

Research Article

ATTITUDE OF FACULTY MEMBERS TO MIGRATION OUT OF COUNTRY: A CASE STUDY OF ISFAHAN UNIVERSITIES

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ABSTRACT

Displacement and migration of people have been done as old as the history of the development of human communities and Reasons and motivations that leads to the formation of different immigration societies. Immigration of skilled manpower and professionals (whether married or unmarried), one kind of migration from developing countries or the Third World, which usually occurs in developed countries and as a social problem that has been the subject of many studies and research. The migration of professionals from developing countries to developed countries occurs to follow the process of globalization and advances in communication and it is considered as an integral part of the globalization of the universities and there were no exception. Experts, competent and committed human capital and migration are each of these groups that have deleterious effects on the economic, social, cultural, political community.

Keywords: *Attitudes, Immigration, Faculty, University*

INTRODUCTION

Migration of experts, especially from developing countries to developed countries is facing with different approaches to the analysis of political, social, economic and even military. In our country, especially after the Revolution, this phenomenon is widespread and sometimes critical, the statistics released by the IMF show that in terms of brain drain among 61 developing countries, it is ranked first (Pike, 2000). Stats are growing exodus of educated Iranians abroad in the period 1973- 1993, so that in this period, the average annual manpower of nearly twelve thousand people emigrated from Iran to other countries (Hosseinejad and Kafi, 2004). Immigration and emigration of scientists and thinkers in general phenomenon as a particular form of this phenomenon, long history dating back to the early centuries of the history of science. However in the last few decades and especially during and after World War II, this figure has a new size, so that it is referred to as a brain drain.

The most important factor when producing a brain drain of skilled and efficient manpower and the first letter in the local economy and global value-added services has become a factor to transfer more wealth to the underdeveloped countries and developing or less developed countries or North Africa. The statistical reports show that in 2009, Iran in 1990 is taught to work full-time professor in mechanical engineering and basic sciences. In addition, if the part-time professors added to these statistics, that the number will increase to approximately four thousand (Torbat, 2002). However, the migration is a topic that has been noted by the elite in social and economic studies, many scholars. The issue for developing countries is vital an issue that it's positive and negative effects on the economies of developing countries can be observed.

Importance of Research

The first and most important effect of migration on countries of origin elites, costs and the destination country, the cost savings are Immigration scholars abroad caused by its loss, because the investment cost is the result of the grant. The second outcome, leaving the younger generation is active and constructive can maximize its power to advance their goals of reconstruction.

Another consequence of the loss of internal growth (national output) is a combination of manpower and capital. The migration of software that is more intellectual, cultural, social, and structural elite and Elite to benefit from the expertise and capability characteristics, are rapidly absorbed by the host countries (Janmardy, 2010).

Research Article

The lack of the internal factors of the research can be mentioned the satisfaction and job security as well as external factors such as not providing basic facilities, corporate facilities and research facilities. The immigration growing among Iranian elite, justify the need to study this phenomenon.

Research Goals

The overall goal of this study was to investigate the causes of social psychological attitudes of faculty members to migrate out of the country.

Minor Goals

1. Review variable role of economic, social and cultural development of the city migrated overseas university faculty
2. Study the factors affecting driving or repulsive inland.
3. Identify the causes of tension or external absorber.
4. Effect of occupational variables.

Background of Research

Hatami *et al.*, (2012) in a study discussed the factors associated with educated girls tend to migrate abroad: A case study of female students attending the overseas Student Centers in Shiraz". Type of survey the study population were selected randomly of 120 female students attending Sending students overseas to centers in Shiraz.

The results show that Factors such as unemployment, lack of sufficient income, given the lack of jobs appropriate to their discipline, Lack of suitable job opportunities, lack of job security, lack of resources, economic crises, absence of scientific research, laboratory, lack of qualified teachers, paying attention to the demands of the educated and respecting their dignity, Lack of success in higher education, women are limited in the choice of a particular academic discipline and restriction of individual freedom, Significantly as driving factors affect the migration of girl students to abroad.

Noori-Hekmat *et al.*, (2009) conducted a study entitled "Factors affecting university students' perceptions of immigrant elites. The results show that strategies for maintaining health experts are considered as important issues such as economic and educational factors as well.

Movahed (2008) examined in this study the relationship between female students tend to migrate out of the country with their cultural characteristics in a survey, 508 graduate and doctoral student at the University of Mashhad and Shiraz have been studied. The results indicate that 5/89 percent and 10.5 percent in graduate school studying was doctor.

Mohseni-Tabrizi and Adl (2007) assessed in a study titled "Assessment of psychological and social factors Effective faculty members of Tehran's willingness to migration, "the results have shown in this study, using a questionnaire survey techniques, data collection is required.

Jawaheri (2005) examined in a study entitled "Factors affecting the students' the tendency to migrate abroad. Lapourt (2005) in an article entitled "brain drain from developing countries described, how brain drain can be converted into wisdom gain "as that Migration to developed countries is high and the demand for it is growing, but the developed countries must strive to immigrants increase the quality and variety of attractions and solutions to attract them.

Aotmeyn (2005) has conducted study, "The role of demographic variables and acculturation attitudes in predicting psychosocial adjustment of migrants in the Netherlands". The purpose of the second generation immigrants' attitudes toward both cultures (source and destination), and demographic variables in this type of attitude is explained. The results of their work show that the acculturation attitudes do not influence directly the mental health, but also indirectly is affected through academic success and work on mental health.

Rodgler (1994) in an article entitled "Cognitive migration and cultural identity development: issues of identity and cultural compatibility between stability" achieved to the results. The migrations are within the cultural collisions of symbols, roles and rules, beliefs and values .

With previous research study can be pointed out that more studies on the causes of migration and the elite was one-dimensional, in this study person's entire social aspects and different angles were unexamined and the whole issue has been a problem, so we are seeing an increase in immigration the elite of the

Research Article

society, and the Authorities have declared a constantly alert. In this study, according to previous studies, researchers have tried to consider the problem of migration of elites.

Theoretical Framework

Everett Lee and the Ravenshtayn have conducted the study using the theories of attraction and repulsion.

Research Hypotheses

1. There is a relationship between age and the propensity to migrate faculty.
2. There is a relationship between gender and faculty tends to migrate.

MATERIALS AND METHODS

Methodology

To select the most appropriate method is the best way to study. We argue that without the proper path and the destination cannot be easily reached to the goal, no selection and use of appropriate research methods cannot be according to scientific principles to achieve this goal (Syed and Abbas, 2001). The research approach is a quantitative survey method.

Population

The present study population consisted of all full-time faculty members of Engineering, University of Najaf Abad branches, Humanities, Basic Sciences and Engineering of the University and the University of Sheikh Bahaei that are a total of 721 people.

Statistical Sample and Sampling

320 Statistical sample using Cochran formula have been identified. This study was conducted with a stratified sampling method.

Methods and Data

Method in this study, the required data is collected using a questionnaire. The questionnaire consists of two parts. The first section contains information on the demographic and employment. The second part is devoted to questions about factors affecting migrations and Data.

Reliability and Validity

Validity was conducted using face validity. The reliability of the measurement scales using the Cronbach's alpha coefficient was performed.

Table 4.1: The reliability of the measures used

Cronbach's alpha coefficient	Number of items	Scale
0/802	14	Attitudes to immigration
0/714	13	Repulsion at the origin
0/864	12	Attractions of destination
0/650	10	Job Satisfaction
0/889	8	Religiosity

Analysis Techniques

Data analysis was performed using SPSS software. Data analysis is done on two levels: descriptive and inferential. In the descriptive and inferential statistics using frequency distribution tables, Pearson's correlation coefficient T test, analysis of variance and multiple regressions were used.

RESULTS AND DISCUSSION

Results

In the study of the social- psychological attitudes of university faculty members to migrate to overseas deals to analyze the data in both descriptive and inferential analyzes that were the descriptive part of the frequency tables, frequency, graphs, The mean, standard deviation and the statistical hypotheses and research questions using statistical tests such as t-test for independent groups and multivariate analysis of variance Analyzed were:

Research Article

A) Demographic Information

Table 5-6: Frequency Distribution of respondents by gender

Percent	Number	Statistic Gender
100	320	Total
60	192	Man
40	128	Female

The results above show that 60% of the respondents were male and 40 percent female respondents that most of the respondents were male with 192 people.

Table 5-13: Frequency distribution of respondents by age group

Percent	Frequency	Statistic Age group
100	320	جمع
5/6	18	34-30 years old
11/3	36	39-35 years old
21/9	70	44-40 years old
16/9	54	49-45 years old
21/6	69	54-50years old
12/8	41	59-55 years old
10	32	60 years old & higher

The above table shows the results of total 320 respondents, 5.6 percent of respondents were in the age group of 30-34 years, 11.3% in the age group 35-39 years, and 21.9 percent of the age group 40-44 years, 16.09% of the 45-49 year age group, 21.6% of the age group 50-54 years, 12.8% of the age group 55-59 years and 10% aged 60 years and older that the age group of 40-44 years has the highest rate and 30-34 years age group have the minimum frequency.

- Distribution of Means and Standard Deviations

In this section, mean, standard deviation, minimum and maximum scores of the variables Examined the results of which are shown in the following table:

Table 5-25: Mean and standard deviation of variables

SD	Mean	Maximum score	Minimum score	Statistic Research variables
7/77	43/57	62	18	Tendency to migration
5/64	44/69	65	25	Repulsion
7/48	45/71	60	29	Repulsion
5/04	33/08	46	15	Work satisfaction
5/48	30/23	40	19	Religiosity

The results of the above table show the mean and standard deviation of variables.

Research Article

- Determine the Distribution

To determine the immigration status of the respondents in terms of orientation, repulsion and attraction of migration, religiosity and job satisfaction on the basis of cut-off at low level, were above average category. The respondents to determine cut-off scores on each of the variables studied were a deviation below the mean at the bottom level, respondents who scores one standard deviation above the mean scores of the participants were determined at a high level and between one standard deviation below the mean and one SD above the mean was the average level. The results are shown in the following table:

Table 5-26: The respondents in terms of propensity to migrate

Percent	Number	Statistic Tendency
100	320	Total
13/4	32	Low
74/4	258	Mean
12/2	30	high

The results of the above table shows that 13.4 percent of respondents have a lower propensity to migrate, 74.4 percent on average, and 12.2 percent had a tendency to migrate up.

Table 5-28: Determine the immigration status of respondents in terms of attractions

Percent	Number	Statistic Attraction
100	320	Total
21/3	68	Low
58/1	168	Mean
20/1	66	High

The results of the above table shows that 21.3 percent of respondents have a weak attraction for Migration, 1/58 of the average level of immigration and 6/20 are at the top attractions.

Table 5-29: Determine the immigration status of respondents in terms of repulsion

Percent	Number	Statistic Repulsion
100	320	Total
14/1	45	Low
76/9	246	Mean
9/1	29	High

Research Article

The results of the above table shows that 14.1 percent of respondents with weak repulsion for migration, 76.9 of the average level and 1/9 percent of repulsion for migration are high.

- Research Hypotheses

The first hypothesis: there is a meaningful relationship between age and the propensity to migrate faculty. Pearson's correlation coefficient was used to address the hypothesis that the results are shown in the following table:

Table 5-31: A correlation between age and the propensity to migrate

Significance level	Correlation coefficient	Statistic Variable
0/03	-0/12	Age - tendency to immigration

The above table shows that there is a significant negative correlation between age and the propensity to migrate.

Second hypothesis: the relationship between gender and the propensity to migrate faculty (difference) is significant.

To compare the difference between respondents' propensity to migrate by Hometown T- test was used for independent groups. The results are shown in the following table:

Table 5-32: Compare of respondents in terms of propensity to migrate by gender

Significance level	T amount	SD	Mean	number	statistic variable
0/59	0/54	7/65	43/76	192	Man
		7/96	43/28	128	Female

The results show that among respondents in terms of propensity to migrate there were no significant differences by gender.

First hypothesis: There is a meaningful relationship between age and the propensity to migrate among the Faculty members.

The results above suggest the hypothesis that there is a significant negative correlation between age and the propensity to migrate. Which expresses the fact that the people who come to the stage of maturity and perfection coinciding with the passing of youth and age 40 and older, are more likely to have migrated to foreign countries. To determine the Hypothesis to explain these results, it can be stated that with the age there is a significant positive relationship between academics with experience looking for the new things. To get out and experience things beyond the boundaries even migrated to other countries. According to information dissemination among foreign and sciences to other learners important factors that cause people over 40 years to migrate, these people have a greater tendency to do it, the results of the investigation of Salehi (2006), Jawaheri (2005) and Aotmeyn (2005) are consistent.

Second hypothesis: there is a significant relationship between gender and the propensity to migrate faculty (difference).

Results show that the tendency among respondents in terms of immigration, there is no significant difference by gender. This hypothesis can be stated in explaining the migration of educated men and women has no difference and in both groups there was a similar attitude, and there is no gender effect on non-biased migration. The present results are consistent with the results of Jamali (2002), Mohseni-Tabrizi (2007), Salehi (2006). In addressing this hypothesis would be to climb the social culture in human relations with any kind of gender among, Iranian families in the education of their children view both for the boys and girls, this has caused social and cultural differences in terms of gender in the propensity to

Research Article

migrate among educated people, since the women in the family are as the primary socialization agents for children, it seems that they could have a role in their migration and other family members. The Academic Board of the university, especially women's attitudes towards immigration and migration universities have a positive affect and it does no matter with the perspective of men. Because they claims to equality and equal rights with men in the bloom and want to improve their lives.

Conclusion

Based on the results of this study and the results of similar studies in this field and related fields are obtained, it can be concluded that: Repulsion and attraction factors are important in attitudes to immigration and elite members of the Academic Board.

As with the overall aim of the research results are consistent with the assessment of social psychological attitudes of university faculty Migration abroad, also a part of the research objectives, the changing economic, social and cultural development of the city migrated overseas university faculty, or propulsive thrust of the border effectively, identify causes tensile or catchy effective extraterritorial effect variables and employment is direct relationship. In other words, to create attractive conditions in various areas of economic, social and cultural rights in the country would prevent the migration of any country are considered to return the scientific capital of the elite. So the issue for the Ministry of Science, academic institutions and the role of vocational training in various fields such as nano-science elite forces, nuclear sciences, medicine, Basic Sciences and Humanities and Sciences, Engineering, etc. are responsible for the care and special needs of teaching. We should try that this issue be addressed effectively at the University Data, How to preserve and prevent migration of the elite, what is the scientific return on investment to the country.

Now some experts and scientists from foreign countries that are Iranian scientists thought outside the country.

Limitations

1. The major limitation of this study was the lack of easy access to the sample. Because of the coincidence of scientific research universities in the summer and traveling members of the Board.
2. Research on Statistical Society (University of Isfahan) and its extension to other communities have taken precautions must be observed.

Suggestions

A. Practical Suggestions

1. According to strengthen infrastructure development including development of scientific capacity of universities
2. The needs of communication, scientific research and preservation of local experts and National Iranian specialists abroad and strengthen ties between the position of transparency in the process of global development.
3. Policy, Planning, Monitoring and Evaluation of Board members support the academic elite, especially in the field of applied research.
4. The use of incentive mechanisms in order to prevent attracts elite immigration.
5. Pay more attention to academics and reinforce their status and position in the country.
6. The proportion of revenue measures to academics in other types of liability and other components.
7. Policy and Planning at the fair and appropriate distribution of facilities and as regional resource centers in deprived areas and less developed especially to prevent their migration.

B. Research Suggestions

1. Attitudes of Academic Board and its comparison with other campuses of the University.
2. Attitudes to immigration and other demographic and social variables, especially in the realm of politics.
3. Recommended push-pull factors of immigration as an issue of particular interest to the majority of universities and Practical approaches in the conference and conference information.
4. Comments on the guidelines provided by experts and professors of the causes of migration among educated people and avoid the problem of social, political and cultural.

Research Article

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