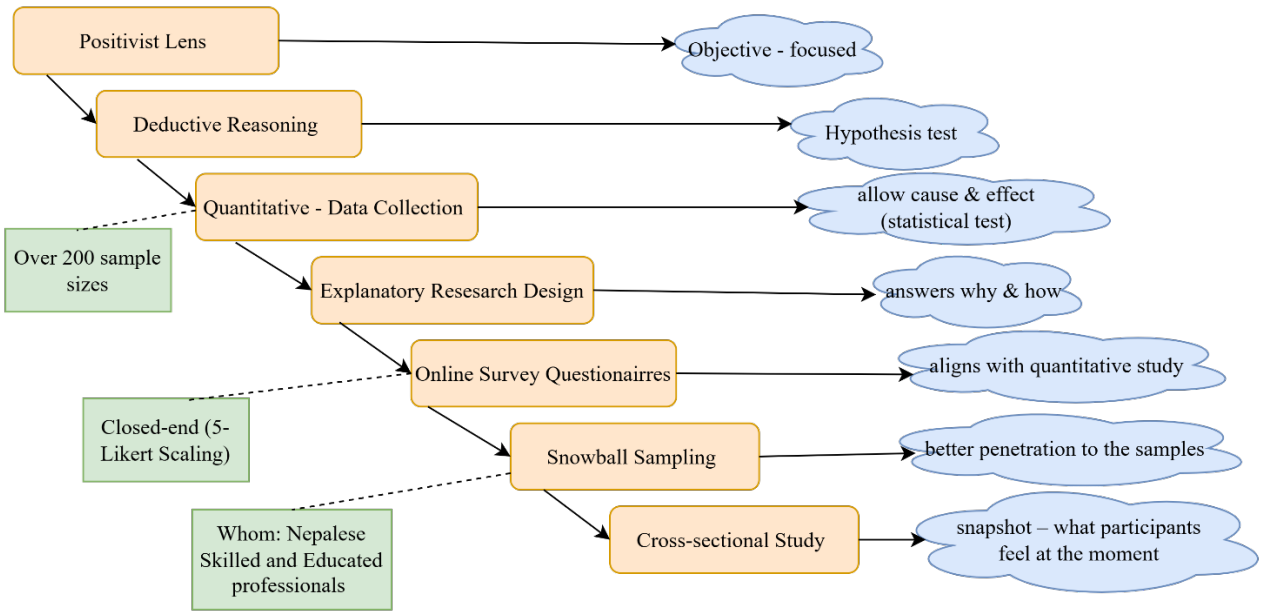
Being Nepalese, and the research explicitly highlights the brain drain issues of Nepal, the chances of unconscious bias are there; therefore, we remain as neutral as possible. To tackle this, the overall analytical and empirical findings were highly data-driven. Though the quantitative method was more suitable for this thesis, our reliance on a statistical base still gives additional assurance to remain completely independent from the interpretation. Lastly, the survey questionnaires were designed from an "I-perspective" because this gives more ownership to the statement. Besides, it eliminates any sort of hesitation and cultural integrity that is unintentionally present. It was more important because Nepalese participants are more communitarian and ascribed-based in nature; therefore, we took extra care with this particular part.

3.11. Ethical consideration

While writing academic research, ethics and responsible behaviours are not limited to simply gathering data ethically and interpreting it. It comes with protecting participants' integrity, respecting and giving adequate credit to existing scholars' work, and remaining neutral to the socio-cultural context in which the thesis journey takes place. With respect to each participant, all of them were given clear information regarding the research before they agreed to participate. Therefore, the participants who were engaged in this survey journey were completely voluntary in nature. In fact, no one was pressurised or given any false motivation to participate in the survey project. Additionally, all participants' responses were kept. completely confidential, including their names, contact details, etc. Furthermore, their responses were kept with a password-protected system that only remains accessible to the researchers. Their responses will be deleted once the academic formality is cleared. Along with these measures, participants' socio-cultural sensitivity was carefully observed, and the survey questions were reviewed carefully so that no questions would create offensive and disrespectful remarks on participants' integrity. Lastly, no claims for this paper have been made without giving adequate credit.

3.12. Summary of the Chapter

Figure 6: Summary of Adopted Methods and Approach.



Source: Own-Creation

Chapter 4: Results & Findings

In this chapter, the overall gathered responses from participants will be changed into meaningful information and then interpreted in a more neutral and meaningful way. Firstly, it will provide the demographic profiles of participants, the response behaviors on each survey statement, and participants' level of understanding about brain drain and their desire to migrate to a destination. After that, this chapter will exclusively focus on correlation analysis and structural equation modeling to understand factors that are more pivotal among the skilled and educated Nepalese professionals in migration intention.

Introduction:

This findings and results chapter provides the overall empirical findings gathered based on the 147 online survey responses collected from Nepalese skilled and educated professionals. Though a total of 171 responses was collected during the week[5] 16 and 20, some responses (i.e., 24 responses) were either incomplete or duplicated, and we ended up with 147 finalised responses. This chapter begins by providing the participants' demographic profile, such as their age, gender, marital status, employment status, conceptualisation of brain drains, etc. Then, after this, it will provide the participants' level of agreeableness and disagreeableness for each survey statement using central tendency statistics, followed by the development of nine variables distributed among the 36 survey statements. Lastly, it will provide the inferential statistics, such as correlation analysis, structured equation modelling analysis, reliability and validity tests, and the goodness of model fit test. This chapter aims to interpret the findings in as simple and logical a manner as possible to understand how different push and pull factors impact migration intention.

[5] The survey project started from 28th of April 2026 to 14th of May 2026. To select the skilled and educated professionals from Nepal, we adopted snowball sampling.

4.1. Participants' Age and Gender Cross-tabulation

Table 1 presents participants' age and gender comparison using cross-tabulation. The results demonstrate that the survey captured a fairly equitable distribution of survey forms to both male (49%) and female (51%) out of 147 participants. This demonstrates a positive indication as the findings are not skewed significantly towards one gender's profile. In the context of age distribution, the majority of the participants were young adults, as the two largest age groups, "18 and 24" and "25 and 34", each with 61 participants (*n = 41%*), comprising a total of 83% out of 147 participants. This highlights a crucial perspective because younger, skilled, and educated professionals are more mobile and inclined to migrate abroad. It might indicate that both the youngest and early-career seeking Nepalese groups are equally represented, and demonstrates that migration intention comes from their cost-benefit analysis and robust research regarding better opportunities seeking than a mere dream about it. In fact, migration intention is not limited to one gender. More importantly, this research found that female professionals are increasingly seeking foreign education, career prospects, and financial independence abroad. It might be true to some extent that young adults are often willing to take risks, adapt to new surroundings, and seek global opportunities as compared to older age groups who prefer a stable job and income level. However, it might be unfair to claim these say as the sample size for prime-age adults is significantly low, accounting for 15% and 2% respectively for the aged between "35 and 44" and "45 and 54" aged groups.

Table 1: Participants' Age and Gender Comparison

Age \ Gender	Female	Male	Grand Total
18-24 years	41	20	61
25-34 years	22	39	61
35-44 years	10	12	22
45-54 years	2	1	3
Grand Total	75	72	147

4.2. Participants' Demographic Profile

In the context of participants' marital status, the responses are fairly distributed among the married (48%) and single (47%); meanwhile, only one percent of participants preferred not to disclose their marital status. This equitable distribution of the survey among the married and single participants hints that migration intention exists equitably in both groups. Traditionally, migration was often viewed with unmarried and youth seeking higher education or job prospects in foreign countries. However, these research findings show that even married professionals, in fact, more than unmarried groups, are strongly considering migration for better education and jobs in foreign countries. Perhaps, this might be the growing nuclear family and growing urbanisation where both married men and women are actively seeking better education and job prospects; a noticeable shift from conventional norms where the male was anticipated to be the only breadwinner for his family. Additionally, married Nepalese professionals may be thinking about migrating as a family unit, where finding better opportunities for their career prospects not just eases their lives but also eases their children's future.

Similarly, the majority of the participnats were found residing in metropolitan areas, 46% (*n = 68*). Likewise, nearly 1/4th of the total participants, i.e., 23%, were found residing in sub-metropolitan regions of Nepal. Another 31% (n = 45) of participants were found residing in the rural region of Nepal. The higher participation from metropolitan and sub-metropolitan regions might indicate that these participants have greater exposure to social media and diaspora networks, international opportunities, foreign education systems, and information about global talent mobility. From a critical perspective, metropolitan and sub-metropolitan residents are likely to experience competitive job markets, growing living costs, and may experience growing frustration regarding career growth and competitive education, which might lead them to positive migration intention. Intriguingly, rural residing participants were also demonstrating migration aspiration, suggesting that in Nepal, migrating abroad for better jobs and education has become deeply connected with the socio-economic norms, even in rural regions. Perhaps the growing internet, digital access, and remote jobs and education opportunities might have made these changes possible.

We found that the most common education level among the participants was a bachelor's degree, 35%, followed by master's level participants, 31%. These participants might have intended to migrate for better job prospects compared to 28% (n = 41), who might be looking for abroad education to upscale their skills and knowledge. These participants who reported having a school-level degree

might have evaluated their trade-off analysis between studying in their homeland versus abroad, plus the additional job opportunities after completing their studies. Only the marginal 1% participants were found holding a doctoral or researcher-level study. Critically, the dominance of masters and bachelors comprising a total of 2/3rd responses having intention to migrate abroad for either better job or educational opportunities validates the issues of the brain drain situation in Nepal. However, this thesis failed to trace their intention to return; still, this proportion of skilled and educated professionals who intended to migrate abroad addresses several structural shortcomings. Additionally, more research on this aspect would provide the major barriers for retaining skilled and educated professionals, along with the role of participants' individual attitude and subjective norms towards migration intention. Furthermore, these particular findings have addressed an awful irony that the more educated and skilled a person becomes, the likelihood to seek opportunities abroad, which supports the exact textbook meaning of brain-drain.

These claims are somehow supported by the monthly income level of these participants. Despite being considered as skilled and educated professionals, the surveyed participants' monthly salary is below par as compared to the average workers' salaries based on the World Salary Survey report (2026), which is 80,850 Nepalese rupees. Out of 147 participants, 19% and 18% were earning below 20,000 NPR and between 20,001 and 40,000 NPR, respectively. Only 12% participants reported earning between 70,001 and 100,000 NPR, and only 6% earned over 100,000 NPR per month, suggesting that the surveyed participants' income level is relatively modest as compared to their qualification levels and international standards. For example, if someone with the same level of skills and education earns far better compared to the same level of job in their home country, then their motivation to migrate abroad becomes even clearer and justifiable.

Lastly, nearly half of the surveyed participants, i.e., 48% (*n= 70*), were employed full-time. Meanwhile, a surprising 1/4th of surveyed participants reported being unemployed. Interestingly, these particular findings found a significantly higher unemployment rate, i.e., 25%, as compared to the World Bank Report (2025) of 10.5% in the case of Nepal. This one in four participants among the surveyed skilled and educated professionals being unemployed clearly shows a deep trouble regarding Nepal's domestic job market. Probably, this might be the underlying reason why the majority of these surveyed professionals are more inclined to migrate abroad for better job opportunities and education.

Table 2: Participants Demographic Profile

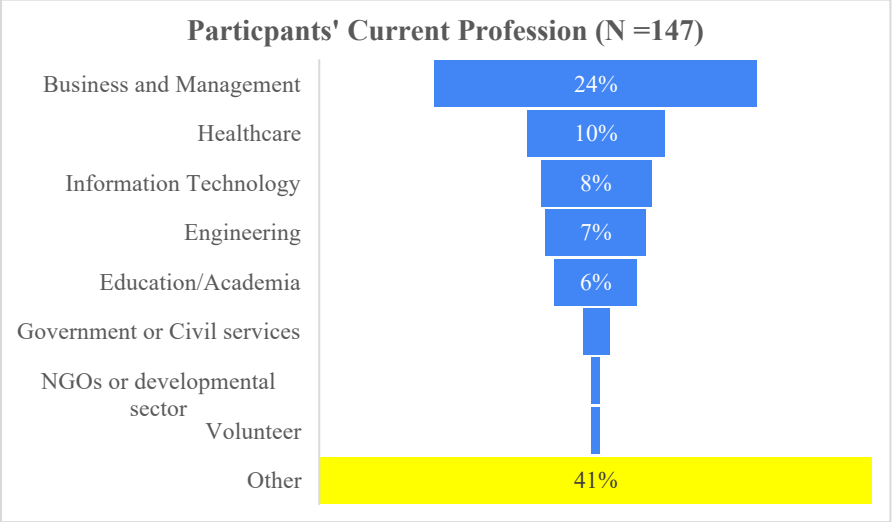
Category	Profile	Response	%	Total
Marital Status	Married	70	48%	147
	Single	69	47%	
	Divorced/Separated	6	4%	
	Prefer not to disclose	2	1%	
Residence	Metropolitan	68	46%	147
	Rural areas	45	31%	
	Sub-metropolitan	34	23%	
Education Level	Bachelor's degree	51	35%	147
	Master's degree	45	31%	
	School level	41	28%	
	Diploma/certification level	5	3%	
	Vocational training	3	2%	
	Doctoral or Researcher	2	1%	
Income Level	Prefer not to say	43	29%	147
	Below 20k	28	19%	
	20,001 – 40k	26	18%	
	40,001 – 70k	24	16%	
	70,001-100K	17	12%	
	More than 100K	9	6%	
Employment Status	Employed full-time	70	48%	147
	Unemployed	37	25%	
	Students and part-timers	18	12%	
	Employed part-time	13	9%	
	Self-employed/ Business owner	9	6%	

4.3. Participants' Current Profession

Chart 1 below illustrates the 147 participants' current profession. Out of 147 participants, 24% were business and management professionals. From one perspective, this survey succeed to capture participants from diverse backgrounds; however, it could not fully portray all types of professions because of the nature of closed-ended questionnaires. This might be the reason why over 1/3rd (41%) of participants' professions was other than mentioned in the survey project. Similarly, 10% and 8% participants were from healthcare and information technology professions, respectively. Meanwhile, the marginal 7% and 6% participants were from engineering and education/academia

backgrounds, respectively. The initial expectation was that the majority of the responses would come from the healthcare field; however, we failed to capture this particular exposed profession adequately. It's because Nepal is significantly losing healthcare professionals. For example, 60% of the physician doctor role in Nepal is vacant (Kumar Jha, 2024). And, the ideal doctor-to-individual proportion is significantly shrinking, "1.09 doctors per 1000 population" as compared to the global healthcare proportion of 4.45 doctors per 1000 population (Kumar Jha, 2024). Besides, 2,000 nurses on average leave Nepal annually to developed countries such as the UK, Australia, and Canada (The Himalayan Times, 2025). Also, Nepal's nurse-to-patient proportion is 2.2 per 1,000 population, which is shrinking when compared with 4 per 1,000 population (The Himalayan Times, 2025). The aim was to target participants from diverse professional fields; however, we failed to target this profession, which might be due to the adoption of snowball sampling. Plus, the researchers' field "migration and globalisation study" is significantly different from the healthcare profession; due to this, we might have failed to target more healthcare professionals.

Chart 1: Participants' Current Profession

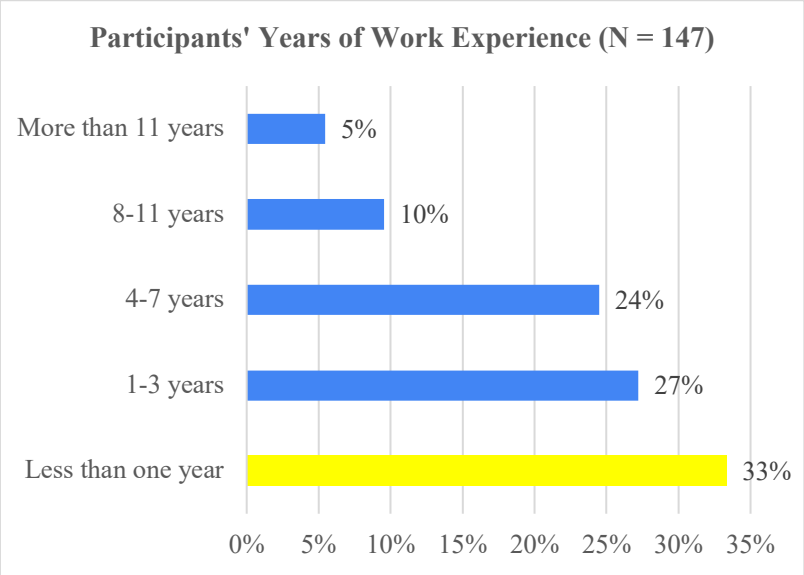


4.4. Participants' Work Experience and Migration Preferences

Out of 147 participants, exactly 1/3rd participants were novices as their work experience were below a year. These participants might be the school level, diploma/certification level, or vocationally trained participants, which collectively account for 33%, as illustrated in the participants'

demographic profile under educational level. These participants might have migration intention for high-quality education rather than searching for skilled and technical job opportunities. Similarly, 25% participants had a job experience between 1 and 3 years, followed by 24% having 4 and 7 years of work experience. These participants might have more inclination to migrate abroad for a better job, as they might have both the skills and experience required for the global job market. Similarly, 10% participants had work experience between 8 and 11 years, and a marginal 5% were having more than 11 years of work experience.

Chart 2: Participants' Work Experience

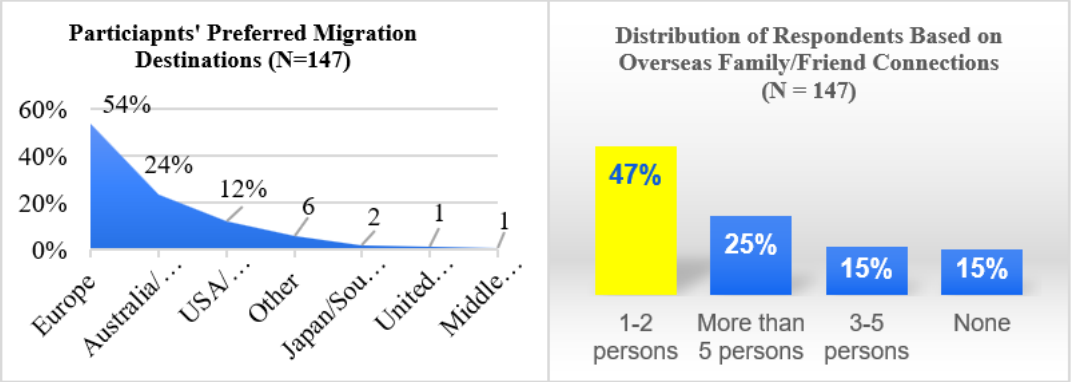


4.5. Participants' Preferred Migration Destination

This survey question was designed to understand participants' desired migration destination, which might help to understand the socio-economic, political, institutional, and educational attributes behind making it more preferred. Out of 147 participants, over 1/2, i.e., 54%, preferred Europe as their migration destination; meanwhile, 24% chosen Australia/New Zealand, comprising a total of 78% in total. Similarly, 12% responses traced the USA/Canada as the preferred destination. Critically, these regions from history are a more preferred destination for higher studies and better job opportunities. And these participants' intention to migrate to this region might be due to the offered educational degrees, social life, and comparatively stable economic growth.

Similarly, we found that abroad migration is not new for these participants, as 85% out of the total responses found at least one family member or friend already residing abroad. From a critical perspective, this might indicate that societal norms (especially through social media platforms and electronic word-of-mouth) might play a crucial role in making these participants have a positive migration intention. Some participants have 3 to 5 participants (15%), and some even have more than 5 close friends (25%), such as family and friends, which indicates that the majority of their higher studies and job opportunities decisions might be handled by their close ones from abroad. This highlights a crucial room to research whether these participants' decision to go abroad comes mainly from social media and e-WoM trend or actually comes from their internal cost-and-benefit analysis.

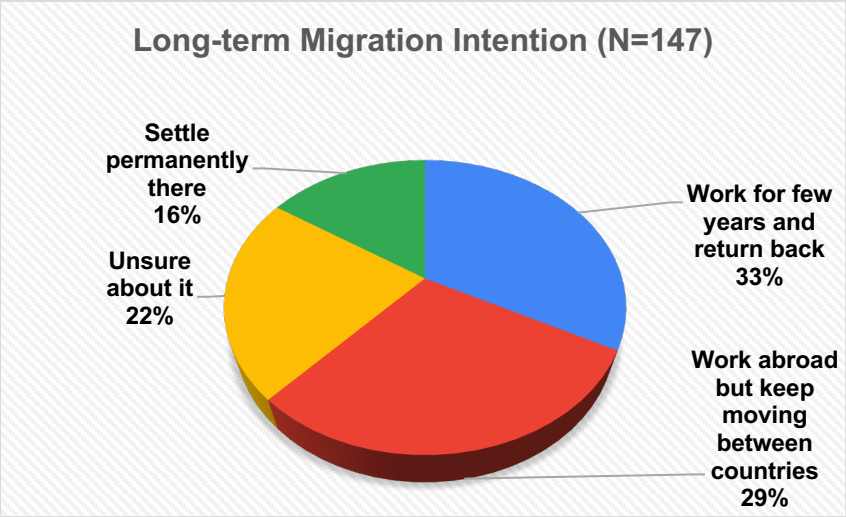
Chart 3: Participants' Preferred Migration Destination and Their Diaspora Connection



4.6. Participants' Long-term Intention to Move Abroad

Chart 4 provides 147 skilled and educated Nepalese participants with long-term migration intention to move abroad. We found that 1/3rd of participants reported that they will work for a few years and return to their home country. This seems positive as the new work experience, cross-cultural, and educational qualification might help to fill the brain drain gap to some extent. Meanwhile, 29% preferred to move between countries, and 22% were unsure about their long-term intention. From another perspective, only 16% preferred to settle permanently abroad, suggesting that the majority of the participants' intention is to get quality education and work experience, as their stay in the same location has a negligible effect.

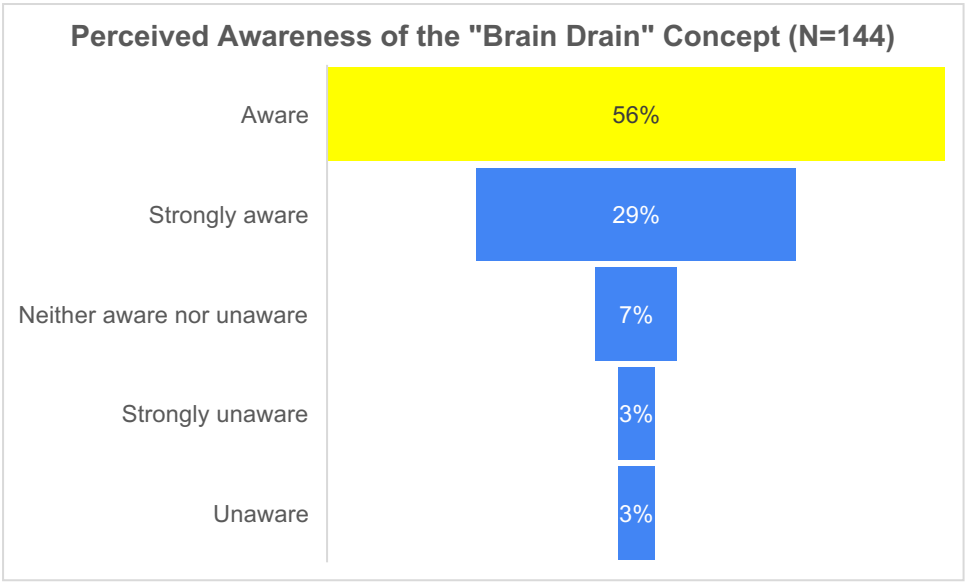
Chart 4: Participants' Long-term Intention Behind Moving Abroad



4.7. Perceived Awareness of Brain Drain Conceptualisation

Since this whole thesis is about how different push and pull factors affect skilled and educated professionals' migration intention and how it can be linked with brain drain. Therefore, without understanding the level of participants' awareness of brain drain, the meaning produced by these empirical findings might become biased and ineffective. We found that 85% participants were either aware (56%) or strongly aware (29%), which indicates the result produced through this thesis actually comes from truly skilled and educated professionals who intended to migrate abroad.

Chart 5: Perceived Awareness of Brain Drain Conceptualisation



4.8. Variables Construction: Descriptive Analysis of Survey Items

Table 3 presents how participants responded to each of the 36 statements, on average. In this master's thesis, 147 participants responded to each of the 36 statements distributed across nine variables using a 5-point Likert scale. We implied central tendencies "i.e., mean, median, and mode", and measures of dispersion "i.e., standard deviation" to understand the overall descriptive statistics of each survey item.

4.8.1. Response Analysis Among the Push Factors

Among the economic push factors, participants reported that their current salary and compensation were insufficient, as supported by a mean value of 3.68. Similarly, they agreed that job opportunities in their profession were very limited, with an average response of 3.67. More importantly, among all economic push statements, the most agreed-upon statement was the "difficult to save more or build financial security while working and studying in the home country", with the mean value of 3.99. Critically, the cost of living in Nepal in metropolitan and sub-metropolitan areas has risen; meanwhile, the salary range in most sectors might not have increased accordingly. Due to this, a young nurse, engineer, or IT technician cannot afford their housing, cannot save money for future purposes, and the logic of migrating abroad becomes a necessity, rather than viewing it from a luxury perspective. This is further supported by the last questions within the economic push, with the mean value of 3.33, which had the median value of 3, suggesting diverse variation in their perceptions.

Similarly, the response to each statement within political push factors got some of the highest scores in the entire survey project. For instance, the first statement within this factor, "i.e., political instability affecting professionals' career development", received a mean score of 4.09, with the mode and median of 5 each. This suggests that skilled and educated professionals in Nepal are highly frustrated with the political culture in Nepal. Also, the sense that when a political system lacks transparency and fairness "means value of 3.97, median 4, and mode 5" supports the aforementioned statement that these skilled and educated professionals' intention to migrate might have emerged more from frustration. All four statements within these factors got a mode of 5 and a median of 4 or 5, suggesting that participants' agreement with the statements were strong consistent between each other.

Within the social push factors, it addressed a strong human reality as skilled and educated professionals are not attracted only through economic terms, but are also affected by the social structures. For instance, the concern about safety and security for these skilled and educated professionals and their family got a mean score of 3.88, and the perceived lack of meritocracy role of 3.84 demonstrates that when promotion and opportunities do not come through individuals' talent and skills, it starts to increase frustration and feel demotivated. Similarly, the social inequalities such as gender related discrimination, caster hierarchies, and ethnic inequalities, with a mean value of 3.56, and insufficient social recognition with a mean score of 3.53, suggest that these aspects not just aggravate demotivation but also affect the overall contribution of these talented individuals' expertise in their home country. Critically, when an individual feels undervalued and feels ignored in their society, they tend to migrate to a better place to escape social frustration and inequalities.

All four statements inserted within the institutional push factors are tilted towards agreeableness, "i.e., 3.75"; in fact, three of the four statements were found to have a mean value close to 4. For instance, the 3rd statement "i.e., favouritism and nepotism preventing the merit-based system", with the mean 3.97 and median value of 5, and closely followed by the 4th statement "i.e., lack of transparency in public service delivery", with the mean and median value of 3.96 and 4, respectively. These findings highlight the everyday experience many skilled and educated professionals relate to. Critically, when these talented professionals feel that jobs, promotions, and public services are served based on "who you know" instead of "what you know and what novel you can bring to the table", then these professionals might feel more distrust in their institutional services.

4.8.2. Response Analysis Among the Pull Factors

The economic pull factors received some of the highest average responses within the entire survey project. For example, the 2nd statement witnessed a mean value of 4.12, i.e., the perception that an overseas destination offers better living conditions and offers reliable financial security. Followed by this, the belief that participants' desired destination country offers better job opportunities that match their profession and potential, with a mean and median value of 4.06 and 4, indicates that working/studying abroad, securing better jobs, and offering better living conditions for them and their family, is a crucial reason behind their intention to migrate abroad. This is furthermore supported by the 3rd statement that working abroad enables saving more and a better future statement with a mean

value of 4.03. More importantly, the close dispersion of each participant's response within the mean value of each economic pull statement clearly indicates that this nearly unanimous perception of economic superiority over Nepal might be the crucial driving force of their migration intention.

Similarly, the responses within the political pull factors were found moderately strong, in fact, slightly slower than some other variables' statements. The attractions of better governance abroad got somewhat lower than other full factors, but the mean value is above 3.7 for each statement. For example, the 4th statement, which addresses participants' belief that the destination country offers stricter rules of low and low corruption witness highest mean value of 3.83, followed by supportive government policies "mean value of 3.81", and political freedom and individual protection rights "mean = 3.72". These statements' response collectively indicates that when the political system abroad is widely admired, it brings a sense that moving abroad is better compared to living in the home country. This makes complete sense that political stability matters, perhaps not as strongly as economic or social pull factors. From a critical perspective, for people who are skilled and educated professionals who are living with uncertainty at homeland, even a slight improvement in political transparency and better delivery abroad can make such a place more attractive to migrate.

Likewise, the social pull factors were found among the strongest in the whole survey report. All 147 participants response in average liked such societies that value merit and qualification over personal connection, with the mean and median value of 4.16 and 4, respectively. These participants also appreciated multicultural and inclusive environments offered by developed economies (mean value = 4.07), followed by the perceived belief that these developed economies would improve their social life and personal well-being, with a mean value of 4.10. These suggest that participants overwhelmingly and consistently agreed that they want to reside in such a society where their hard work gets recognition and offers a better social life. Also, these participants' inclination towards moving abroad is not only related to a job move but also a move towards hunting for better public services and healthcare facilities.

Lastly, the educational pull factors demonstrated the highest individual statement score in the entire survey project. One of the major attractive factors behind this is the belief that research infrastructure and academic resources are better oversees witnessed a highest mean value of 4.22 and median value of 5. Similarly, the professional skills and training opportunities provided by the developed economies got a mean value of 4.15, and attraction to better scholarships and funding got a mean value of 3.97, followed by the globally recognised education and credentials score mean value of 3.94. These

responses collectively demonstrate that learning opportunities matter a lot, and when these professionals feel that Nepal fails to provide advanced training, research support, and development pathways, they tend to move abroad for better educational opportunities.

Similarly, the dependent variable, "i.e., intention to migrate", itself proved a very telling score. For example, the 3rd statement, "I intend to migrate to the destination country if I get a suitable opportunity," got a mean value of 4.17, with median and mode values of 5 each, suggesting that migration intention is not a vague dream; in fact, it is viewed as a clear and conditional plan processed through robust cost-and-benefit analysis. In addition to this, the average response on the 1st statement "seriously considering migrating to the destination country in the near future", with a mean value of 3.94, followed by the 2nd statement's average response of 3.70 on "I have already started exploring the process and requirements for migrating abroad", indicates that participants are actively making their interest to immigrate rather than passively. Lastly, the fourth statement's response on "I often think about settling permanently outside my country rather than returning after a short time", with a mean of 3.41 and a median of 3, had witnessed the highest standard deviation in the entire survey project of 1.49. This demonstrates that most participants want to immigrate, but they are more divided on whether they will settle there permanently or not. Critically, many might think of temporary migration to sharpen their education and career development with an open mind about returning to their home country; however, it also offers a room for research by studying what particular factors could attract and resist them to their native land.

Table 3: Descriptive Analysis of Survey Items

Variables	Statements	Mean	Median	Mode	St. dev.
Economic Push	I feel my current salary and compensation are not sufficient for my needs.	3.68	4	5	1.27
	I believe that there is limited job availability in my field in my home country.	3.67	4	5	1.25
	I find it difficult to save money or build financial security while working & studying in my country.	3.99	4	5	1.22
	I feel the cost of living in my country is high compared to my destination country.	3.33	3	5	1.38
Political Push	I feel that political instability in my country affects my career development.	4.09	5	5	1.23
	I believe that government policies are not supportive enough for my professional growth.	3.91	4	5	1.18
	I feel discouraged from staying because the political system lacks transparency and fairness.	3.97	4	5	1.28
	I lack confidence in the political leadership to create effective long-run policies that benefit skilled and educated professionals.	3.85	4	5	1.14

	I feel social inequalities (such as gender discrimination, caste hierarchies, ethnicity inequalities, etc.) in my country limit my access to a good quality of life.	3.56	4	5	1.27
Social	I'm concerned about the safety and security situation for my family and me.	3.88	4	5	1.26
Push	I feel disappointed with the overall lack of meritocracy practices in my country	3.84	4	5	1.12
	I feel I do not receive enough social recognition for my qualifications in my country.	3.53	4	5	1.30
	I'm dissatisfied with the bureaucratic processes that hinder my professional growth.	3.76	4	5	1.16
Institutional	I feel the legal and regulatory environment in my country discourages innovation and development.	3.87	4	5	1.08
Push	I feel that favoritism and nepotism in my country's institutions prevent a merit-based system.	3.97	4	5	1.15
	I have experienced or witnessed a lack of transparency in public service delivery in my country.	3.96	4	5	1.10
	I feel foreign countries offer better employment opportunities that match my skills and qualifications.	3.94	4	5	1.22
Economic	I feel living standards and financial security are better secured in my desired destination country.	4.12	4	5	1.05
Pull	I believe learning and working abroad would allow me to save more money and invest in my future.	4.03	4	5	1.15
	I feel my destination country offers better employment opportunities that match my skills and qualifications.	4.06	4	5	1.02
	I feel that my desired destination country offers a more stable political environment for me to prosper.	3.83	4	5	1.24
Political	I feel that government policies in my desired destination are more supportive.	3.81	4	5	1.24
Pull	I feel that the political freedom and protection of individual rights offered by my desired country attract me.	3.72	4	5	1.35
	I feel that the strict rule of law and lower corruption in my desired destination allow me to work fairly without undue political influence.	3.90	4	5	1.30
	I'm attracted to societies that value merit and appreciate my qualifications over personal connections.	4.16	4	5	0.98
Social	I'm attracted to the multicultural and inclusive environment where I would not be judged based on my background.	4.07	4	5	1.09
Pull	I feel that living abroad would give me a better quality of life and personal well-being.	4.10	4	5	1.05
	I feel that the quality of public services and healthcare in the destination country is better than in my origin country.	4.14	4	5	1.05
	I believe that education and credentials earned abroad are more valued and recognised globally.	3.94	4	5	1.13
Educational	I am attracted to the professional skills and training available in destination countries.	4.15	4	5	1.04
Pull	I feel that research infrastructure and academic resources abroad are better to those in my country.	4.22	5	5	1.05
	I'm attracted to the availability of scholarships, funding, or skilled development programs offered by the destination country.	3.97	4	5	1.22
	I'm seriously considering migrating to the destination country in the near future.	3.94	4	5	1.14
Migration	I have already started exploring the process and requirements for migrating abroad.	3.79	4	5	1.29

Intention	I intend to migrate to the destination country if I get a suitable opportunity.	4.17	5	5	1.20
	I often think about settling permanently outside my country rather than returning after a short time.	3.41	3	5	1.49

Note, strongly agree denotes by 5, agree denotes by 4, neutral denotes by 3, disagree denotes by 2, and St. disagree denotes by 1.

4.9. Correlation Analysis

Table 4 illustrates the correlation analysis. Correlation analysis enables us to understand the linear relationship between variables by providing the direction and how well two "i.e., binary" variables tend to move in the same direction (Schober et al., 2018). In this master's dissertation, we implied pearson correlation to examine and measure how strongly each push and pull factor is related to migration intention and to each other. Correlation values range from -1 to 1, where a value close to -1 indicates a strongly negative correlation, whereas a value closer to 1 indicates a strongly positive correlation (Schober et al., 2018). In simple terms, when one factor goes up, the other goes up. Meanwhile, a value closer to 0 means no correlation at all. This master's thesis will adopt Schober et al's (2018) conventional method of interpreting correlation values (see Appendix 1).

When assessing the column for migration intention, "i.e., variable 5", its correlation with social pull is strongly and positively correlated (r = 0.76), followed by the economic pull (r = 0.73), and the educational pull (r = 0.73). Critically, these findings are crucial for this master's dissertation. The strong correlation between social pull and migration intention indicates that the desire for skilled and educated professionals' merit-based societies, better social life, healthcare systems, and social recognition abroad were more attractive factors to create positive migration intention. Besides, this finding reflects a real-life situation of many educated and skilled Nepalese professionals who often prioritise foreign countries because of greater social recognition for their skills, qualifications, and personal freedom. Many young professionals in Nepal today are not only looking for seeking only higher salaries, but also for a society where they feel more valued and are treated based on merit-based practices. Likewise, better job opportunities, financial liberty, adequate salaries, along with advanced educational opportunities and research opportunities abroad, strongly and positively encourage skilled and educated professionals to immigrate. Critically, many graduates and skilled professionals who struggle to find adequate environments to prosper and feel below par potential in

terms of economic and educational opportunities in their homeland, then their hunt for a better place that matches their qualifications and earnings might become a necessity rather than a choice.

Similarly, political push factors were found to be positively but moderately correlated with migration intention (r = 0.62). This indicates that political instability, low transparency, and distrust of leadership might adversely affect talented professionals and drive them to migrate abroad. Similarly, the institutional push (r = 0.64) and social push (r = 0.60) illustrate moderate but positive correlations with migration intention. Several issues, such as favouritism, bureaucratic inefficiency, low meritocracy practices, and social inequalities, adversely affect and create disappointment among skilled and educated professionals. And, when these educated professionals feel that their hard work and talent are left unrecognised, they tend to seek better opportunities abroad.

Out of all, one of the highest correlations was found between social pull and economic pull (r = 0.79), indicating that skilled and educated Nepalese professionals who are attracted by better social structures and conditions are also strongly attracted by the offered economic opportunities. These relationships in the practical world are also frequently interrelated. It's because countries that provide higher salaries and better job opportunities usually offer adequate healthcare, social security, and public services. As mentioned earlier in "Chart 3", the majority of the surveyed participants are attracted to migrate to Europe, Australia/New Zealand, and the USA/Canada as these countries are comparatively better in terms of both economic and social facilities. This case is similar with the educational and social pull (r = 0.79), suggesting that dissatisfaction talented Nepalese professionals were attracted for better education systems oversees were also attracted by the offered social environment. This highlights a crucial point as Nepalese skilled and educated professionals seek education beyond just obtaining a degree; more importantly, they believe it equally provides exposure to multicultural societies, meritocracy practices, and global network opportunities. Indeed, it is realistic that countries that offer quality education also demonstrate greater freedom of expression, entrepreneurial projects, creativity, and support for merit-based opportunities; thus, they are motivated to migrate.

Table 4: Correlation Analysis

	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**
1. Economic Pull	**1**	0.59	0.72	0.66	0.73	0.66	0.56	0.79	0.63
2. Economic Push	0.59	**1**	0.55	0.65	0.59	0.53	0.62	0.57	0.71
3. Educational Pull	0.72	0.55	**1**	0.69	0.73	0.74	0.64	0.79	0.61

4. Institutional Push	0.66	0.65	0.69	**1**	0.64	0.68	0.75	0.66	0.78
5. Migration Intention	**0.73**	**0.59**	**0.73**	**0.64**	**1**	**0.61**	**0.62**	**0.76**	**0.60**
6. Political Pull	0.66	0.53	0.74	0.68	0.61	**1**	0.68	0.69	0.55
7. Political Push	0.56	0.62	0.64	0.75	0.62	0.68	**1**	0.56	0.71
8. Social Pull	0.79	0.57	0.79	0.66	0.76	0.69	0.56	**1**	0.62
9. Social Push	0.63	0.71	0.61	0.78	0.60	0.55	0.71	0.62	**1**

4.10. Outer Loadings[6] Analysis

In Partial Least Squares – Structural Equation Modelling, each survey statement or question is supposed to be a good representation of the broader idea, "i.e., a variable or construct" it is evaluating. In other words, the outer loading is crucial as it allows us to know how strongly the survey statement connects with its variable. The generally accepted benchmark for the outer loadings needs to be at or above 0.70.8, which indicates that the question explains at least 50% of the variance in its variable (Hair et al., 2021, p. 77). Meanwhile, values below this range require careful consideration of how they could affect the overall content validity (Hair et al., 2021, p. 77). .

Table 5 presented below provides that almost all indicators load very strongly on their corresponding variables, with values from 0.74 to 0.94. This suggests that each survey statement is accurately measuring the idea that it was intended to measure or evaluate. However, three indicators, i.e., EPU4 (Economic push factor - item 4), SPU2 (concerned about the safety and security situation), and MI4 (Migration intention – item 4), marginally failed to become strongly connected with their variable. While these two items failed to become strongly connected, i.e., the threshold of 0.70 or above, we still kept them in the model because their removal might lower the contents' validity, and they highlight some important nuances that other items cannot fully overcome. Additionally, they are within the range of "0.6-0.7"; therefore, their stay makes more sense than removing them.

Table 5: Outer Loading Analysis

[6] Outer loadings in SEM illustrate how strongly each survey item (statement or question) represents its intended variable. It is crucial to measure because it enables the researchers to identify whether the adopted survey statement or question is reliable enough or not. Therefore, high outer loadings show that the items effectively measure the concept being researched, which increases the overall findings' reliability and validity (Hair et al., 2021).

Items	Eco. Pull	Eco. Push	Edu. Pull	Instit. Push	Migration Intention	Pol. Pull	Pol. Push	Soc. Pull	Soc. Push
EPL1	0.827								
EPL2	0.796								
EPL3	0.864								
EPL4	0.882								
EPU1		0.779							
EPU2		0.83							
EPU3		0.852							
EPU4		0.659							
EdPL1			0.846						
EdPL2			0.878						
EdPL3			0.918						
EdPL4			0.872						
IPU1				0.857					
IPU2				0.745					
IPU3				0.885					
IPU4				0.907					
MI1					0.949				
MI2					0.849				
MI3					0.852				
MI4					0.605				
PPL1						0.913			
PPL2						0.891			
PPL3						0.938			
PPL4						0.929			
PPU1							0.865		
PPU2							0.841		
PPU3							0.848		
PPU4							0.848		
SPL1								0.853	
SPL2								0.814	
SPL3								0.827	
SPL4								0.851	
SPU1									0.783
SPU2									0.653
SPU3									0.822
SPU4									0.791

Note: The first word indicates the variable name, followed by the second & third as push or full factors. For example: E = Economic, PL = Pull, PU = Push.

4.11. Construct Reliability and Validity Test

After assessing the individual statements, it is crucial to test whether the entire construct "all four statements or questions" together is reliable and valid as a whole. Therefore, this section will adopt

all four key statistics for each of the eight variables/constructs adopted in this master's thesis. Firstly, the Cronbach's alpha examines the internal consistency by understanding how well the statements within a group agree with each other (Saunders et al., 2019, p. 518). A Cronbach's alpha value above 0.70 is recommended; meanwhile, above 0.90 is considered strongly reliable. Meanwhile, the Composite Reliability (rho_a and rho_c[7]) measures how consistently the survey statement or questionnaire works together; however, the former shows the lower boundary, and the latter shows the upper boundary. When both values cross the 0.70 benchmark, it brings a more concise understanding that the constructs implied in the research are not just in ideal situations but also under critical assumptions (Sarstedt et al., 2024). Additionally, average variance extracted (AVE) checks whether each group of questions genuinely captures its intended concept or not. Average variance extracted (AVE) checks whether each survey statement or question actually belongs to the variable that it is supposed to measure, or if it is just there to make noise. Any value over 0.50 indicates that the information captured by a group of statements or questions must be genuine; whereas, any value less than 0.5 hints that questions are capturing more error than producing real meaning (Sarstedt et al., 2024).

Every construct in this thesis passes all three reliability tests. Firstly, the Cronbach's alpha values range from 0.76 (i.e., social push) to 0.94 (i.e., political pull), all of which were found above the 0.70 benchmark. Similarly, the composite (rho_c) values ranging from 0.85 to 0.96 clearly surpassed the 0.70 threshold level. Lastly, the Average variance extracted (AVE) range from 0.59 "i.e., social push" to 0.84 "i.e., political push", all surpassed the 0.50 threshold. Critically, the political pull construct was found with exceptionally high reliability (Cronbach alpha = 0.94, rho_a = 0.94, rho_c = 0.96, and AVE = 0.84). This suggests that the concept of political attraction, such as stability, rule of law, supportive governance, and stable politics, remained as a coherent and well-understood rationale in Nepalese professionals' internal thoughts. Meanwhile, the social push was found to have comparatively lower values (though well above the threshold line), suggesting that not everyone in the entire survey project suffers from the same social inequalities, or they might have divergent levels of understanding and experience about social inequalities.

Table 6: Construct Reliability and Validity Test

[7] Think about "rho_a and rho_c" like a bridge that passes a safety check on both normal and rainy days, and when both condition values are above the safety labels, then it assures better reliability.

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Economic Pull	0.86	0.87	0.91	0.71
Economic Push	0.79	0.82	0.86	0.61
Educational Pull	0.90	0.90	0.93	0.77
Institutional Push	0.87	0.88	0.91	0.72
Political Pull	0.94	0.94	0.96	0.84
Political Push	0.87	0.87	0.91	0.72
Social Pull	0.86	0.86	0.90	0.70
Social Push	0.76	0.78	0.85	0.59

4.12. Discriminant Validity Test

Discriminant validity measures how well different variables actually measure distinct concepts instead of coincidentally measuring the same concept. In other words, discriminant validity is crucial to measure because it helps to eliminate such variables or factors if they are essentially measuring the same concept. For this thesis, Heterotrait-Monotrait (HTMT[8]) model, where every score needs to stay safely below 0.90 or 0.85 to prove the concepts are distinct. Table 7 shows some strong correlations; however, it makes perfect sense when relating it to the practical world. For instance, social pull and economic pull (0.91), social push and institutional push (0.94), and social push and economic push (0.91). These values are marginally above the threshold level, which might possibly raise some conceptual overlap. However, the nature of the relationship between these variables makes a genuine real-world reality. It because these factors are deeply intertwined; for example, the social situation, economic condition, institutional quality, and educational opportunities are interrelated with each other. When a country that offers better social culture and meritocracy practices tends to have better educational infrastructure and economic opportunities. Critically, social inequalities such as gender discrimination, caste hierarchies, ethnicity inequalities often intersect institutional failures and economic failures.

Table 7: Discriminant Validity Test

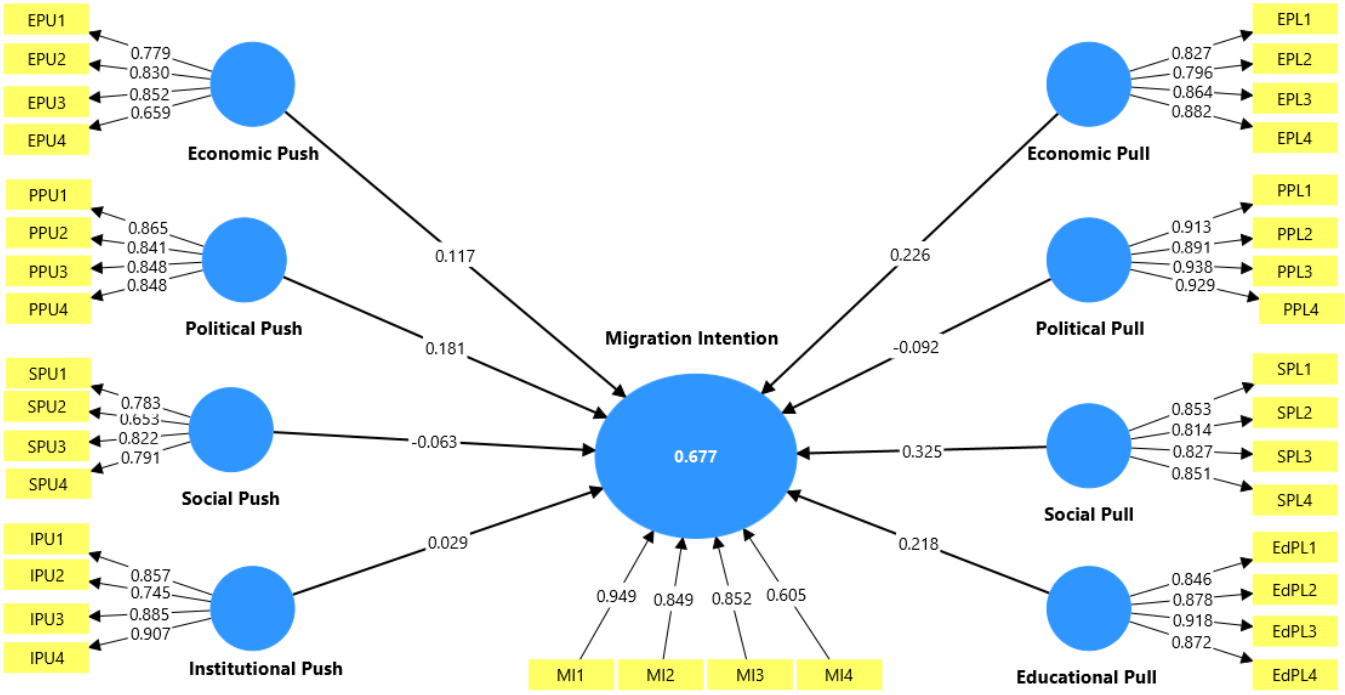
[8] HTMT measures the ratio of "between-trait correlation to within-trait correlation" between two variables (Ebrary.net, 2026). The more lenient "i.e., <0.90" is preferred when the variables are conceptually similar (Roemer et al., 2021).

	Economic Pull	Economic Push	Educ. Pull	Instit. Push	Political Pull	Political Push	Social Pull	Social Push
Economic Pull								
Economic Push	0.71							
Educational Pull	0.82	0.63						
Institutional Push	0.76	0.77	0.78					
Political Pull	0.73	0.61	0.80	0.75				
Political Push	0.65	0.73	0.72	0.85	0.75			
Social Pull	0.91	0.67	0.90	0.77	0.79	0.64		
Social Push	0.77	0.91	0.72	0.94	0.64	0.86	0.76	

4.13. Path Coefficient Analysis

Path Coefficients simply mean the numerical values that appear on the arrows that connect constructs in a partial least squares structural equation modelling. In other words, it works very similar with the standardized regression coefficients; however, path coefficients analysis comes with an outer and inner model. The outer model examines how effectively each indicator represents the constructs; meanwhile, the inner model measures how effectively each construct shapes the respondent variable (i.e, migration intention). As mentioned in the 4.10 section, three indicators, "i.e., EPU4 (Economic push factor - item 4), SPU2 (concerned about the safety and security situation), and MI4 (Migration intention – item 4) marginally failed to become strongly connected with its concerned construct. Meanwhile, social push and political push were found to be indirectly connected with the migration intention, and the other remaining variables were positively impactful. Out of these eight variables, social pull, economic pull, political push, and educational pulls were found most impactful, if we have to order in a pecking order.

Figure 7: Path Coefficient Analysis



4.14. F-Stat and R-Squared Test

When looking at the F-Stat[9], which measures individual factors' unique level of contribution to the overall model's explanatory power. Table 7 detects that social pull has the largest F-squared values (0.086), and confirms it as the most impactful predictor, followed by economic pull (0.051), educational pull (0.041), and political push (0.034). However, educational pull marginally failed to remain strongly significant. Similarly, the R-squared value of the entire PLS-SEM model showed strong explanatory power (0.677). This demonstrates that the combination of eight push-pull variables successfully explains over 2/3rd of the changes of variance in the dependent variable, which is explained by the adopted explanatory variables. Meanwhile, the remaining 32.3% was captured by the error term, which means 32.3% of the changes in variance in Nepalese skilled and educated professionals' migration intention were explained by factors other than our adopted eight variables.

[9] In this thesis, the push-pull brain drain model, the F-statistics will answer us the fundamental question, such as: do push and pull factors when taken together, significantly explain why skilled and educated professionals intend to migrate abroad? And, when the overall F-stat is significant, the overall push-pull model in Lee's (1996) is statistically significant and provides a better explanatory system for migration intention.

Which might be visa options, cultural similarities, weather and climate, family obligations, personality traits, etc.

Table 8: F-Stat and R-Square Analysis

Relationship	F-square	R-square	R-square adjusted
Economic Pull -> Migration Intention	0.051		
Economic Push -> Migration Intention	0.019		
Educational Pull -> Migration Intention	0.041		
Institutional Push -> Migration Intention	0.001		
Political Pull -> Migration Intention	0.009		
Political Push -> Migration Intention	0.034		
Social Pull -> Migration Intention	0.086		
Social Push -> Migration Intention	0.004		
Migration Intention		**0.677**	0.658

4.15. SEM-PLS Regression Analysis

This master's thesis adopted partial least squares – structural equation modelling (PLS-SEM) to measure the relationship between push factors, pull factors, and migration intention among the Nepalese skilled and educated professionals. PLS-SEM is a statistical method (i.e., one of the multivariate regressions) that addresses two layers of the model simultaneously. It tests whether the survey indicators (i.e., statements or questions) are effectively measuring their intended constructs, at the same time, whether the hypothesized association between the constructs is statistically significant, "i.e., structural model" (Sarstedt et al., 2024). As compared to other conventional models, PLS-SEM provides complex hierarchical model structures, non-normally distributed data, and reflective measurement scales, into a singular integrated model (Sarstedt et al., 2024). This method is superior compared to the multiple linear regression (MLR) model because this model cuts the latent construct to a singular composite score, which eliminates the measurement information incorporated across individual indicators; thusly might produce aggregation bias. Meanwhile, PLS-SEM incorporates all indicators' level information and estimates outer loadings along with the structural path (Sarstedt et al., 2024).

Table 8, as presented below, shows SEM-PLS model results, where two variables within the pull factors, i.e., economic pull (β = 0.23, t = 2.01, p = 0.04) and social pull (β = 0.33, t = 2.53, p = 0.01), were found to positively and significantly affect educated and skilled professionals' intention to migrate abroad. In fact, a one-unit increase in each economic pull, and social pull will aggravate these professionals' migration intention by 0.23 and 0.33 units, respectively. In fact, social pull was found to be the most statistically significant predictor among all the adopted push-pull factors. Similarly, political push (β = 0.18, t = 2.09, p = 0.04) was found to be the only statistically significant and positive predictor for migration intention. Though the educational pull factor (β = 0.22, t = 1.90, p = 0.06) was found to be positively impactful; however, it marginally failed to become statistically significant. Apart from these, all other factors were found statistically insignificant. Interestingly, two factors, i.e., political pull (β = -0.09, t = 0.92, p = 0.36) and social push (β = -0.06, t = 0.61, p = 0.55), were not only statistically insignificant but also adversely impactful on migration intention. In simple words, one unit increase in each political pull and social push, skilled and educated Nepalese professionals' intention to migrate decreases by 0.09 and 0.06 units. The overall analysis behind these independent and dependent variables will be extensively discussed in the discussion chapter, along with the hypothesis testing.

Table 9: SEM-PLS Regression Analysis

Variable - Relationship	Coefficients	T statistics	P values
Economic Pull -> Migration Intention	0.23	2.01	**0.04**
Economic Push -> Migration Intention	0.12	1.36	0.18
Educational Pull -> Migration Intention	0.22	1.90	0.06
Institutional Push -> Migration Intention	0.03	0.28	0.78
Political Pull -> Migration Intention	-0.09	0.92	0.36
Political Push -> Migration Intention	0.18	2.09	**0.04**
Social Pull -> Migration Intention	0.33	2.53	**0.01**
Social Push -> Migration Intention	-0.06	0.61	0.55

4.16. Multicollinearity Test (VIF)

Multicollinearity occurs when two or more predictor variables are so strongly related to each other that the model fails to tell them apart. Within the PLS-SEM model, the variance inflation factor

(VIF[10]) is used to check this situation. In general, the VIF value when detected above 5 is considered problematic. Since all values are well below the threshold level, suggesting that predictors, i.e., variables, are related to each other as expected and confirmed by the correlation analysis. And they are not so similar that the model finds it difficult to distinguish between them. Thusly, the regression results are considered trustworthy and free from multicollinearity bias.

Table 10: Multicollinearity Test (VIF)

Factors	VIF
Economic Pull -> Migration Intention	3.14
Economic Push -> Migration Intention	2.28
Educational Pull -> Migration Intention	3.55
Institutional Push -> Migration Intention	3.81
Political Pull -> Migration Intention	2.95
Political Push -> Migration Intention	2.97
Social Pull -> Migration Intention	3.80
Social Push -> Migration Intention	3.50

4.17. Model Fitness Test

Lastly, the final step is to check whether the overall model, including the overall structure of the eight explanatory and one respondent variables, effectively fits the data or not. We have used several fit statistics for both the saturated model, "i.e., where all relationships are estimated freely," and the estimated model, "only hypothesized relationships are measured". When both models detect identical fit statistics, then we can say that the theoretically specified model captures the data structure as effectively as any freely estimated version could.

[10] Variance Inflation Factor is a commonly used statistical tool to find multicollinearity, which might affect the overall interpretability and reliability of the regression results (Singh, 2024). It quantifies how much of the variance within the regression value is being inflated because of the correlation among the adopted variables (Singh, 2024). Values over 5 means multicollinearity is present, and values above 10 are interpreted as a serious level of multicollinearity present (Singh, 2024).

The Standardised Root Mean Square Residual (SRMR[11]) of 0.07 as detected in both models shows that the model is widely accepted as it is well below the threshold level of 0.8. This suggests that the adopted model is a good fit. Similarly, the Normed Fit Index (NFI) of 0.71 falls below the ideal threshold line of 0.90, suggesting a good fit. However, the NFI might be sensitive to the sample size; the NFI values within the 0.70 to 0.90 with such a low sample size in exploratory-based research can be considered as a good fit, especially when the strong SRMR gives strong reassurance about the models' accuracy. Along with this, the Chi-square of 1457.96 is considered large, but with such a low sample size and with many variables, it is obvious to have such a larger value. Lastly, both the "d_ULS" and "d_G" are two statistical measures that measure how accurately the proposed research model matches the actual data that is collected from the respondents. While "unweighted least squares discrepancy, d_ULS" and "geodesic discrepancy, d_G" measure the gap between what the model actually predicts and what the data actually shows. Since both values are accepted when they fall below the upper limit of a bootstrapped 95% confidence level interval generated by the SmartPLS model. Simply, the push-pull model genuinely shows the real migration level behaviors and intentions of skilled and educated professionals rather than being considered a poor statistical approximation of reality.

Table 11: Model Fitness Test

	Saturated model	**Estimated model**	**Benchmark**
SRMR	0.07	0.07	<0.08 good
d_ULS	3.10	3.10	Lower is better
d_G	1.96	1.96	Lower is better
Chi-square	1457.95	1457.95	Lower relative to df
NFI	0.71	0.71	> 0.90 (ideal)

[11] SRMR evaluates the average distance between the actual correlations in the data and the predicted correlation by the model. Which means the smaller the difference, the better the fit will be.

Chapter 5: Discussion

In this chapter, the overall discussion of the empirical findings will be presented; however, in a more layman's perspective with minimal numerical and statistical interpretations. This chapter will also discuss theoretical and empirical findings at the same time. After that, it will provide the overall result of the hypothesis test. Lastly, this chapter will end by providing the level of support and contradiction of our papers' findings with existing literature findings.

This chapter will take a step back from the statistical results and try to explain those outcomes in real-world scenarios, i.e., Nepalese skilled and educated professionals' intention to migrate abroad. Therefore, it will explain the overall findings in a more layman's perspective and try to bridge the gap by connecting the results back to the lived experiences faced by Nepalese skilled and educated professionals, existing body literature "level of support and contradictions", broader social-political, economic, institutional, and educational realities of Nepal as a developing country. Along with that, it will explain the overall hypothesis testing and set a platform for answering the research questions in the conclusion chapter. This discussion chapter will begin with the demographic and descriptive understandings of participants' profiles and responses. After that, it will explain the overall understanding of inferential findings and test the hypothesis. Lastly, it will compare these empirical findings with prior researchers' findings.

5.1. Discussion of Demographic Findings

The demographic profile in this thesis revealed several patterns that are not merely just background information; in fact, they are the meaningful findings for this thesis. These patterns will set the layer for understanding why brain drain in the Nepalese context looks the way it does.

Firstly, the concentration of participants in the younger age bracket might be the first most revealing demographic signal in the overall dataset. Since the majority of the skilled and educated professionals

expressed strong migration intention in their twenties and early thirties, it tells us something more concerning about the Nepalese relationship with its own educated young people. Since this age is mainly connected to developing skills and sharpening knowledge, the intention to migrate for better career, social life, and educational opportunities results not only in a loss of entrepreneurial and creative minds but also affects the overall socio-economic situation. Though it may not trigger any significant impact in the short run, in the long run, it might affect the social integrity, population size, and political dimensions. This thesis is only concerned with their intention to migrate, but their concerns play a crucial aspect to think about. These are the people who are in the initial phase of their careers; they have invested a significant amount of money, effort, and imagination towards their goals. But, when invested with such a level of effort, who are considered as the major workforce with abundant creative minds, energy, and ambitions, have either willingly or unwillingly made an intention to migrate to developed countries, it affects both the individual and the sender country itself. As mentioned earlier, the sender country not only loses the creative minds but also adversely affects the overall socio-economic conditions. Along with that, it might affect the individual's psychological and cultural imbalance, and a fear of being counted as a perpetual foreigner. From this perspective, Nepal might seem like a manufacturing agency where it invests in producing talented young professionals and then watches them leave the country before getting any dividends. Though one might counterargue about the opportunity cost factor of remittances, the cost and benefit analysis between the loss of talented professionals versus remittances needs more robust research and understanding, both in the short and long run. From a remittance perspective, it might be fruitful to some extent, but the remittances come only after the sender sends money from his/her saving. The overall multiplier effects of their expenses abroad, such as rent, food, transportation costs, and other miscellaneous expenses and investments, increase the host country's gross domestic product and other associated economic perks. This might lead to a situation where the sender country slowly gets more dependent on a consumption-based model instead of focusing on manufacturing and distributing. It's no surprise that Nepal is already one of the heavily dependent countries on remittances as a percentage of GDP. According to the latest report of World Bank Data (2026), Nepal comes in 6th position globally to receive the highest percentage of remittance compared to its overall GDP, i.e., 26.2%. Meanwhile, the exports per capita for the year 2024 are $41.8 as compared to $347 as imports per capita (OEC Data, 2024). When we see the root cause behind this level of extreme dependency on remittance and an import-based economy, it might hint towards young demographics' perception of their future and the level of societal, political, and governmental support and assurance. From this

perspective, it might not seem only through a migration statistic, it is a generational problem that could complicate the country's situation over time. It's because every young professional who leaves the country not just takes their skills and knowledge but also affects the future innovations, entrepreneurial creativity, and social cohesion.

The educational profile of participants further becomes deeper as the majority of bachelor's and master's holders expressing migration intention abroad challenge the common assumption that brain drain is connected with chasing money. If it were purely from a monetary perspective, we might expect lower-educated and less skilled professionals to dominate the migration intention group. Instead, we found an adverse pattern: the more educated and skilled an individual becomes, the likelihood of migrating abroad. This hints that education and skills training in Nepal, rather than making it a sense of professional belonging and opportunity, we found it is actually a launching pad or manufacturing agent for emigrating to developed countries. Though it might be harsh to claim that, universities and colleges might unintentionally be preparing students more for a global job market instead of focusing on leveraging the domestic market. This might not be because the universities and colleges intend to do this, but due to structural conditions, waiting for graduation upon completion may not match the actual aspirations that it should naturally provide. More importantly, the presence of talented professionals from healthcare, engineering, information technology, and business management is among the most migration-intention-prone groups. Critically, when a country cannot build functioning institutions such as hospitals, digital infrastructure, entrepreneurial and innovation development that not only provide jobs but also provide adequate salary, recognition, and career opportunities, then its talented professionals' intention to migrate abroad seems more likely. What might be even more serious is that these demographics patterns reveal not an evenly distributed form of migration intention, but a targeted loss of its most strategically crucial human capital. And, when the majority of these talented professionals from these crucial sectors are absent, their absence will be felt more severely by the population left behind. The situation might be more chaotic when the actual population struggles to get reliable healthcare, infrastructural development, engineering works, etc. Surprisingly, we found female professionals were more intended to migrate abroad, which challenged the rudimentary male-dominated societies' "i.e., man as bread-winner for the family".

However, this thesis's findings, especially with 85% of the surveyed participants having at least one close friend or family member residing abroad, bring a crucial factor to consider. However, this thesis failed to capture whether these surveyed participants preferred a migration destination that corresponds with their families or friends' current residence or not. But it raises a crucial inquiry

regarding these talented professionals' intention to migrate, such as whether their intention to migrate is actually shaped by their family or friends abroad, or is it solely because of their own internal analysis? This becomes vital from a policy formulation perspective because if these talented professionals' intention to migrate mostly emerged because of the subjective norms, such as social media trends, family, and friends' perspectives, then it might be more challenging to retain them even after a regime change.

5.2. Hypothesis Testing

Hypothesis 1: Economic Push: Migration Intention (Not Supported)

Firstly, the economic factors insignificantly and positively predict migration intention ($\beta = 0.12$, $T = 1.36$, $P = 0.18$); perhaps this might be the most surprising result in this master's thesis. However, this does not mean that economic hardship does not matter at all; it means that when putting all the adopted factors into consideration, economic push alone does not independently drive migration intention. One of the plausible reasons behind this situation might be that economic hardship in Nepal is so widespread and actually normalised that it might have been perceived as background conditions instead thinking as an active driver. From another perspective, most educated and skilled Nepalese professionals might have an adequate understanding that they earn fewer economic perks than their friends abroad. Despite this, what actually stimulates them to migrate abroad might not be just a low pay push but the associated pull factors such as social life, educational quality, and political factors.

Hypothesis 2: Political Push: Migration Intention (Supported)

Political push factors significantly and positively predict migration intention ($\beta = 0.18$, $T = 2.09$, $P = 0.04$), and this is a critically vital finding, and this asks a crucial remark on Nepal's governance. This thesis found that political instability, low transparency, and distrust in leadership are not merely considered only criticisms; in fact, these are active problems of Nepal, which not only bring brain drain but also dampen young professionals' faith in the Nepalese political system. Thusly, this comes with profound implications for Nepalese policymakers and government-level initiatives. More importantly, it is not enough to focus on economic development alone because if the political environment remains unstable and creates a hostile environment for the growth of talented professionals, then they will intend to leave the country despite the economic situation. Therefore,

political reforms must not be seen as an option; in fact, they must be treated as an essential catalyst to retain talented brains within the Nepalese periphery.

Hypothesis 3: Social Push: Migration Intention (Not Supported)

One of the interesting findings in this thesis is that social push not just insignificantly impacts Nepalese skilled and educated professionals' intention to migrate but also adversely ($\beta = -0.06$, $T = 0.61$, $P = 0.55$). As mentioned earlier, like in the economic push, this does not mean that social problems in the homeland are irrelevant. Though social push and migration intention through the lens of correlation analysis was detected as positive and moderately impactful, the regression analysis was found to be both adversely and insignificantly impactful. From another perspective, though Nepalese skilled and educated professionals found difficulty in their profession because of social inequalities, low meritocracy practices, and insufficient social recognition, still these factors are not crucial enough to drive these professionals to migrate abroad. The reason behind this insignificant and adverse relationship is not primarily the painful experience of being discriminated against or being undervalued in their own society that drives migration intention, but rather an imagination or belief of a better and fairer society provided by the developed country.

Hypothesis 4: Institutional Push: Migration Intention (Not Supported)

Similarly, institutional push factors (that combine bureaucracy, nepotism & favoritism, lack of transparency in public services, and complex legal and regulatory issues) did not significantly affect Nepalese skilled and educated professionals' migration intention ($\beta = 0.03$, $T = 0.28$, $P = 0.78$). This brings to nuanced findings that despite the strong descriptive findings (i.e., individual survey statement responses with a mean ranging from 3.76 – 3.96, with a median of 4 and mode of 5 for each statement) and correlation between institutional push and migration intention ($r = 0.64$), we found institutional push holds no unique predictive power. One of the crucial underlying reasons behind this insignificant relationship might be that Nepal is deeply intertwined with rigid political and social complexities that do not operate independently. Since political and social pushes are already accounted for in this model, the institutional push might have very little to add to become significantly impactful. Therefore, it might not be incorrect to say that Nepal's governance failures are best understood as a part of a broader systemic crisis instead of accounting for singular factors such as institutional push as a separate and unique driver of migration intention.

Hypothesis 5: Economic Pull: Migration Intention (Supported)

Economic pull factors were found to positively and significantly predict migration intention ($\beta = 0.23$, $T = 2.01$, $P = 0.04$). This suggests that the stronger the Nepalese skilled and educated professionals' belief that their desired country provides better jobs, higher income, and better financial stability, the intention to migrate increases positively and strongly. And this might be the most straightforward and expected outcome of this master's thesis. Every year, thousands of Nepalese professionals leave Nepal for several developed countries where they earn better salaries than in Nepal, and their career progression is more transparent and follows a meritocracy system.

Hypothesis 6: Political Pull: Migration Intention (Not Supported)

We found political pull factors failed to become adversely and insignificantly impactful on the migration intention of Nepalese skilled and educated professionals ($\beta = -0.09$, $T = 0.92$, $P = 0.36$). The adverse "-0.09" seemed, technically, a very low impact, which is not statistically distinguishable from zero. This means that good governance abroad is irrelevant to Nepalese skilled and educated professionals. In fact, it might be a basic expectation or already taken into consideration before thinking of migrating to developed countries because they are developed due to their stable political environment. Thusly, political pull factors hold no unique predictive power on Nepalese talented professionals' migration intention. More importantly, when every desired destination holds no unique political differences, then Nepalese skilled and educated professionals' intention to migrate loses its power to impact significantly.

Hypothesis 7: Social Pull: Migration Intention (Supported)

Among the adopted eight predictive factors impacting the migration intention of skilled and educated, social pull was found as the single most powerful predictor ($\beta = 0.33$, $T = 2.53$, $P = 0.01$). It might be the most thoughtful and provoking findings for this master's thesis. It is because we thought the economic factor and the educational factor might be more decisive before the social pull factor. Also, it tells us that what skilled and educated professionals in Nepal desire from their destination country is not limited to the economic perks, such as better salary range and financial stability. They treat

societal values even more strongly than economic pull factors, and prioritise merit-based practices, unbiased characterisation of their backgrounds, better social and healthcare services, etc. In fact, the meritocracy statement "i.e., 1st statement: Societies that value meritocracy practices over personal connections" was detected with the mean value of 4.16, with the lowest standard deviation among the entire statements (0.98). This suggests that this was both the strongest and most uniformly agreed-upon aspiration by the surveyed participants. This deeply resonates with the Nepalese social context, where discrimination based on caste, ethnicity, gender, and personal connections often becomes the decisive factor for hiring and promotion instead of qualifications and skills. This might be the reason why these professionals desire a fair and inclusive society abroad, which is the most powerful reason to migrate. Secondly, the majority of its living and behavior is directly and persistently connected, i.e., in an everyday routine type, with the societal values and norms. This might be the reason why social pull factors were found to be more crucial compared to economic pull factors.

Hypothesis 8: Educational Pull: Migration Intention (Supported)

Lastly, educational pull factors were found to have marginally failed to become significant, though positively influential on migration intention (β = 0.22, T = 1.90, P = 0.06). From a statistical perspective, though it failed to become significant by just one percent, its impact (β = 0.22) holds a meaningful impact in the real world. It suggests that the attraction for better universities, research institutes, globally recognised degrees, and professional training abroad does hold a crucial importance. Therefore, its findings need to be cautiously interpreted because it is not true that educational pull does not matter, but due to accounting for the other seven factors within the model, educational pull factors hold comparatively less power. For instance, for a study focused on groups rather than job-seeking individuals, recently enrolled students or research professionals, educational pull factors might act as a stronger predictor than economic factors, and may be social norms and values.

Table 12: Hypothesis Result

Variable	(β)	T-Stat.	P-v	Remarks
Economic Pull	0.23	2.01	0.04	**Supported**
Economic Push	0.12	1.36	0.18	Not Supported
Educational Pull	0.22	1.9	0.06	Not Supported
Institutional Push	0.03	0.28	0.78	Not Supported

Political Pull	−0.09	0.92	0.36	Not Supported
Political Push	0.18	2.09	0.04	**Supported**
Social Pull	0.33	2.53	0.01	**Supported**
Social Push	−0.06	0.61	0.55	Not Supported

5.3. Comparing with Existing Literature

The findings of this master's thesis align with and contradict the existing body of research on brain drain and migration intention in a meaningful way. Our paper found that among the push sub-dimensions, political push emerged as the most crucial predictor of migration intention, followed by the economic push. These findings are consistent with Urbanski's (2022) findings. Urbanski's comparative study of migration in two European countries, Poland & Romania, concluded that political push factors hold the highest effects in both studied countries. Political conditions such as poor governance, unfair legal systems, and corruption are the strongest forces behind driving people away from their home countries. We also found that political instability, corruption, and governance credibility are the primary push force among Nepali skilled and educated professionals to create positive migration intent. Similarly, Udeorah and Odiche (2025), studied about brain drain in Nigeria and African countries, and they identified that political instability, poor governance, and inadequate institutional frameworks are the crucial push factors that push professionals to migrate abroad. Our paper found that, within the institutional push, while positive, but with modest impact on migration intention, yet these findings are consistent with Udeorah and Odiche's (argument) that institutional weakness often happens in combination with political dysfunction instead of taking it individually. Similarly, in the context of Nepal, we have found that institutional and political dimensions within the push factors were found deeply interrelated; thus, we support Udeorah and Odiche's findings. Likewise, the adverse effect of the social push factor remained as an unexpected finding, due to which it requires cautious interpretation in comparison to the prior researcher's findings. Aktar and Islam's (2025) study on youth migration in Bangladesh found that social pressures and peer migration demonstrate a bandwagon impact where seeing others leaving intensify to migrate abroad. But our paper found contradicting findings. One of the plausible reasons behind this might be that when other push variables, such as economic, political, and institutional, are taken into consideration, then the individual effect of social push might have almost a negligible impact on migration intention. From

another perspective, Nepalese skilled and educated professionals might feel social frustration mainly from the effects of economic and political failure rather than experiencing social pressure as a means of migration intention factor.

In the context of the most surprising result of this master's thesis is the social pull factor, which emerged as the strongest predicting factor, and even outperforms the economic pull factor. This is a particularly nuanced result when we compare it to the existing literature. Urbanski (2022) found that economic pull factors were the most significant pulling factor for migration intention of Polish and Romanian individuals, which might be slightly deviating findings as compared to our findings. It's because Polish and Romanian migrants are already within the European region, where wage comparisons might be more tangible and immediate in nature. Meanwhile, Nepalese skilled and educated professionals are concerned with social recognition, meritocracy practices, and overall quality of life that developed countries provides act as a pulling agent towards migration intention. Indirectly, these findings suggest that professionals from low-income South Asian countries, such as Nepal, migration might not be only concerned with the economic perks; in fact, social pulling factors act even more strongly to make someone migrate. Slibar et al. (2023), who studied brain drain among the Croatian University students and found that pull factors were more important than push factors. They found living conditions and better career prospects for their future were the main pulling factors. But we need to understand that Slibar et al. (2023) studied within the European context and by using different methodologies, such as neural network and Analytical Hierarchy Process. Their core findings, such as quality of living and professional environment for prosper were more crucial factors behind migration intention among young educated people; thus, these findings align with Nepalese skilled and educated professionals.

The educational pull produced by this thesis, though it marginally failed to become significant, still acts as a crucial indicator that is strongly supported by the findings of Aktar and Islam (2025). This study found that Bangladeshi students were mainly attracted because of the funding opportunities, globally recognised institutions, and educational quality. These findings are particularly effective because Nepal and Bangladesh hold similar structural situations, such as a weak domestic higher education system, low research findings, and rarely found institutions that are present in the global ranking system. These might be the reasons why education abroad is considered a potent driving factor for migration intention. Similarly, the adverse effects of political pull seem more counterintuitive findings in this thesis ad needs a careful analysis while interpreting. The study by Vega-Munoz et al. (2025) using a large-scale panel study of 178 countries found that political stability

and the rule of law act as a crucial factor that attracts migrants into the destination country. However, we found the political pull factor to be negatively and insignificantly impactful on migration intention among the skilled and educated professionals in Nepal. However, our thesis's adverse political pull suggests that among the Nepalese skilled and educated professionals, the political environment of the destination country might not be a distinct pulling factor once the model already takes into consideration economic and social pull factors. From another perspective, Nepalese professionals might have taken the political environment for positive migration intention because they might have perceived political pull factors as an expectation instead of an active motivator.

Chapter 6: Conclusion

This chapter will be the last part of this thesis. It will provide a brief revision of the entire thesis. More importantly, this chapter will be more dedicated to providing the answer to the research question. Along with this, it will provide the possible managerial and policy implications to both the government and the organizational level. Lastly, this chapter will end by providing the overall limitations of the thesis and future study recommendations.

This master's thesis investigated the role of push and pull factors impacting the migration intention of Nepalese skilled and educated professionals, grounded in Lee's (1966) Push-Pull theory of migration. Via using a quantitative research design, a structured survey questionnaire was developed with 36 survey statements across nine constructs, where push factors comprising "economic, political, social, and institutional" and pull factors as "economic, political, social, and educational" means. A total of 147 survey responses were gathered, and the analysis was conducted using partial least squares – structured equation modelling method.

6.1. Answer to the Research Question

The findings demonstrated that both push and pull factors positively and significantly impact migration intention among the Nepalese skilled and educated professionals. Together, these two factors explained over 2/3rd (precisely 67.7%) of total variation in migration intention, which strongly validates this push-pull model in the context of Nepalese skilled and educated professionals' intention to migrate. To answer the research question, we found that both push and pull factors collectively exert a substantial impact on the migration intention. From a push angle, political situation at home, such as political instability, poor governance, and corruption, were found to be significant pushing factors. In fact, Nepalese skilled and educated professionals were not found simply chasing higher salaries and better living conditions; they were found more frustrated with the political environment in which they are currently working. From a pull angle, the promise of social recognition, meritocracy,

safety and security, and overall quality of social life (as a social pull factor) offered by the destination country was found to have the most significant impact on the migration intention of Nepalese skilled and educated professionals. Interestingly, the economic pull factor was found second most impactful factor after social pull, which challenges the conventional economic factor dominant in the existing literature. One of the plausible reasons behind these findings might be the level of self-confidence and believe on their qualification and skills of Nepalese professionals that they can easily earn average remuneration that is enough for their survival. Arguably, these talented professionals are more concerned with the society that they are aiming for because once they are satisfied with that social circle, then they might easily earn a respectable income. Lastly, though not significantly, education was still found to be a crucial pulling factor to create positive migration intention because of the facilities such as quality education, grants & scholarships, research and training, etc., provided by the destination country.

6.2. Managerial and Policy Implications

The findings of this master's thesis carry several important and urgent implications for policymakers, local authorities, and organizational managers in Nepal. Firstly, the political push factor was found to be the strongest push factor for migration intention. This suggests that addressing brain drain in Nepal best comes by addressing the political situation and governance mechanisms. More importantly, the cause of brain drain is not mainly associated with economic incentives alone. Though increasing the salaries and job creation programs might be helpful to some extent, the true root cause lies in the political system of Nepal. Thusly, fostering a better political environment that provides stability, negligible corruption, and an action-oriented and transparent governance system can help retain more skilled and educated professionals in Nepal. Therefore, policymakers must act on governance reforms, open and transparent political culture, merit-based recruitment in the public sector, and stable and working policy frameworks, which need to be prioritised. While prioritising these aspects, it is believed that other factors, such as economic, social, and institutional reforms, might arise as a form of domino effect. At the same time, the role of education has clear and robust implications for the Nepalese higher education system. Therefore, the government, along with university leadership, must act in tandem and urgently needs to foster a better environment for research, global academic partnerships, merit-based scholarship selection, and curriculum reformation.

6.3. Limitation and Future Research Recommendation

Though we aimed to produce a limitation-free thesis, it was not possible practically. It is true that *every bean has its black*, and our paper also holds some flaws. Firstly, the sample size was too small to generalise to the whole Nepalese skilled and educated professionals. Subsequently, the adoption of snowball sampling degrades the generalising ability to a similar field of research. The responses were collected through a cross-sectional design rather than tracking how migration intention changes over time as the political, social, and educational conditions keep changing. However, it was not possible to go through this way because of the limited time, the distance gap between the studied location and the researcher's current residence, and monetary factors. Though this thesis implied a PLS-SEM model, which is theoretically sound; however, the absence of mediating factors such as government initiatives, financial feasibility, and visa processes would have somehow impacted the migration intention. Therefore, further studies should incorporate these factors to build a well-rounded model. Lastly, measuring migration intention involves several factors that are more connected with the societal norms and perceived behavioral controlling factors. To extract these factors into the upcoming paper, a mixed-method would best suit to produce a mix of objective-subjective reality to this particular topic.

6.4. Personal Reflection

This thesis is probably the first one we enjoyed the most. The research topic was more captivating and one of the highlighted concerns of our country. We both found this topic more appealing, and somehow, we are also victims of it. But what we knew about this topic before starting the thesis and after we completed it was entirely different. We were somehow blindfolded because we always thought that brain drain meant negative things, and it always harms the sender country's economy, social integration, and cultural balance. We were entirely wrong. Brain drain is not necessarily detrimental for the sending country. It is only ineffective when the country completely lost the connection with the emigrated professionals digitally, emotionally, and physically. Yes, we say junk food is bad, but it is not bad as long as you know what you are eating, how much to eat, when to eat, and what to do after eating. Brain drain is a similar thing; if you as a policymaker know how to connect with your talented professionals, which channel to use, how to encourage them, and how to

leverage the diaspora community, then you can obtain several benefits. More importantly, we learn that the brain is like a bird, and you cannot limit it within a certain cage.

In addition to this topic, we both became more knowledgeable about it, and it also strengthened our friendship. Each of our meetings, "the meeting between us & the meeting between our supervisor," was the best one. But we struggled in some areas, especially during the use of statistical models and their applicability. Additionally, our biggest hurdle was obtaining a sufficient sample size. We still believe that our sample size is far smaller than our estimation. But we enjoyed the survey journey. We knew that our channel of distribution was not effective and we did not have sufficient friends, but we learned the power of “going live on social media, politely requesting, and recommending friends to fill the form." At the end, we learned a new statistical model called partial least squares structural equation modeling using SmartPLS4 software. And we are planning to keep learning more and more and might see our future from a more quantitative perspective. Before starting this thesis, we were a bit afraid of quantitative methods, statistical things, and interpretation, but now we feel it is easier and more effective.

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Appendix

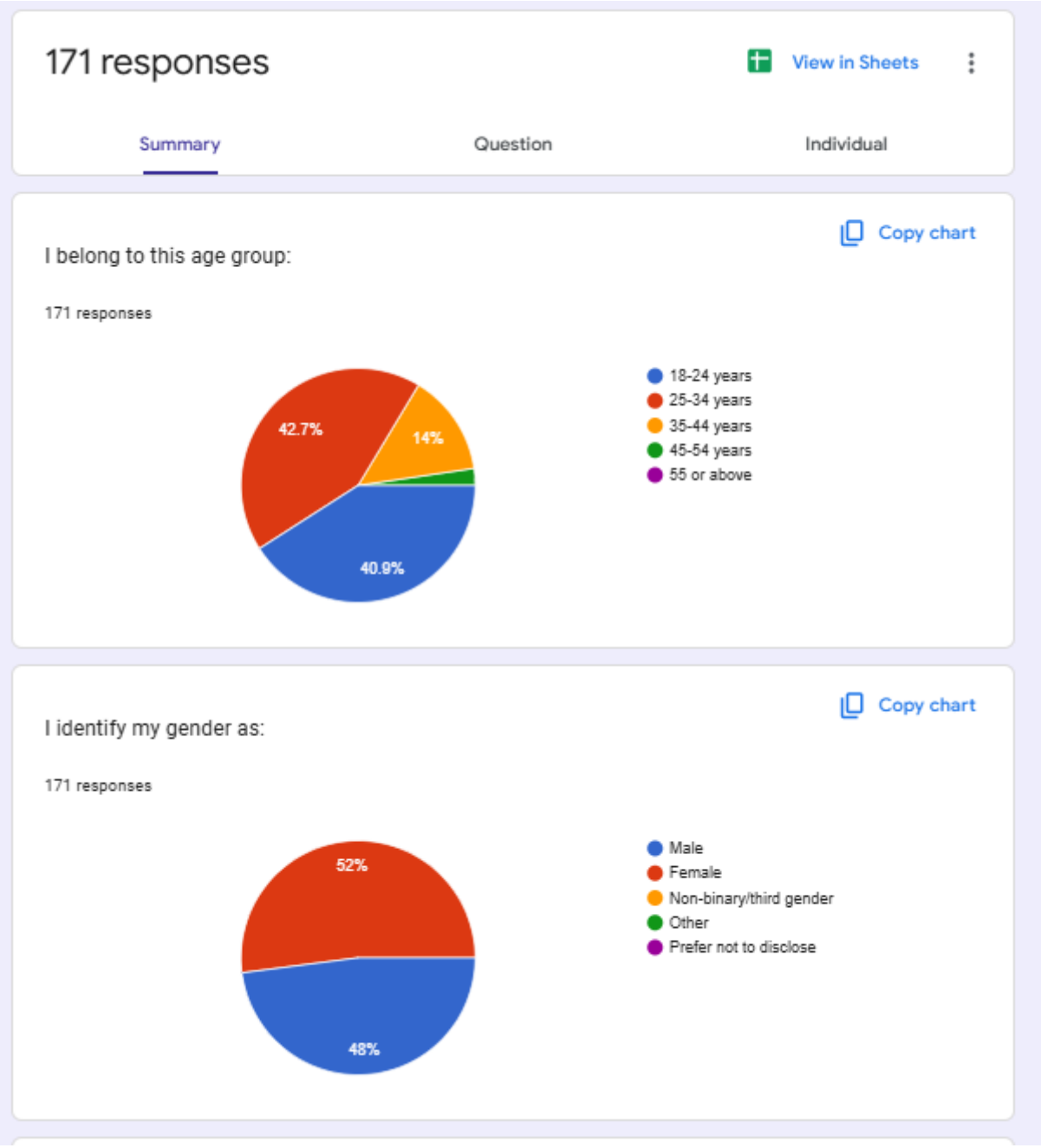
1. Correlation Appendix

Value Range	Remarks

0.00–0.10	Negligible correlation
0.10–0.39	Weak correlation
0.40–0.69	Moderate correlation
0.70–0.89	Strong correlation
0.90–1.00	Very strong correlation

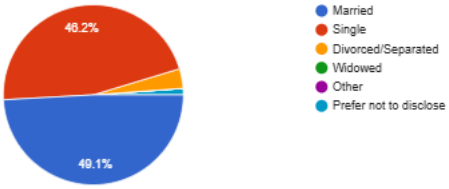
Source: (Schober et al., 2018, p. 3)

2. Survey Statement Response



My current marital status is:

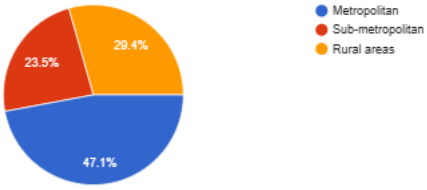
171 responses



Copy chart

The area I currently live in best described as:

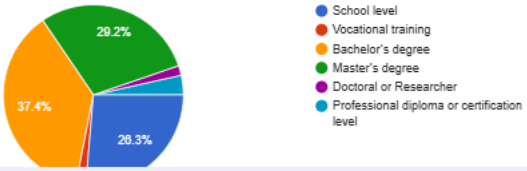
170 responses



Copy chart

My highest level of education is:

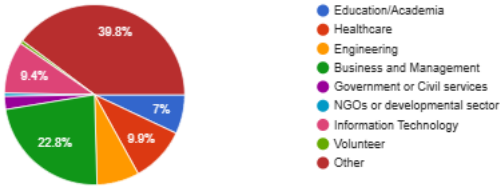
171 responses



Questions Responses 171 Settings

My current Professional sector is:

171 responses



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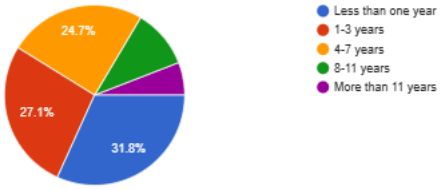
My total year of professional experience is:

170 responses



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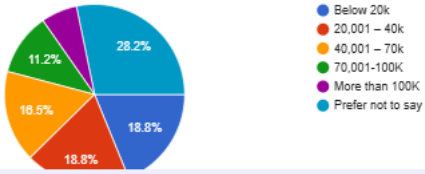
My current disposable monthly income (NPR) is:

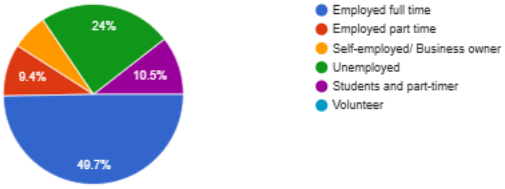
170 responses



Questions Responses 171 Settings

My current employment status is:

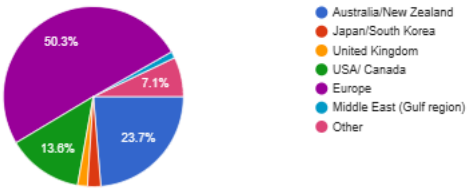
171 responses



Copy chart

My preferred destination country for migration is:

169 responses



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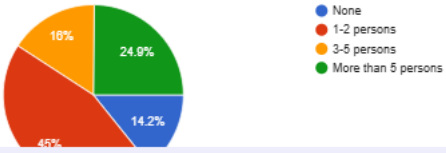
I have my relatives (e.g., parents/siblings/spouse) or close friends who are already living abroad:

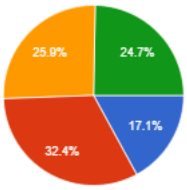
169 responses



Questions Responses 171 Settings

My long-term intention after migrating abroad is:

170 responses

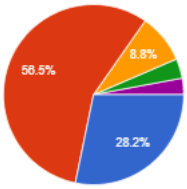


- Settle permanently there
- Work for few years and return back
- Work abroad but keep moving between countries
- Unsure about it

Copy chart

I'm aware about the conceptualisation of "Brain Drain":

170 responses

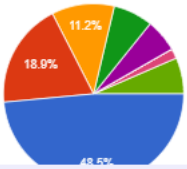


- Strongly aware
- Aware
- Neither aware nor unaware
- Unaware
- Strongly unaware

Copy chart

My primary purpose of planning to migrate abroad is:

169 responses



- Higher-level education
- Job seeking
- Permanent residency
- Research or academic prospect
- Business or entrepreneurial work
- Volunteering
- Family reunification
- Other

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	AG	AH	AI	AJ
1	EPU1	EPU2	EPU3	EPU4	PPU1	PPU2	PPU3	PPU4	SPU1	SPU2	SPU3	SPU4	IPU1	IPU2	IPU3	IPU4	EPL1	EPL2	EPL3	EPL4	PPL1	PPL2	PPL3	PPL4	SPL1	SPL2	SPL3	SPL4	EdPL1	EdPL2	EdPL3	EdPL4	MI1	MI2	MI3	MI4
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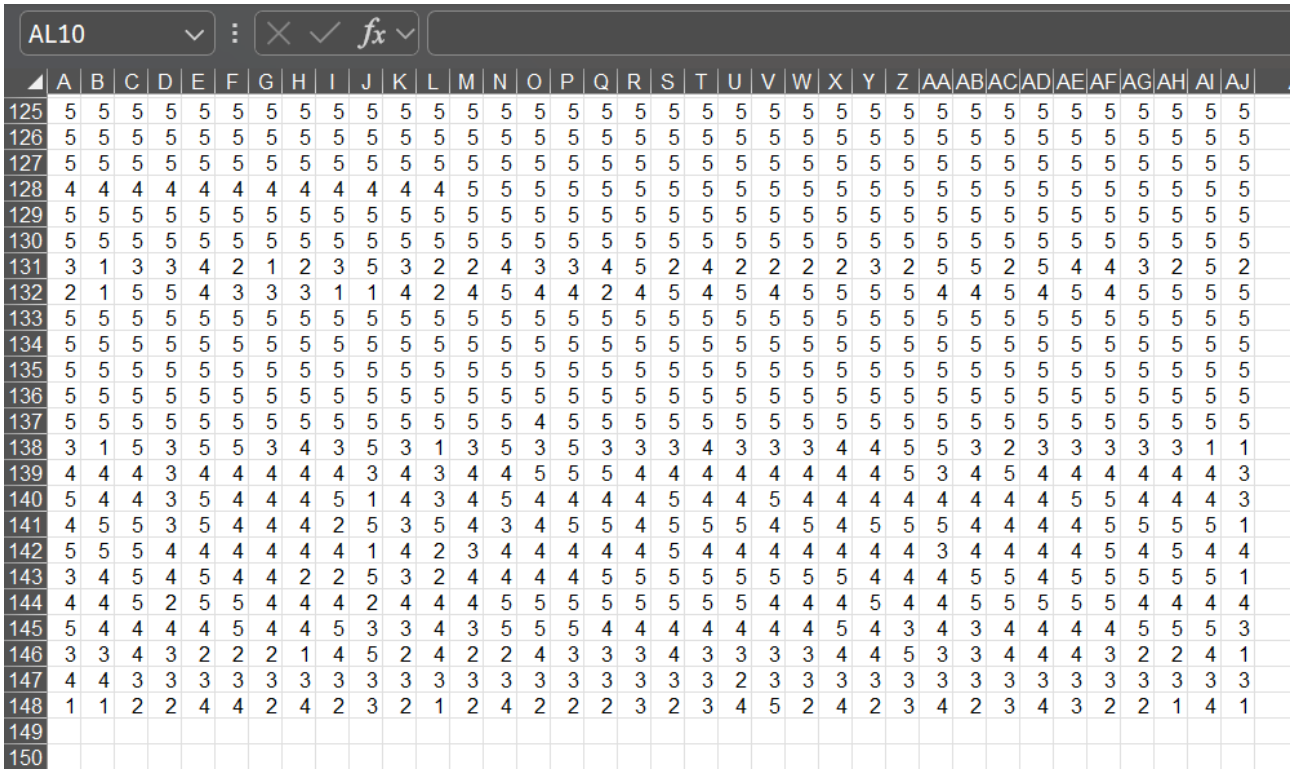

AL10

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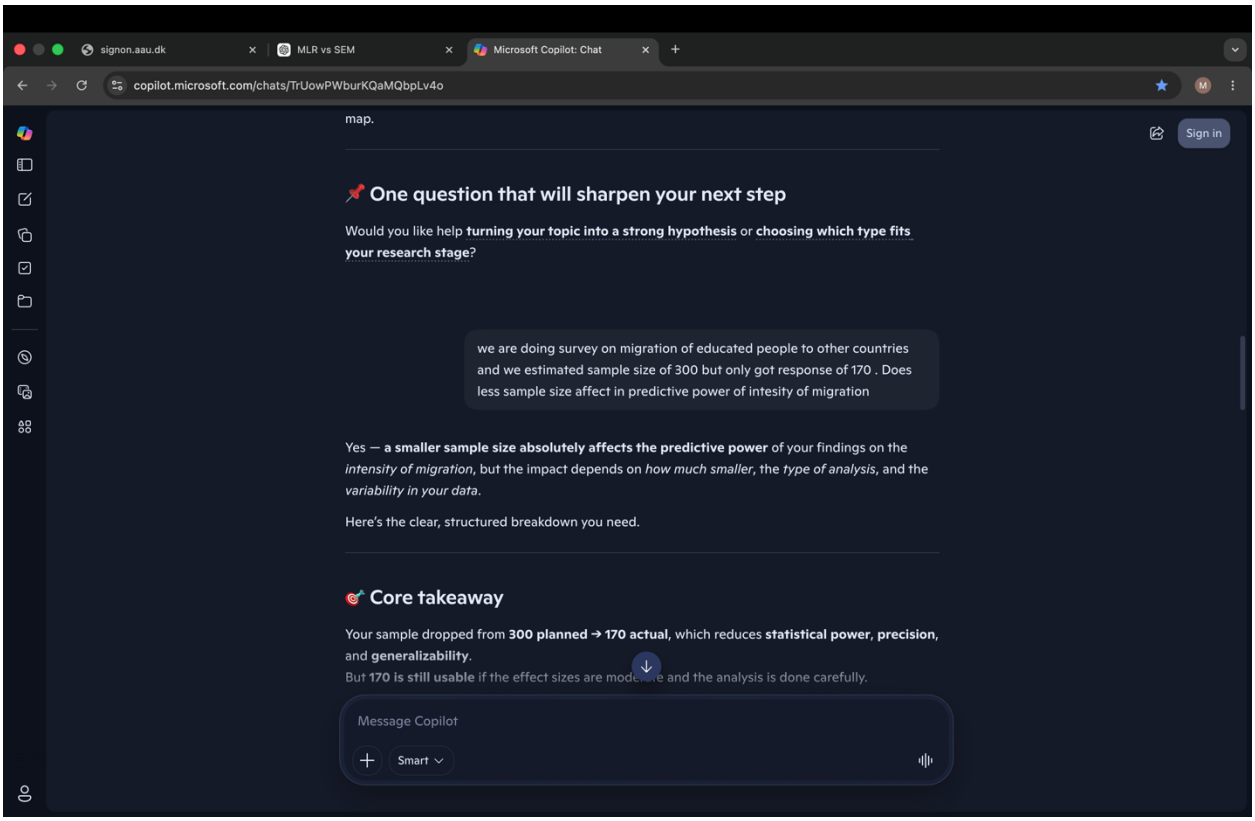
141	4	5	5	3	5	4	4	4	2	5	3	5	4	3	4	5	5	4	5	5	5	4	5	4	5	5	5	4	4	4	4	5	5	5	5	1
142	5	5	5	4	4	4	4	4	4	1	4	2	3	4	4	4	4	4	5	4	4	4	4	4	4	4	3	4	4	4	4	5	4	5	4	4
143	3	4	5	4	5	4	4	2	2	5	3	2	4	4	4	4	5	5	5	5	5	5	5	5	4	4	4	5	5	4	5	5	5	5	5	1
144	4	4	5	2	5	5	4	4	4	2	4	4	4	5	5	5	5	5	5	5	5	4	4	4	5	4	4	5	5	5	5	5	4	4	4	4
145	5	4	4	4	4	5	4	4	5	3	3	4	3	5	5	5	4	4	4	4	4	4	4	5	4	3	4	3	4	4	4	4	5	5	5	3
146	3	3	4	3	2	2	2	1	4	5	2	4	2	2	4	3	3	3	4	3	3	3	3	4	4	5	3	3	4	4	4	3	2	2	4	1
147	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
148	1	1	2	2	4	4	2	4	2	3	2	1	2	4	2	2	2	3	2	3	4	5	2	4	2	3	4	2	3	4	3	2	2	1	4	1
149																																				
150																																				

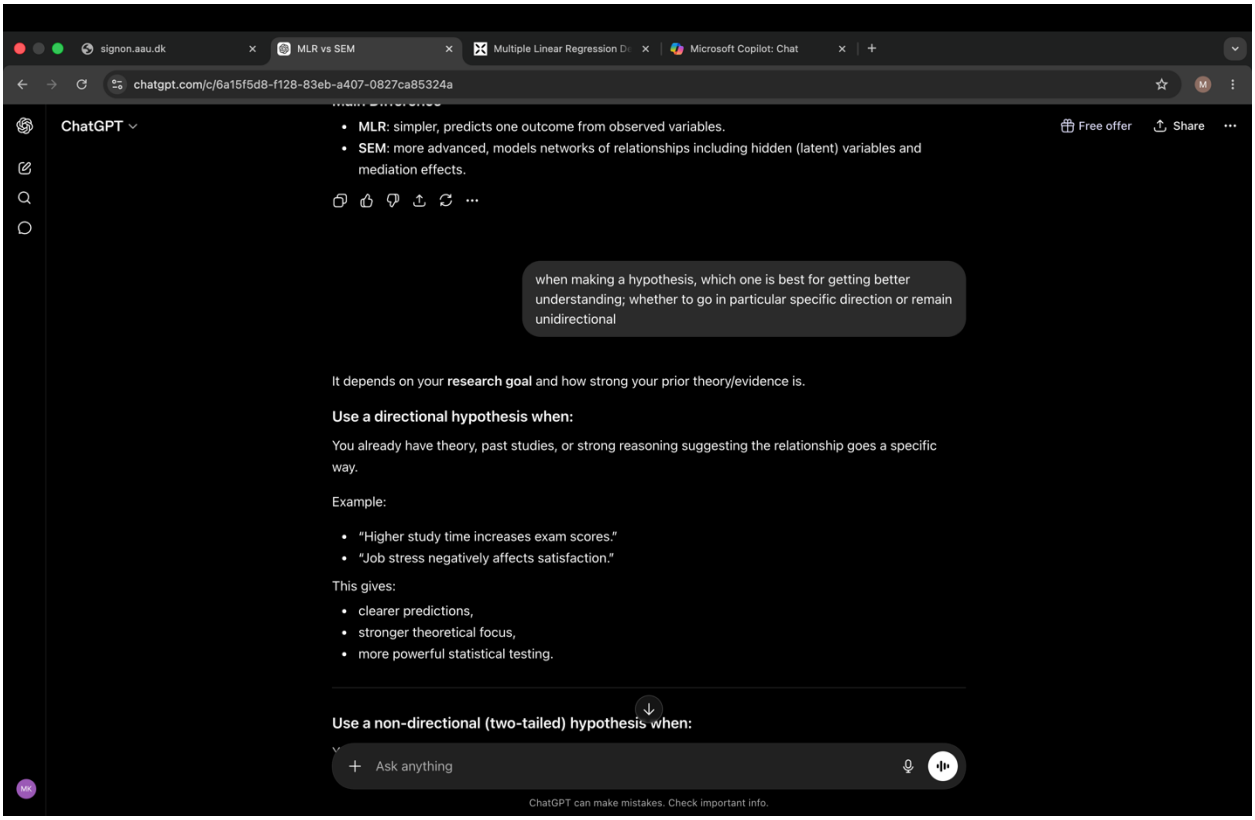
How we use AI in this Thesis:

First and foremost, we used AI as much as we could because we find it superfast, convenient, and reliable for brainstorming, then the conventional techniques such as Google surfing or personal imagination/visualisation.

1) We used Grammarly for grammar correction.
2) The adoption of PLS-SEM analysis was entirely from YouTube videos, SmartPLS4 guidelines, and manuals.
3) We aimed to collect over 300 samples, but we could not do so, and we only had 170 (before filtration), and we were panicking. We used the AI to know the next step with 170 samples:



4) While stating the hypothesis, we had a bit of discussion (more of a clash of knowledge) about whether to do unidirectional or choose a specific direction, like positive or negative, or just state the impact only?



5) We used it in other cases as well, but it becomes too lengthy to fit all in this.
6) We declare that all the writing in this thesis was from us; however, we used AI mainly for four purposes: brainstorming, doubt clearance, understanding new things (especially while using SmartPLS4 software), and structuring the thesis.