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Factors that South African Master of Business Administration students consider when contemplating emigration

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Factors that South African Master of Business Administration students consider when contemplating emigration

Andrew Drummond

A research report submitted to the Faculty of Commerce, Law and Management, University of the Witwatersrand, in partial fulfilment of the requirements for the degree of Master of Business Administration

Johannesburg, 2014

ABSTRACT

Migration is an emotive and multidimensional topic. The factors influencing the decision to migrate are covered in detail in literature dating as far back as Ravenstein in 1885. Skilled migration gained common acceptance in the 1950s. 'Brain drain', as skilled migration is now commonly referred to, is a term coined by the British Royal Society describing the phenomenon of the transfer of technology: 'It refers to skilled professionals who leave their native lands in order to seek more promising opportunities elsewhere' (Kwok & Leland, 1982; p.91).

This research explores the factors that South African Masters of Business Administration students consider when contemplating emigration. A mixed methods approach was undertaken. 237 students studying at the University of the Witwatersrand's Wits Business School (WBS), which forms part of the Faculty of Commerce, Law and Management at the University of the Witwatersrand, were surveyed, with 138 surveys being used in the final statistical analysis. A focus group, comprising six current MBA students from WBS, completed the quantitative component of this research

The findings of the research determined that, of the thirteen 'push' and 'pull' factors initially identified in the literature review, five factors are most influential in the decision of skilled migration of the research respondents. These factors are 'economic opportunities', 'career opportunities', 'political instability', 'safety and security' and declining public and commercial services'.

Of the five factors, financial and career advancement were the most influential. It is plausible that, given the nature of the MBA and the motivation to complete a Master's degree in business, financial and career advancement are complementary migration factors and are key drivers in the decision-making process of the respondents.

DECLARATION

I, Andrew Drummond, declare that this research report is my own work except as indicated in the references and acknowledgements. It is submitted in partial fulfilment of the requirements for the degree of Master of Business Administration in the University of the Witwatersrand, Johannesburg. It has not been submitted before for any degree or examination in this or any other university.

Andrew Drummond

Signed at ……

On the …….. day of …… 2014

DEDICATION

“Je pense, donc je suis.” René Descartes

To my parents, Malcolm and Rosemarie Drummond: thank you for your unwavering support, encouragement and love.

To my brother Iain: you are never far from our thoughts.

Nicole, you inspire me.

To Conrad Viedge: your guidance and insights have been invaluable throughout my time at Wits.

Rhapsody and Maximus – to wet noses and wagging tails

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To Professor Stacey: thank you for assisting with the statistical analysis, specifically the Shotgun Stochastic algorithm used in my research.

To the lecturers that allowed me the opportunity to present my research in their lectures to their students: thank you. To all the MBA students studying at the Wits Business School who participated in this research: thank you for taking the time to complete my research questionnaire.

In closing, I would like to thank the participants of the focus group: your first-hand account of an emotive subject gave me invaluable food for thought.

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CHAPTER 1: INTRODUCTION

1.1 Purpose of the study

The purpose of this research was to identify and assess the relative importance of the factors that MBA students consider when contemplating whether or not to emigrate from South Africa.

The subjects of this research were students studying towards a Masters of Business Administration (MBA) degree at the University of the Witwatersrand's Wits Business School (WBS), which forms part of the Faculty of Commerce, Law and Management at the University of the Witwatersrand.

1.2 Context of the study

"People migrate because they perceive their environment as inadequate in terms of what they desire or deserve. The more deserving they consider themselves the more likely they will be to leave a suboptimal environment in search of one in which they will be appreciated – through recognition or pay – and where they can develop their potential, live securely, work towards their goals and enjoy standards with which they align themselves."

Waller, 2006; p.1

The emigration of skilled workers directly impacts a country's regional and global competitiveness. In the World Economic Forum's 2012-2013 Global Competitive Report, South Africa slipped from 50th in the 2011-2012 rankings to 52nd in the 2012-2013 ranking (World Economic Forum, 2013).

A skilled workforce is a key component of economic growth and development. Brain drain is a major concern as it negatively impacts economic growth; lacklustre economic performance could lead to social unrest and an increase in skilled workers' propensity to emigrate. In a 2012 report released by the World Economic Forum and Deloitte Touche Tohmatsu, it is estimated that, as a result

of a global shortage of skilled workers, 10 million jobs cannot be filled. The result of this skills shortage has seen companies delaying or abandoning growth plans, hiring overqualified candidates or importing labour and, in some countries, labour shortages have led to higher wages and inflation (Cancino, 2012).

“Skilled migration is unambiguously detrimental for those left behind.” (Docquier & Marfouk, 2005. p. 3.)

Skilled emigrants from South Africa migrate to five major recipient countries: the United Kingdom, the United States of America, Australia, Canada and New Zealand (Kaplan, Meyer & Brown, 1999; South African Institute of Race Relations, 2012).

1.3 Problem statement

1.3.1 *Main problem*

The main problem of the proposed research is to identify the relative importance of the factors MBA students consider when contemplating emigrating from South Africa.

1.4 Significance of the study

This research aims to understand the relative importance of the factors MBA students consider when contemplating emigration giving current and/or potential employers, as well as politicians and policy makers, the knowledge required to address concerns within the current skills base or to pre-emptively address emigration factors that future employees may encounter and/or consider.

According to Florida and Goodnight (2004; p.122) published in the Harvard Business Review, the United States global competitiveness comes from one key factor, “the ability to mobilise and harness the creative energies of its people”.

1.5 Delimitations of the study

- This study focused on Masters-level students studying at the University of the Witwatersrand's Business School
- Respondents studying at the business school must hold a management level position within their organisation (not necessarily in a position managing staff)
    - There is no limitation on age, experience or previous qualifications for respondents.

1.6 Definition of terms

Skills based emigration/Brain Drain	Reference to skilled professionals who leave their native countries in order to seek more promising opportunities elsewhere (Kwok & Leland, 1982; p.91)
Emigrate	To leave one's home or country for permanent residence elsewhere for a minimum period of twelve months (The International Passenger Survey, 2013)
Immigrate	To come into a country, of which one is not a native, to take up permanent residence (Penguin Complete English Dictionary, 2006, p.700)
Developing Countries	Low-income and middle-income economies (World Bank, 2013)

Skilled/Highly Skilled	Defined as a person who holds at least a tertiary level education and includes in this individuals who are able to command earnings above a threshold value as highly skilled labour (The Organisation for Economic Co-operation and Development, 2009)
Tertiary Education	Post-secondary education, including but not limited to university education (World Bank, 2013)

1.7 Assumptions

- Respondents gave their opinions and answered questions honestly and openly
- Respondents applied their minds to the questionnaire and reflected valid and generalizable results
- Respondents were assumed to have an understanding of the nature of the terms used in the research questionnaire.

CHAPTER 2: LITERATURE REVIEW

2.1. Introduction

In this chapter, a concise overview to skilled migration has been presented. This is followed by an overview and explanation of the terms commonly associated with the subject by various international bodies, authors and academics in order to succinctly frame the salient points that will be discussed and researched, as well as to highlight that no distinct clarity or international agreement determines what is meant by the terms, ‘skilled’, ‘migration’ or ‘term of migration’.

Many factors contribute to the considerations and final determinants of migration; these factors can be allocated into two specific categories: push and

pull (Kunz, 1973). The following sections address the crux of the research proposal, which seeks to understand what factors skilled South African students consider when making emigration decisions.

Massey, et al., 1993, describe the evolution of migration patterns, in which traditional immigrant-receiving countries such as Australia, Canada and the United States received the majority of their migrants from Europe. Africa, Asia and Latin America are now the dominant 'sending' countries and regions.

A common theory in migration literature is that of self-selection for success. Skilled or economic migrants display unique character traits, examples being: higher levels of ambition, more aggressive and more entrepreneurial minded when being compared to their non-migrating peers (Chiswick, 1999).

Harvey (2011) includes the view that whilst the underlying school of thought is that highly skilled migrants base migration decisions predominantly in economic terms, non-economic considerations may play an equal, or at times, a greater role in the decision to emigrate.

Skilled migrants are fiscal contributors, their departure represents a fiscal loss for those left behind Docquier & Rapoport (2007).

2.2. Definition of topic or background discussion

The origin of the term 'brain drain' dates back to the 1950s and is a term coined by the British Royal Society. The phenomenon was described as an expression of British origin, commonly used to describe one of the most sensitive areas in the transfer of technology; 'it refers to skilled professionals who leave their native lands in order to seek more promising opportunities elsewhere' (Kwok & Leland, 1982; p.91).

The term brain drain was initially used in the context of highly skilled personnel migrating to the United States of America from the United Kingdom (Johnson & Regets, 1998). The context of this definition is supported by the International Organisation for Migration, which has defined the term 'economic migrant' as 'a

person leaving his or her habitual place of residence to settle outside his or her country of origin in order to improve his or her quality of life' (IOM, 2011).

Nivalainen (2004) succinctly defines migration as the movement of a population from one geographical area to another.

These explanations give a broad understanding of the term brain drain and migration but do not, however, precisely define or provide clarity of the terms of exchange: short, medium, long term or permanent, neither does it concisely define or give parameters to the terms skilled, highly skilled or professional.

The International Passenger Survey (IPS) is performed by the Office for National Statistics in the United Kingdom and collects passenger information from between 700 000 to 800 000 passengers per year at ports of entry and exit in order to determine estimates of overseas travel and tourism. The IPS considers any person leaving or entering the United Kingdom for longer than one year as a migrant (Office for National Statistics, 2013).

The United Nations considers a move of longer than two years as permanent (Crush, McDonald, Williams, 2000). For the purposes of this research, any person considering leaving South Africa for a period of twelve months or longer is considered a migrant.

2.2.1 Skilled worker migration

The Organisation for Economic Co-operation and Development (OECD) affirms that there is no internationally agreed definition of the term 'highly skilled worker'. In order to give context to the term, the OECD describes a skilled worker as a person who holds at least a tertiary level education and includes in this individuals who are able to command earnings above a threshold value as highly skilled labour (Chaloff & Lemaitre, 2009).

In a joint survey conducted by the Africa Institute of South Africa and the Southern African Migration Project, 'skilled' was defined as a South African citizen of at least twenty years of age who has matriculated and holds at minimum a technikon diploma or a university-level degree (Waller, 2006).

Skilled migration is a broad and loosely defined term with no consistent definition or measure of highly skilled (Batalova & Lowell, 2007). The authors explain that this gap in literature can be classified into two specific groups: data-related and conceptual, with both of these groups' accuracy and validity being questioned for multiple reasons. These include the fact that international standards are broad and may vary from one region to the next. Once collated, the results often represent cohorts by social and economic experiences instead of a global dynamic picture, information on legality of migration status, return migration and recognition of qualification of migrants.

Carrington & Detragiache, (1999) weigh in on the deliberation and assert that a number of obstacles hinder the accurate understanding of migration on the basis of skill. No uniform system of statistics on the number and characteristics of skilled migrants exist; source countries are not always able to track the emigration of skilled workers and receiving countries have differing definitions of migrants.

2.2.2 Extent of brain drain from South Africa

In a 2008 Synovate survey, 20 percent of respondents had considered emigration as a result of the global recession; this number had dropped to 18 percent in 2009. The survey also found that emigration was most likely amongst South Africans aged 18 to 44, pointing out that this group represents South Africa's current and future skills set (Synovate, 2008).

In South Africa it appears that being able to determine the exact number of emigrants is proving difficult for Statistics South Africa to quantify (Crush, et al., 2000). As it stands, emigration figures are determined by departing citizens declaring themselves as emigrants at their port of exit. In their 2002 study Bhorat, Meyer & Mlatsheni (2002) acknowledge that accurately measuring the numbers of South African skilled migrants is a difficult task given the decencies of the notoriously unreliable data.

Meyer, Brown & Kaplan (2009) determine that more accurate statistics are obtained from embassies and removal companies, or from the final country of

destination as migrants are required to register their arrival with the necessary authorities at their receiving country. The brain drain is not a deluge; it is a gradual and consistent erosion of highly skilled human capital.

Gleason (2013), writing for the online edition of the Business Day, quotes a Reserve Bank of South Africa working paper in which it is noted that between 1989 and 2003, in the region of 120 000 skilled South Africans emigrated.

According to Statistics South Africa, (2011; p. 7) 'The diverse interests in international migration have revealed the pressing global need for reliable, systematic and sustainable data on international migration for evidence-based information on the phenomenon.' However, no accurate statistics are available from Statistics South Africa as to the exact number of skilled migrants leaving South Africa.

2.2.3 Factors that influence migration

Kwok & Leland (1982) describe the initial migration of skilled workers from less developed countries to developed countries in search of improved living conditions, work opportunities and advanced study opportunities. However, it appears that significantly more information is available on the numbers of immigrants than detailed understanding of the actual reasons for migration.

Bezuidenhout, Joubert, Hiemstra & Struwig (2009) conducting research on migration decisions of doctors leaving South Africa, determined that the major migration criteria, applicable to those in the medical field, are: financial, the income tax system, better job opportunities abroad, the high crime rate, better schooling opportunities for their children abroad, racial discrimination, wanted to change immediate circumstances, professional development, personally wanted to experience something new, personal circumstances and feelings of restlessness regarding work conditions.

Goldin (2002) refers to the 'rational choice model' of decision making. The author relates this to migration by explaining that people make the decision to emigrate in order to improve their objective situation. The examples given to

illustrate this point include: earnings potential, an opportunity to exercise greater political or religious freedom and to escape various forms of oppression, as well as the desire to pursue a better future for themselves and their children.

This perspective must be tempered with the view of Luthke & Cropley (1990) who counter this perspective; they state that various studies have brought to the fore the psychological attributes of the migration decision that include: the migrants own skill and a predisposition to seek out thrills, challenges and new frontiers.

The authors wrap up this perspective by declaring that whilst a rational backdrop may be the determining decision to migrate, this decision is also made on the basis of the migrants personality (Luthke & Cropley, 1990).

As previously mentioned, factors influencing migration can be classified into two specific categories: push and pull. The table below outlines the factors categorised in each.

Table 1: Push and Pull migration factors

Migration Factors	Push/Pull Factor
Current cost of living in South Africa	**Push**
Safety and security concerns in South Africa	**Push**
Declining public and commercial services (municipal and national) in South Africa	**Push**
Broad-Based Black Economic Empowerment (B-BBEE)	**Push**
Uncertainty regarding the political future/stability in South Africa	**Push**
Economic (financial) opportunities in the receiving country	**Pull**
Career opportunities in the receiving country	**Pull**
Extended family already living in the receiving country	**Pull**
Established personal and business networks in the receiving country	**Pull**

Further education attainment in the receiving country	**Pull**
Educational opportunities for your children in the receiving country	**Pull**
Long-term opportunities for children in the receiving country	**Pull**
Spousal opportunity to emigrate (work permit/dual citizenship)	**Pull**

Dominance of the economic motive, as observed by Ravenstein, 1885, and summarised as bad or oppressive laws, heavy taxation, an unattractive climate, uncongenial social surroundings, and even compulsion (slave trade, transportation), all have produced and are still producing currents of migration. However, none of these currents can compare in volume with that which arises from the desire inherent in most men to ‘better’ themselves in material respects.

Harvey (2011), in his paper studying emigration decisions among highly skilled British expatriates, found that the main factor influencing the decision to emigrate was job opportunities and with it the increased earnings potential of the migrants in their chosen destination. Simply stated by Harvey (2011), skilled workers will emigrate should their human capital hold greater value in the receiving country. The author continues with the assertion and affirms the view of Kwok & Leland (1982) that within migration literature, motives and determinants of highly skilled migrants are limited.

Sjaastad (1962) studying inter-state migration in the United States, observes that most studies of the time found that a relationship between income and migration exists, with the correlation being in the expected direction. High earnings are associated with net in-migration and low earnings with net out-migration as he termed the two. The author goes on to argue that rational individuals will migrate when greater per capita labour earnings can be expected. Borjas (1999) affirms this observation and notes that international migrants will look to maximise their earnings potential in the global labour market.

Bertoli & Fernández-Huertas (2012), observe that in order to estimate the role income contributes to migration decisions, one needs to understand the earnings an individual can obtain at all alternate locations; the obstacle to this is simply that individuals are observed at one single location

Personal social networks, in the view of Boyd (1989), whilst popular research topics at the time of her research, had been considered important determinants of international migration for a number of years. In fact, research dating back to the 1960s and ’70s centred on the impact social networks played in migration decisions. At that stage, the research had referred to the impact kin and friends had on migration decision-making.

Massey (1987, p.138) describes social networks as ‘binding migrants and nonmigrants together in a complex web of social roles and interpersonal relationships’. The author goes on to describe social networks as ‘conduits of information and social and financial assistance’.

Chain migration is a phenomenon whereby immigrants develop networks of social relationships in order to reconstruct neighbourhoods and communities in their destination countries that mirror the cultural norms and societal expectations of their homelands. These networks and relationships are developed within migrants with a common country of origin (National Geographic Society, 2005).

Bourdieu (2008) looks to expand the traditional understanding of capital; he stresses that it should not be viewed only in the literal financial sense but should, however, be broadened to include cultural and social capital. In his definition of the differences between cultural and social capital, Bourdieu (2008) defines two distinct categories: cultural capital is associated with class and cultural capital cannot be accumulated equally by all. Social capital is the value one gains from personal connections; these could include families, ethnic associations or clubs. It is often the use of both of these types of capital and the information obtained from them that is used to inform the migration decision.

Linked to social networks is the concept of transnationalism, the process whereby immigrants establish and maintain simultaneous social and personal relationships in both their countries of settlement and origin. With the rapid advances in transportation and telecommunication across international borders, it is now much easier for migrants to maintain economic, political, social or cultural relations with those in their native country (Portes, 2003).

Bhorat, et al., (2002) note that a pull factor for South African emigrants in one of the five major receiving countries is the inherent understanding that large ex-South African communities exist in these countries.

Meyer (2001) found that 54 percent of skilled South African migrants have maintained family or personal contact, compared to 37 percent having maintained professional contact with South Africa post emigration. Weiner (1992) notes that, with global networks of communication and transportation, individuals are now afforded more opportunities for migration than they were previously.

The Department of Homeland Security and Immigration in New Zealand affirms that family lineage is a major factor influencing the decision to emigrate. A significant number of immigrants have settled as a result of family ties (South African Institute of Race Relations, 2012).

The declining quality of life, as perceived by many South Africans, is considered a major push factor in skilled migration decisions. Within the ambit of quality of life, factors such as cost of living, levels of taxation, safety and security, public and commercial services and schools all play a contributing factor (Crush, et al., 2000).

In their study, Crush, et al., (2000), noted sixteen specific components of quality of life. These included, but are not limited to, the cost of living, levels of taxation (relative to amounts paid by others), safety and security, and the standard of public and commercial services. This view must be tempered by the observation

of Bhorat, et al., (2002), they make specific reference to a 1998 study by the South African Migration Project (SAMP) in which 65 percent skilled white respondents had said their standard of living had deteriorated since the democratic transition in 1994 whilst the same proportion of black respondents had confirmed their standard of living had improved in the same period.

Botha & Rasool (2011) highlight that quality of life is a consideration for emigration of medical doctors; this includes the future opportunities for their children, which was included in the list of considerations outlined by Crush, et al., (2000). Quality of life appears to be a broad factor and is subjective, depending on the views of authors' and those surveyed.

In the view of First National Bank, the increase in three basic necessities - water, electricity and fuel - have stymied many South African's ability to save and invest. The research from the bank indicates that 73 percent of South Africans do not save money on a monthly basis (Human, 2013).

Political and economic migration decisions are difficult to separate; political instability may impact and negatively affect the earnings potential of a skilled worker in their home country; to then be able to distinguish between the two may not be applicable (Lam, 2002).

In the view of Mattes, Crush & Richmond (2000), skilled workers may, as a result of higher mobility, have a lower threshold in terms of dealing with or being impacted by oppressive governments and disagreeable or unsatisfactory policies. As a result, skilled workers may consider migration to countries that have more attractive political landscapes. Emigration from South Africa can be narrowly linked to the current political landscape; however, in the view of (Meyer, et al., 2010) the phenomenon did not originate as a result of the post-apartheid political changes in South Africa. Emigration linked to the political landscape dates back to the days of apartheid; many skilled migrants left South Africa as a result of the segregation and unjust political landscape in South Africa at the time.

Kaplan (1998) highlights two specific periods in South Africa's past when skilled emigration coincided with major political turmoil, whilst skilled immigration was at an all-time low: the Soweto uprising in 1976 and the 1985 to '86 state of emergency. From this we can deduce that political instability in the country was a major determining factor in South Africa's emigration patterns.

Bailey (2010) tempers this view with the argument that two important factors took place at the same time as the transition in South Africa to a democratically elected government, globalisation and the opening of the country's borders.

In the Grant Thornton quarterly International Business Report, released in the second quarter of 2013, privately owned South African businesses reported that 67 percent of South Africans are delaying investment decisions as a result of the uncertain political landscape. Forty-eight percent view offshore investments as more attractive. Furthermore, 27 percent of business owners are contemplating selling their businesses with 14 percent considering emigration (Nagar, 2013).

According to Engineering News, a survey of 6 000 graduate professionals in South Africa showed that an increased number of respondents are considering emigration and the major factors influencing the migration decision are rising concerns over crime, healthcare and education (Engineering News, 2012).

Career opportunities and the lure of international work experience is a strong migration influence. Rogerson & Rogerson (2000), point out that although a decision to emigrate may be based on career opportunities, this loss of skill may not necessarily be permanent.

Crush, et al. (2000) highlights that internationally recognised quality of South African IT personnel, health professionals and engineers enable emigration in these highly skilled professions.

Poor educational standards, in the view of Botha & Rasool (2011), is one of the

factors contributing to skilled emigration amongst South African doctors. This included schools, colleges and universities and, as a result, created little hope of addressing the skills shortages in South Africa.

However, Crush, et al. (2000) found that skilled South Africans are less concerned with the standards of schooling in South Africa for their children, presumably as skilled workers have the resources available to afford private schooling and healthcare services.

In the view of the South African Institute of Race Relations, the primary concern of South African expatriates is the loss of skilled individuals from South Africa. This belief is illustrated by statistics provided by the South African Council of Educators who confirm that South Africa is the major sending country of teachers to the United Kingdom, the United States, Australia and Canada (South African Institute of Race Relations, 2012).

Respondents of the PPS Graduate Professionals Confidence Index showed little confidence that the education system in South Africa would improve and particular concern when specifically looking at the scarcity of mathematics and science graduates (Engineering News, 2012).

Safety and security, according to Botha & Rasool (2011), remains an influential push factor in emigration decision making. Bezuidenhout, et al., (2009), studying the migration decisions of medical doctors, state that 75,9 percent of respondents cited the high crime rate as a reason for leaving South Africa; the authors conclude that the three major migration influencers listed in terms of relevant importance are financial reasons, local working conditions and the rate of crime and violence in South Africa.

Crush et al., (2000), provide two interesting views on safety and security. In their research of South Africans emigrating, 25 percent of those classified as ‘high’ emigration potential, stated that an improvement in safety in South Africa would influence their decision to remain in the country. In the same research,

the authors make note that in an attempt to understand emigration decisions, most respondents cited the lack of security as a major push factor.

Popular media is besieged with articles, both local and foreign, about crime being a major determining factor in the decision to emigrate. Whilst it is acknowledged that, as a result of the current economic instability in developed economies and the opportunities developing economies now present, many South Africans are returning or considering return-migration; crime remains a push factor in South Africa.

Fourie, (2013), notes that crime is a commonly stated reason for making the decision to emigrate. This view, for both emigration and return migration is corroborated by Donzel (2011), who confirms that many South Africans made the decision to emigrate as a result of the crime rate in South Africa.

The Economist published both print and online versions of an article titled ‘Between staying and going, violent crime and political turmoil are adding to South Africa’s brain drain’. The article provides stark insights into the daily obstacles experienced by South Africans and highlight just how much of an impact crime is having on emigration considerations (The Economist, 2008)

Crime continues to negatively impact both South African businesses, business executives and employees, with 61 percent of respondents in the Grant Thornton quarterly International Business Report reporting having been directly affected by housebreaking, violent crime, road rage or hijacking in the last 12 months (Nagar, 2013). The survey continued with insights into the possible migration considerations, with 84 percent citing crime, 83 percent the current political climate, 58 percent racial discrimination and 54 percent commenting on the poor quality of education and healthcare.

2.3. Research Question

The main problem of the proposed research is to identify the relative importance of the factors MBA students consider when contemplating emigrating from South Africa.

This research question can be formally phrased:

What is the relative importance of the factors that MBA students consider when contemplating emigrating from South Africa?

2.4. Conclusion of Literature Review

In the global context of understanding migration decisions, should employers not understand in detail the determinants of the migration decision, they may find it difficult to attract and retain or entice the return to South Africa of the human capital required to ensure local and global competitiveness.

The literature on migration, and more specifically skilled migration, dates back to at least Ravenstein in 1885, where migration was studied in his paper, The Laws of Migration.

In South Africa we are unable to either determine the actual number of skilled migrants leaving our shores or to accurately determine their final destination or the reasons skilled students may consider when making the migration decision.

Internationally, no uniform understanding governs the terms of either ‘skilled’ or ‘tertiary education’, making it difficult at times to establish the criteria of these two components of skilled migration.

The term ‘skilled’ is relative; in the view of Freitas, Levanto et al. (2012), skill is determined by the receiving country and is not necessarily a globally predetermined set criterion. In the view of the authors, unless demand for a skill exists in the receiving country, a skilled worker may not be in a position to trade on their skill in another country or at another time unless the receiving country requires that skill.

Various determinants influence the decision criteria of skilled workers;

predominant in the literature is the belief that economic considerations are the most influential in making the decision to migrate. Whilst the economic influence is a major determining factor, a number of factors on a global level influence the migration considerations of skilled workers.

CHAPTER 3: RESEARCH METHODOLOGY

The aim of this research is to identify the factors that MBA students consider when contemplating emigration. The research examined students studying toward an MBA at the WBS. Quantitative research was used to answer this question.

This approach allowed the research question to be answered by establishing the relative importance of the thirteen different factors presented as 'push' and 'pull' factors that MBA students consider when contemplating migration.

This methodology will be explained in more detail in the chapters to follow.

3.1 Research methodology/paradigm

In the view of Neuman (2000) and Creswell (2003) a quantitative research method is appropriate for this type of research for the following reasons:

1. The concepts being researched are presented as distinct variables
2. The concepts being tested are systematically established before data collection
3. The theory is causal and deductive
4. Data is collected on predetermined instruments
5. Statistical data is generated.

Quantitative research provides two primary strengths and advantages that benefit this research: the findings of the research are generalisable and objective. It must, however, be noted that the findings can only be considered generalisable when a large population is sampled and the objectiveness of the

results is dependent on the manner in which it was conceptualised and measured (Terre Blanche, Durrheim & Painter, 2009). Creswell (2003) makes the assertion that quantitative research provides an ideal research method in order to identify factors that influence an outcome. Newman (1998) points out that it is generally accepted that quantitative research emphasises a common reality on which people agree.

In the view of Bryman (2012, p. 160), quantitative research will enable a researcher to exhibit a view of the relationship between theory and research, as well as having an objective conception of social reality.

3.2 Research Design

The process followed in order to conduct the research is outlined in detail in the following six steps.

- **Design research questionnaire**

The research questionnaire was designed making use of the information obtained from the literature review. In order to ensure the research questionnaire was intuitive, the research questionnaire was reviewed by the research supervisor, as well as MBA students studying at WBS.

In order to facilitate the focus group, the initial research questionnaire was developed to include results and respondent feedback from the analytical research.

- **Conduct quantitative research**

The research was presented to students studying at WBS either during Group Dynamics (an introduction for first-year students accepted onto the MBA programme at WBS) or during one of their first semester classes. The research questionnaires were handed out for completion and any questions raised by the respondents were addressed by the researcher on either a one-to-one basis or to the entire class.

- **Research questionnaire analysis**

The data from the completed research questionnaires was captured and the quantitative analysis was completed. Insights from this analysis, together with the feedback received on the research questionnaires, were used to conduct the focus group.

- **Facilitate focus group**

The results of the quantitative research were presented to the focus group, along with questions formulated from the analysis of this research.

Focus group participants were encouraged to develop their feedback and insights and, where possible, provide personal experiences specific to the feedback and insights they provided.

- **Analyse focus group qualitative data**

Findings from the focus group were analysed and compared, where appropriate, to the findings of the research questionnaires.

- **Interpret and discuss results**

The results from the quantitative and qualitative methods were analysed, interpreted and compared to the literature review.

Once the data had been collected and collated from the questionnaires, the analysis was carried out using several statistical method of analysis. These included the Shotgun Stochastic methodology, parametric and nonparametric analysis of variance (ANOVA) and Spearman and Kendall ranked correlations

In the view of Stacey (2006), this is an appropriate methodology when analysing partially rank-ordered data.

The researcher was available to respondents to answer any clarifying questions as the questionnaires was completed in class; it is believed that this method of administering the surveys ensured a high response rate.

It is noted that consideration must be given to the number of factors included on

the questionnaire in order to ensure that the survey is not too onerous or difficult for the MBA students to differentiate between the attributes during the ranking process.

By making use of structured, self-completion questionnaires, a number of interviewer limitations are mitigated or removed completely. These include: an interviewer misrepresenting or embellishing what is said, respondents' ability to accurately articulate themselves, researcher presence biasing responses, location and the provision of 'indirect' information by respondents (Creswell 2003; Bryman 2012).

3.3 Population and sample

3.3.1 Population

The population for this research was MBA students studying at the Wits Business School. This refers to individuals who were currently pursuing a degree within the fields of business, commerce and/or management.

No distinction is made between full-time or part-time students or the year of study. In addition, students who had completed their core and elective courses, and who were in the process of finalising their theses, were also included in the research.

3.3.2 Sample and sampling method

For the proposed research, the sample was limited to students studying towards an MBA at WBS. The school represents a spread of educational and work experience amongst the four part-time and two full-time classes. In addition, the respondents' survey results were obtained from a culturally diverse, wide-ranging background in terms of age, experience and income. The number of students eligible to participate in the survey is 447.

Walker (1985) asserts that, by making use of purposive sampling, a researcher is able to select a lesser number of respondents who demonstrate the

behaviour, characteristics and experiences of the broader population that the sample group represents in order to enable a broad comparison. Bryman (2012, p. 418), outlines that the goal of purposive sampling is to sample cases/participants in a strategic way, so that those sampled are relevant to the research questions that are being posed.

3.4 The research instrument

The research instrument to be used was a structured, self-completion questionnaire and comprised 13 factors that the MBA students were required to rank in order of their top attributes. The questionnaire was presented in a closed format, which enabled easier quantitative analysis of the data (Kalof, Dan & Dietz, et al., 2008).

Kalof et al., (2008), point out that surveys are useful for estimating the prevalence of attitudes and behaviours in a population. The authors go on to point out that surveys enable easier collection, comparison and analysis of data.

A focus group was held in order to obtain additional insights into the feedback received from the structured, self-completion questionnaire. In the opinion of Kitzinger (1995) a focus group is a form of group interview. The facilitator obtains data through the engagement and involvement of participants.

“The idea behind the focus group method is that group processes can help people to explore and clarify their views in ways that would be less easily accessible in a one-to-one interview.” (Kitzinger, 1995. p. 299).

The author goes on to explain that when the dynamics in the research group work well together, the participants work alongside the researcher. This collaboration enables the research to develop and often follows unexpected directions (Kitzinger, 1995).

Focus groups can be used to complement a quantitative study. The focus group will assist the researcher illuminate the ‘why?’ or ‘how?’ more specifically than the ‘how many?’ (Sagoe, 2012).

3.5 Procedure for data collection

WBS currently has 237 MBA students registered either in part-time classes spanning the first and second years of study as well as fulltime students.

Students attend lectures on a fulltime basis or either two evenings of the week or on a Saturday morning. Part-time students attend classes for a period of two years in order to complete their core and elective subjects, whereas full-time students complete theirs in one year.

Potential respondents were asked in class as to whether they would be prepared to participate in the research, with the nature and the objectives of the research being explained. The survey was confidential and took approximately ten minutes to complete.

In addition to the verbal explanation of the nature, objectives and confidentiality of the research, potential respondents also received a letter, attached to the research questionnaire, providing a written explanation of the research and an assurance of the confidential nature of the research questionnaire. In order to ensure that respondents understood the terms used in the questionnaire, a glossary was provided to ensure that there could be no ambiguity or confusion when answering the questionnaire.

Bryman (2012) stipulates that the typical characteristics required in a self-completion questionnaire in order to improve the likelihood of obtaining accurate representation of the survey population are:

- That there are fewer open questions, as closed ones tend to be easier to answer
- An easy-to-follow design ensures that respondents do not fail to follow filter questions or inadvertently omit questions
- The questionnaire should be short to reduce ‘respondent fatigue’.

It was found that the questionnaire took no longer than ten minutes to complete. Respondents were required to rank, in order of influence, the factors from one

to thirteen that may influence their decision to emigrate from South Africa.

3.6 Data analysis and interpretation

In the view of Bryman (2012), data analysis allows the researcher, through the use of a number of quantitative research techniques, to test the relationship between variables and to present the results of the analysis. Neuman (2000 p. 313) views the role of quantitative research as “one in which the researcher will need to organise and manipulate the quantitative data to get them to reveal things of interest about the social world.”

The Shotgun Stochastic method of analysis was the primary method of analysis used in this research. The Shotgun Stochastic algorithm allows for ‘Successive guesses at the optimal solution to be scattered randomly around the prevailing best estimate of the population parameters’ (Stacey, 2006, p. 29).

In order to run the shotgun stochastic algorithm, the following steps were carried out, as defined by Stacey (2006, p. 29):

- Start with initial guesses for the item means and item variances
- Both the means and the variances were standardised in order to ensure the variance equalled one
- Simulate the population rank ordering responses by means of a large simulated sample
- The sum of squared errors (SSE) between the observed sample proportions and the simulated population proportions are calculated
- The SSE must be compared to the outcome of previous estimates of item means and variances. If the SSE was less than the previously recorded minimum SSE, then the current guesses became the best estimates of the items’ means and variances
- Introduce uniformly distributed random perturbations to the guesses of the item means and variances until the SSE is no longer reducing with

multiple successive iterations.

In addition to the Shotgun Stochastic analysis, additional statistical methods of analysis were used to either corroborate or challenge the results from the Shotgun Stochastic analysis. The additional analyses were: Analysis of Variance (ANOVA), the Holm method, the Spearman's Rank Correlation Coefficient and Kendall's Tau Correlation.

Analysis of Variance (ANOVA): The ANOVA analysis is used to define whether or not significant differences exist among the means of several groups of observations. The test assumes each group is normally distributed (Scheffe, 1999).

The Holm Multiple Comparisons Tests: The Holm Multiple Comparisons were employed in order to do pairwise comparisons. The Holm Multiple Comparisons is the process of comparing factors in order to determine which factor is preferred (Holm, 1979).

The Spearman Rank Correlation Coefficient: A non-parametric rank statistic that is used to measure the strength of the associations/dependence between variables (Lehmann & D'Abrera, 1998).

Kendall Rank Correlation: The Kendall Rank Correlation measures the degree of similarity and strength of dependence between two sets of ranks given to the same set of objects (Kendall, 1955).

3.7 Limitations of the study

As with any research, it was envisioned that limitations would be encountered in this research and these were expected to be that:

The respondents in the study were limited to one business school, the University of the Wits Business School Whilst.

Respondents were asked to rank 13 factors that may influence their migration decision; it is assumed from the literature that these fairly represent the current

influencing factors of migration.

In the view of Gravetter & Forzano (2012) validity is concerned with the quality or state of being true: is the research able to accurately answer the questions being asked? Reliability is used as a measure of stability and consistency.

Validity draws attention to the integrity of the conclusions developed by the researcher, whilst reliability is concerned with whether the results obtained are repeatable (Bryman, 2012).

The validity of a measurement instrument is the extent to which the instrument measures what it is intended to measure (Leedy & Ormrod, 2005).

3.8 Validity and reliability

3.8.1 External validity

External validity considers whether or not research conducted and the results developed can be generalised beyond the limitations of the context of the research, (Bryman, 2012).

It is acknowledged that the sampling has not been conducted on a random basis as the respondents are all studying toward their MBA at WBS. However, the researcher is of the belief that the population of WBS fairly represent their peers on a national level when considering, race, age, educational attainment, career standing and family considerations, to name a few, when considering the factors that they may consider when contemplating emigration.

3.8.2 Internal validity

Internal validity explores whether a causal relationship between two or more variables exists; in other words, does x cause y and not an unrelated variable not taken into consideration in the research. When exploring causality, the factor that has the causal impact is referred to as the independent variable and

the effect as the dependent variable (Bryman, 2012).

In order for the researcher to place reliance on the data collected for accurate conclusions to be drawn, internal validity considers the cause and effect relationships within the collected data (Leedy & Ormrod, 2005).

The list of attributes proposed is derived from a variety of sources in the literature review as well as sources in the media at the time of the research. Based on this information, it is believed that the proposed research is expected to meet internal validity requirements.

3.8.3 Reliability

Reliability determines whether or not a measurement tool that has been utilised in research is consistent over time and/or is stable.

In order to ensure reliability in this research, the same structured self-completion questionnaire is used for all data collection. It is not possible to test stability in this research as the respondents were asked once to complete the questionnaire, thus removing the opportunity for the research to make use of the test-retest method (Bryman, 2012).

CHAPTER 4: PRESENTATION OF RESULTS

4.1 Introduction

The results from the surveys completed and the focus group facilitated are presented in this chapter in both written as well as graphic representation where possible. The research question sought to understand and explore the factors that MBA students considered when contemplating emigration. This section outlines the results generated from the quantitative (research questionnaire) and qualitative (focus group) completed by students that were studying toward an MBA at the time of the research.

The results obtained were done so anonymously; the MBA students were not asked for or given the opportunity to provide their names on the surveys completed.

The surveys completed by the MBA students were analysed using the Shotgun Stochastic method. Respondents ranked, from one to 13 (one being the most likely and 13 being the least likely), factors that they believed would influence the MBA students considering emigration.

Whilst the names of the survey respondents are not known, the participants in the focus group are known to the researcher; references to their feedback has been given anonymously and represented as ‘Respondent A’, ‘Respondent B’ and so forth.

4.2 Demographic profile of respondents

Demographic information was collected from the respondents; this includes: gender, marital status and whether the respondents have children and if so, how many.

In addition to the demographic information, respondents were asked to provide information on the following areas: in which course they were enrolled, year of study, number of degrees held, as well as highest degree obtained.

With specific reference to migration, the respondents were then asked to rank, in order of importance (one being the highest or most influential and 13 being the lowest), which factors they believed MBA students consider most influential when contemplating emigration.

In addition, additional information was obtained in order to provide insight into the following areas: have they considered emigrating from South Africa, the likelihood of leaving South Africa in the next five years, an option of five international destinations of choice and finally whether or not the respondents believed people decided to emigrate as a result of a once-off trigger event.

4.2.1 Business school students

The surveys completed were distributed to 237 MBA students studying at WBS in both the fulltime and part-time classes graduating in 2015 and 2016.

167 surveys were completed: of these, 29 surveys were excluded as they were not completed in sufficient detail to enable their inclusion in the statistical analysis (the surveys excluded were either incomplete or incorrectly completed). Figure 1: Total Sample Size graphically represents the number of MBA students, the number of completed surveys included in the research and the numbers of surveys excluded.

Additional information on the sample provides insights into the spilt between full-time and part-time students, the year of study (first or second year) of the respondents, gender analysis, marital status, whether respondents have children and the number of children per student, as well as the number of degrees per respondent.

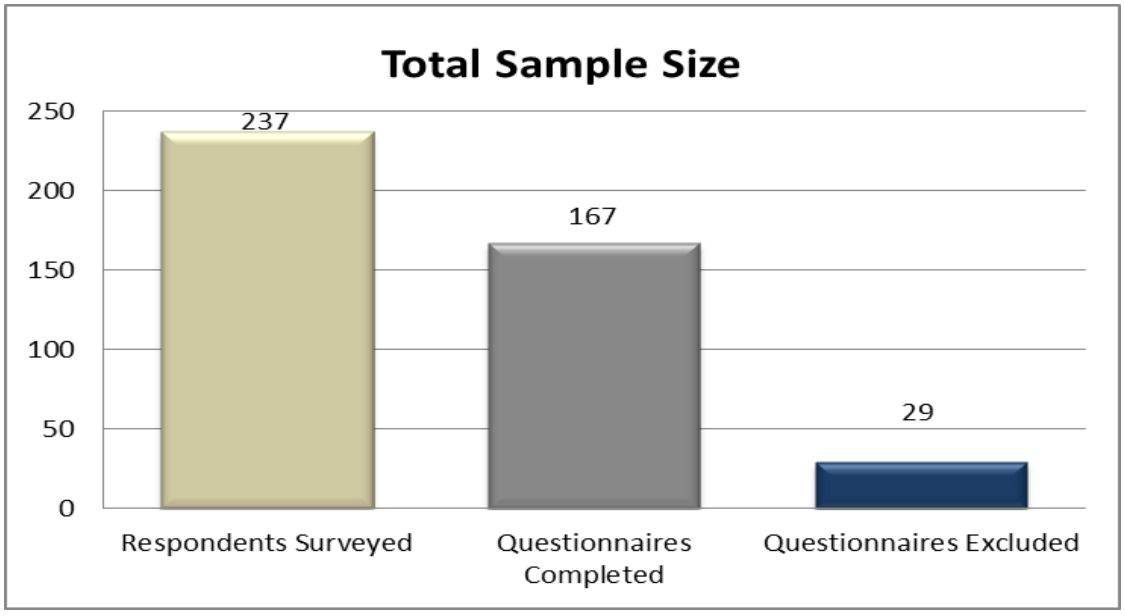


Figure 1: Total Sample Size

4.2.2 Masters of Business Administration course

The respondents were predominantly part-time MBA students, 88 percent were

studying on a part-time basis in comparison to the 12 percent of those studying full time. This was representative of the split at WBS between full-time and part-time students, where 87 percent of the current MBA students are studying on a part-time basis, with the remaining 13 percent studying on a full-time basis.

Figure 2: Full-time/Part-time Students highlights the breakdown between full-time and part-time respondent, as well as the breakdown of full-time and part-time MBA students studying at WBS in 2014.

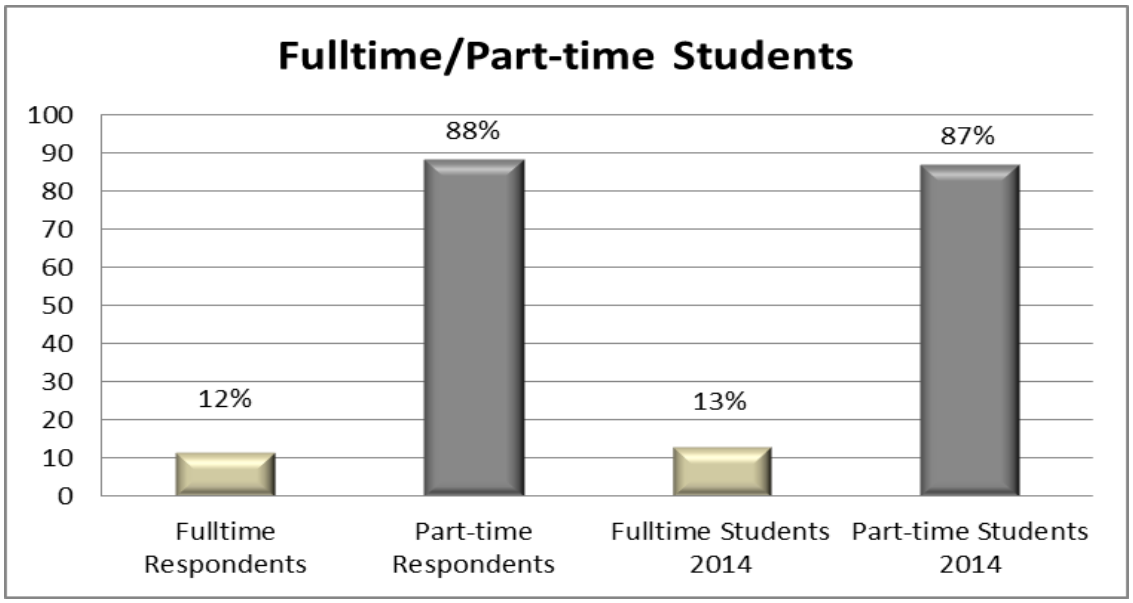


Figure 2: Full-time/Part-time Students

4.2.3 MBA year of study

There is an even split between the years of study. 48 percent of respondents were in their first year of study with the remaining 52 percent in the process of completing their second year.

This split is also representative of the current first and second year students at WBS, where 51 percent are first-year students, 36 percent are second-year and the remaining 13 percent are full-time students.

4.2.4 Gender representation

Male respondents accounted for 70 percent of the respondents, whilst female respondents made up the remaining 30 percent. Figure 3: Gender Representation is graphically represented.

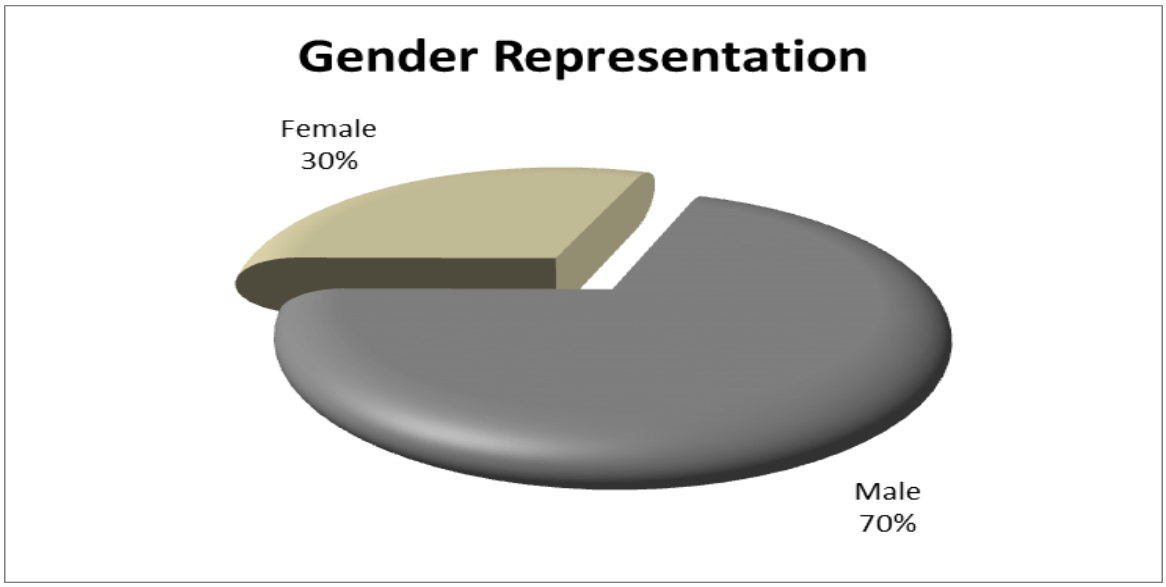


Figure 3: Gender Representation

4.2.5 Marital status

The breakdown between married and unmarried respondents is closely matched. 52 percent were married at the time of the survey with the remaining 48 percent not being married. It was not determined what percent of the respondents had been married and, at the time of the survey, were no longer married. Figure 4: Marital Status graphically represents the marital status breakdown.

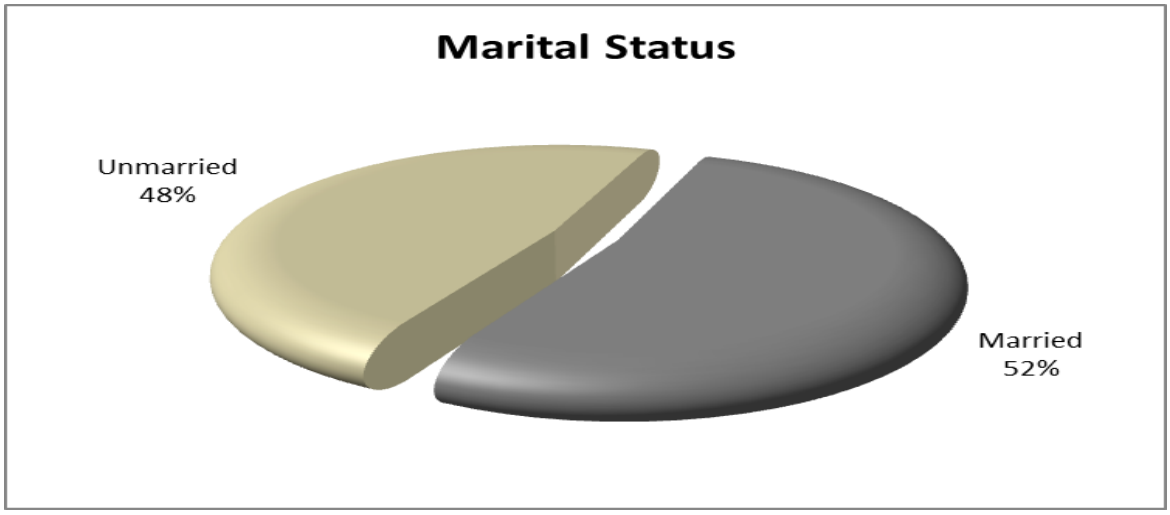


Figure 4: Marital Status

4.2.6 Number of children

The respondents were asked to provide information on their number of children. Sixty percent of respondents surveyed did not have children at the time of the survey, with the remaining 40 percent being parents. The listed figures provide insights into:

- Number of respondents with/without children
- Breakdown of children per respondent.

Thirty-eight percent of respondents with children have one child, 36 have two children, 20 percent have three, four percent have four children and two percent have five or more children. Figure 5: Number of Children graphically represents the breakdown of children per respondent.

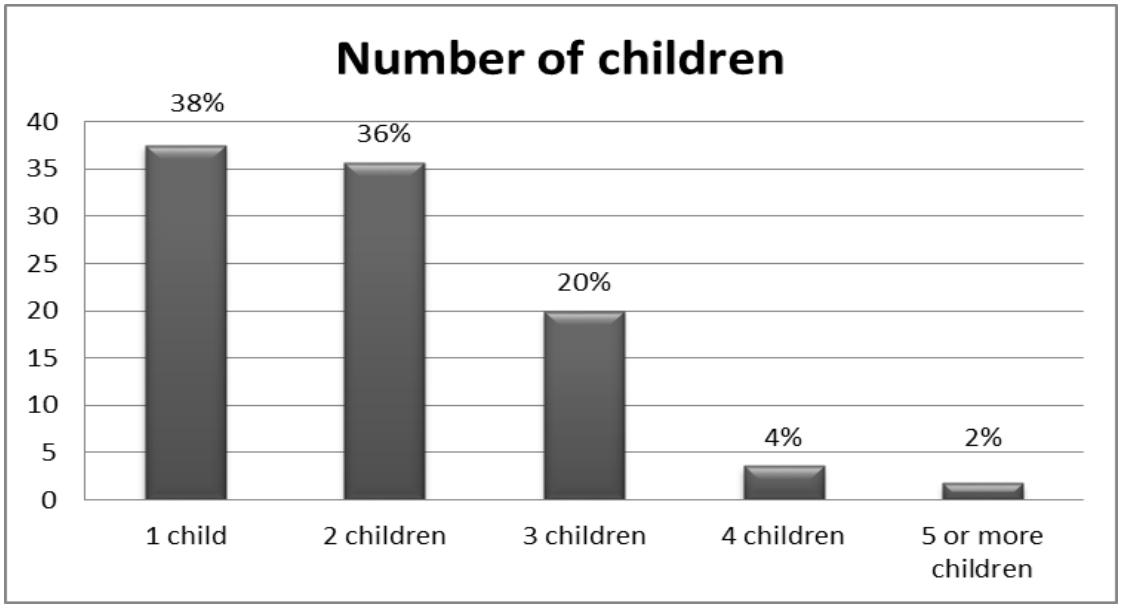


Figure 5: Number of Children

4.2.7 Tertiary qualifications

The respondents surveyed were asked to confirm the number of degrees held as well as what their highest qualification at the time of the survey. The options provided were: not applicable for those respondents with no tertiary qualification through to the maximum option of three or more degrees (it was assumed that the respondents would not list the MBA as a qualification as they had not yet completed the qualification.

Four percent of respondents did not hold a tertiary qualification, 54 percent held one degree and 30 percent held two degrees with the remaining 12 percent holding three or more degrees.

The respondents held qualification across a broad spectrum of areas of study that ranged from Commerce, Law, Management, Engineering and Health Sciences.

The highest levels of tertiary qualifications obtained ranged from Undergraduate, Honours, Masters, Doctor of Philosophy (PhD) and Medical Doctors (MD-PhD).

A number of the respondents had studied at WBS previously and held either a Post Graduate Diploma in Management (PDM) or a Management Advancement Programme (MAP) qualification. Figure 6: Tertiary Qualifications graphically represents the breakdown/number of tertiary qualifications from no tertiary qualification through to 3 degrees or more.

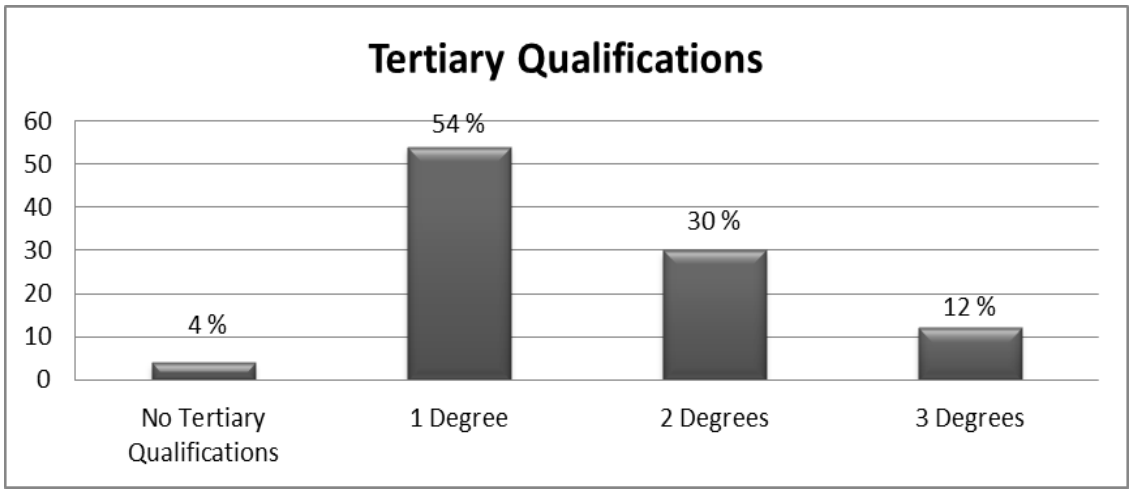


Figure 6: Tertiary Qualifications

4.2.8 Have you considered emigrating from South Africa?

Respondents were asked to answer whether they had considered emigrating from South Africa. The three options provided were: yes – a great deal, yes – possibly or No - not at all.

Figure 7: Have you considered emigrating graphically represents the respondents' answers. 14 percent yes - a great deal, 57 percent yes – possibly and 29 percent said not at all. These responses are outlined in the chart listed below.

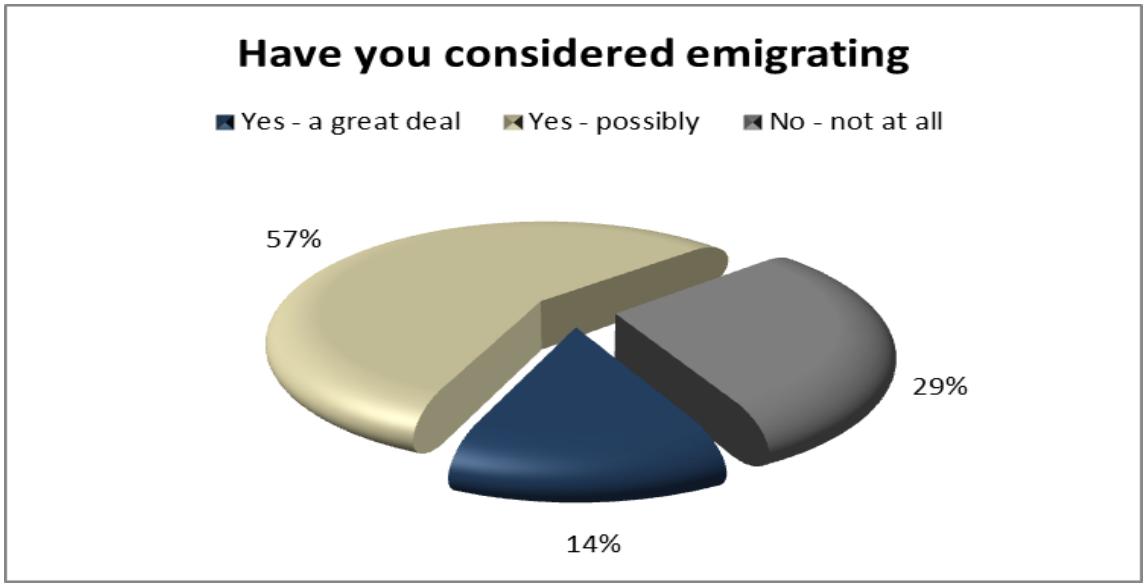


Figure 7: Have you considered emigrating

4.2.9 Likelihood of leaving South Africa in the next five years

Respondents provided feedback on their likelihood of leaving South Africa in the next five years under the options: very likely, likely and unlikely. Twelve percent advised that they were very likely to emigrate within the next five years, 35 percent were likely to emigrate with the remaining 53 percent unlikely to emigrate within the next five years. Figure 8: Likelihood of leaving South Africa in the next five years is graphically represented in this graph.

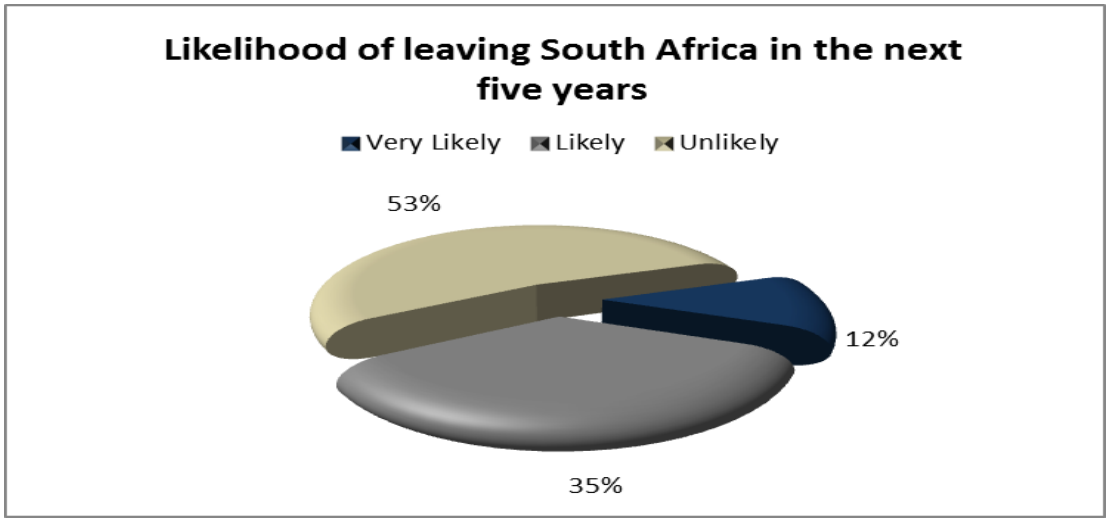


Figure 8: Likelihood of leaving South Africa in the next five years

4.2.10 International destination of choice and alternatives

Five international destinations of choice were given to respondents to choose from; the respondents were asked to select one of the destinations as their first choice in emigrations destinations.

Should one of the five destinations not be the respondents' first choice of emigration destination, the option to state an alternate destination was given.

Figure 9: International destination of choice graphically represents the respondents' rankings. The United States of America was ranked as the first emigration destination of choice with an overwhelming 49 percent; the United Kingdom and Canada were equally the next highest ranked international destinations of choice with 16 percent followed by Australia with 14 percent and New Zealand with five percent.

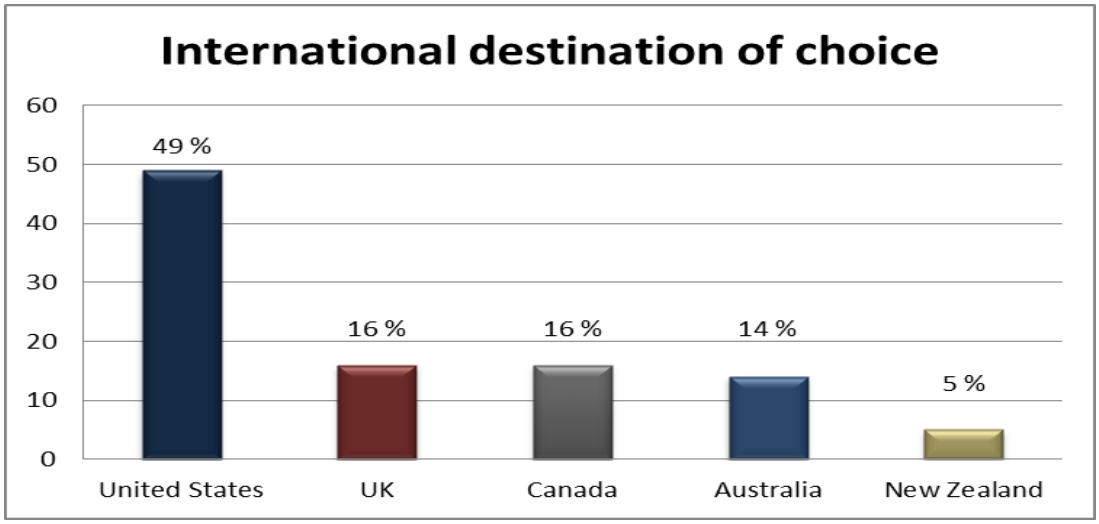


Figure 9: International destination of choice

Table 2: Alternate international destinations lists from the seventeen percent of respondents that did not select one of the five options given in the survey of primary international destinations of choice.

Table 2: Alternate international destinations

Brazil	Mexico	Europe	Dubai	Germany
Botswana	Namibia	Japan	Switzerland	Zimbabwe
Asia	Netherlands	Mozambique	France	Singapore

4.2.11 Additional reasons for emigration

Respondents were asked to state any reasons, over and above the thirteen push and pull factors (five push and eight pull) given, as to why they believed fellow MBA students would consider emigration.

The majority of the respondents agreed with the factors outlined in the research questionnaire; nine percent of respondents included additional motivating factors that they believed would influence the decision to emigrate. These responses included:

- Better and cheaper medical treatment (in the receiving country)
- No opportunities for senior white South Africans in RSA
- Perceived racially-based economic policies
- Quality of life (in the receiving country)
- An actual job offer (in the receiving country)
- International global work experience
- A change of scenery.

4.2.12 Trigger event

The final question on the survey asked respondents whether or not they believed a once-off trigger event could influence the decision to emigrate.

Fifty-one percent of respondents believed a once-off trigger event could influence emigration, with the remaining 49 percent answering that no, a once-off trigger event would not influence emigration. This feedback is represented in

Figure 10: Once-off trigger event.

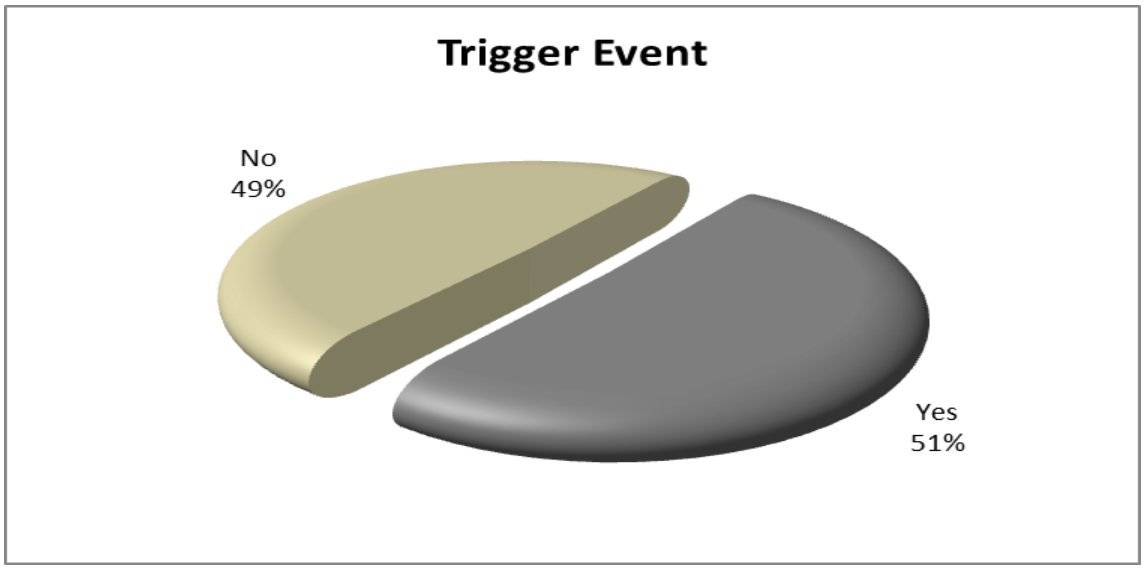


Figure 10: Once-off trigger event

Those that answered 'yes' were then asked to provide examples of these events. Listed are six trigger events given, in no particular order.

- Murder of a family member
- Violence
- Personally involved in security breaches
- Riot, strikes, political rhetoric
- A major change in lifestyle
- Eskom
- Political instability
- Currency devaluation

4.3 Contextual presentation – Demographic information

The demographic information obtained from the respondents included gender, marital status, as well as whether or not the respondents had children and, if so, how many children they had.

In addition to this information, respondents were asked to provide information on the MBA course being completed (either full time or part time), which year of

study they were currently completing, as well as the number of tertiary qualifications and the highest tertiary qualification obtained.

Finally, the respondents were asked to choose from five possible options: Australia, Canada, New Zealand, the United Kingdom and the United States of America and which was their most likely international destination of choice. Should the respondents' destination of choice not be one of the five options provided, the respondents were ask to state to which destination they would emigrate.

Of the aforementioned information obtained, in addition to the rank ordering of data, marital status and the number of children were used in the final analysis of the factors that South African Masters of Business Administration students consider when contemplating emigration.

4.4 Highest to lowest ranked factors

The statistical analysis was completed using the rank ordered data from the research questionnaire, as well as the variables 'marital status' and 'parental status'.

Five statistical methods were used in the analysis in order to rigorously interrogate the data gathered. These were: the Shotgun Stochastic algorithm, Analysis of Variance (ANOVA), the Holm method, the Spearman's Rank Correlation Coefficient and Kendall's Tau Correlation.

4.4.1 Results obtained using the Shotgun Stochastic algorithm

The listed factors were considered to most strongly influence the migration decision amongst MBA students (in rank order from highest to lowest, determined by mean when using the Shotgun Stochastic algorithm):

- Economic (financial) opportunities in the receiving country
- Career opportunities in the receiving country
- Uncertainty regarding the political future/stability in South Africa

- Safety and security concerns in South Africa
- Declining public and commercial services (municipal and national services) in South Africa.

The results from the Shotgun Stochastic analysis are presented in the listed graph. The analysis determined that the most highly ranked factor influencing migration was ‘financial motives’, while the least influential factor was ‘spousal opportunity to emigrate’.

The final results included the t-values and p-values. Factors with positive t-values and p-values at the five percent level were considered significant. These factors are discussed in detail further in the analysis.

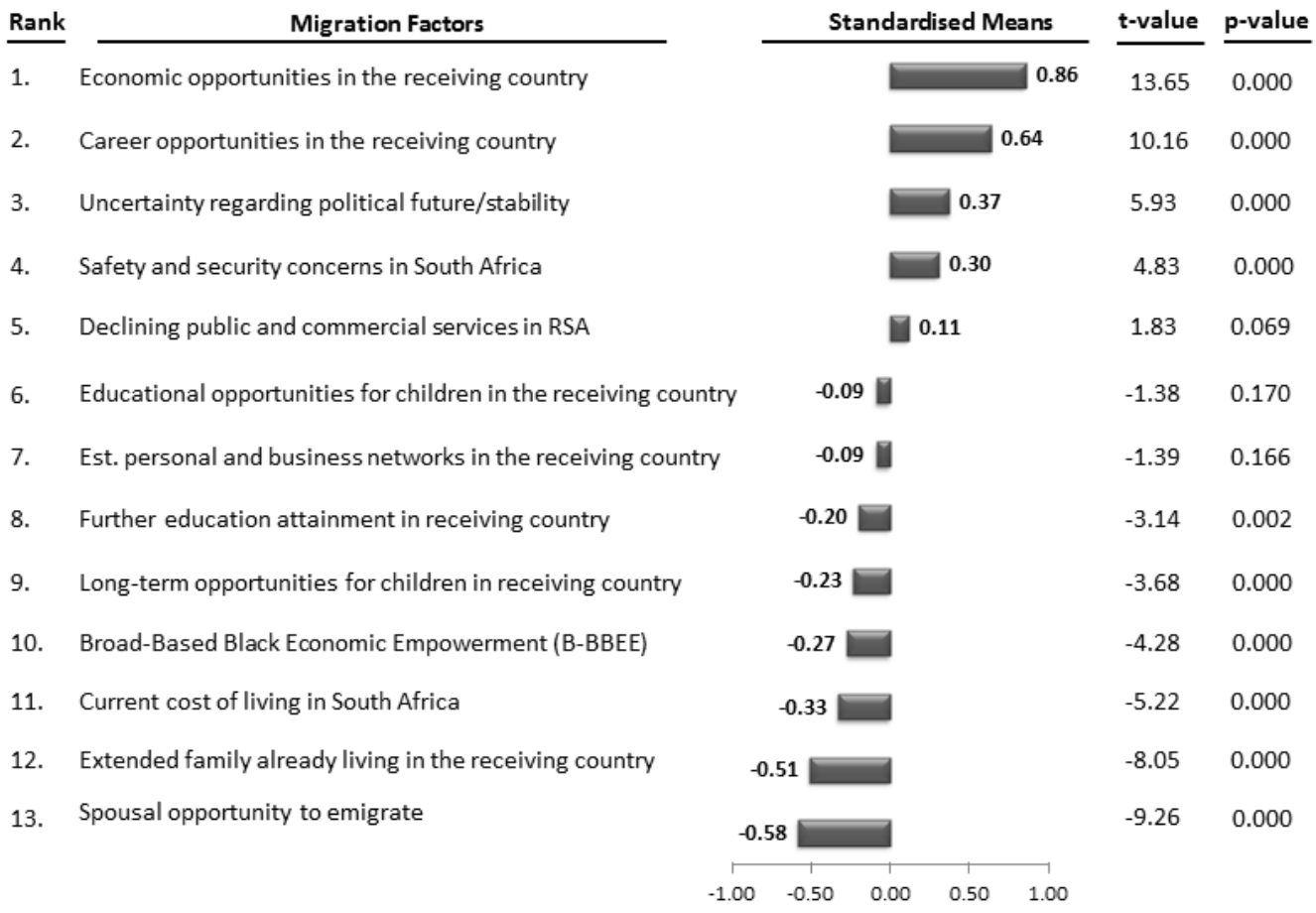


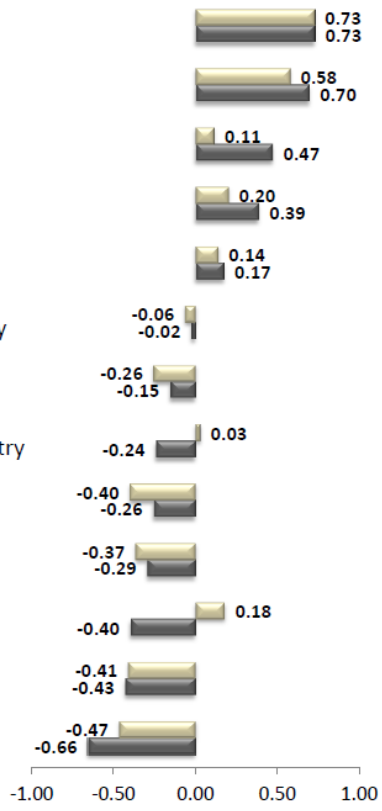
Figure 11: Factors influencing the decision to emigrate (Shotgun Stochastic algorithm)

4.4.2 Additional analysis – Marital status

Once the initial results had been received and analysed, and the focus group held, it was determined that, in order to glean additional insights into emigration influences and the demographic most influenced by the push and full emigration influencers, it was necessary to focus on two specific sub-groups identified in the research. The first of the two subgroups were respondents that are married.

The results of the aforementioned subgroup are listed; the same method of analysis, the Shotgun Stochastic algorithm, was used in order to determine the top ranked attributes.

Rank	Migration Factors	Standardised Means	t-value	p-value
1.	Economic opportunities in the receiving country	0.73 / 0.73	0.02	0.9873
2.	Career opportunities in the receiving country	0.58 / 0.70	0.75	0.4524
3.	Safety and security concerns in South Africa	0.11 / 0.47	2.28	0.0243
4.	Uncertainty regarding political future/stability	0.20 / 0.39	1.17	0.2439
5.	Declining public and commercial services in RSA	0.14 / 0.17	0.22	0.8250
6.	Est. personal and business networks in the receiving country	-0.06 / -0.02	0.25	0.8015
7.	Current cost of living in South Africa	-0.26 / -0.15	0.65	0.5189
8.	Educational opportunities for children in the receiving country	0.03 / -0.24	-1.72	0.0875
9.	Broad-Based Black Economic Empowerment (B-BBEE)	-0.40 / -0.26	0.92	0.3616
10.	Further education attainment in receiving country	-0.37 / -0.29	0.45	0.6511
11.	Long-term opportunities for children in receiving country	0.18 / -0.40	-3.65	0.0004
12.	Extended family already living in the receiving country	-0.41 / -0.43	-0.12	0.9061
13.	Spousal opportunity to emigrate	-0.47 / -0.66	-1.21	0.2272



Marital status: Grey

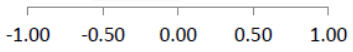
Figure 12: Additional analysis – Marital status

4.4.3 Additional analysis – Parental status

The second of the subgroups that was analysed was respondents who were respondents with and without children. The number of children was not considered in the comparison.

As with the initial statistical analysis, the Shotgun Stochastic method was used to determine the rank order to the responses.

Rank	Migration Factors	Standardised Means	t-value	p-value
1.	Economic opportunities in the receiving country	0.75 / 0.83	0.5331	0.5948
2.	Career opportunities in the receiving country	0.63 / 0.63	0.0483	0.9615
3.	Uncertainty regarding political future/stability	0.10 / 0.53	2.7772	0.0063
4.	Safety and security concerns in South Africa	0.20 / 0.45	1.5512	0.1232
5.	Declining public and commercial services in RSA	-0.07 / 0.31	2.4468	0.0157
6.	Est. personal and business networks in the receiving country	-0.06 / -0.06	-0.0043	0.9966
7.	Long-term opportunities for children in receiving country	0.11 / -0.25	-2.2879	0.0237
8.	Educational opportunities for children in the receiving country	0.30 / -0.27	-3.6221	0.0004
9.	Broad-Based Black Economic Empowerment (B-BBEE)	-0.53 / -0.32	1.3414	0.1820
10.	Further education attainment in receiving country	-0.28 / -0.34	-0.4303	0.6677
11.	Current cost of living in South Africa	-0.18 / -0.47	-1.8776	0.0626
12.	Extended family already living in the receiving country	-0.54 / -0.48	-0.3887	0.6981
13.	Spousal opportunity to emigrate	-0.43 / -0.57	-0.8647	0.3887



Respondents without children: Grey

Figure 13: Additional analysis – Parental status

4.4.4 Analysis of Variance

The results of the ANOVA analysis completed on the data are listed in Table 3: P-values showing statistical differences between the columns of 'Reasons for intention to leave'.

Table 3: P-values showing statistical differences between the columns of 'Reasons for intention to leave'

	Migration Factors	1	2	3	4	5	6	7	8	9	10	11	12	13
1	Current cost of Living in South Africa	-	.000	.006	.735	.000	.000	.000	.006	.174	.498	.089	.126	.231
2	Safety and security concerns in South Africa		-	.061	.000	.735	.041	.041	.000	.003	.002	.017	.006	.000
3	Declining public and commercial services in RSA			-	.000	.000	.000	.000	.000	.089	.017	.174	.041	.000
4	Broad-Based Black Economic Empowerment				-	.000	.000	.000	.017	.089	1.00	.041	.041	.235
5	Uncertainty regarding the political future in RSA					-	.089	.041	.000	.017	.000	.003	.002	.000
6	Economic opportunities in the receiving country						-	.174	.000	.000	.000	.000	.000	.000
7	Career opportunities in the receiving country							-	.000	.000	.000	.000	.000	.000
8	Extended family living in the receiving country								-	.002	.006	.001	.001	.498
9	Established personal/business networks									-	.006	.735	.309	.001
10	Education attainment in the receiving country										-	.003	.026	.174
11	Educational opportunities for your children											-	.000	.001
12	Long-term opportunities for children												-	.000
13	Spousal opportunity to emigrate													-

As can be seen in Table 3: P-values showing statistical differences between the columns of 'Reasons for intention to leave', there are a number of statistically significant differences between the factors considered when contemplating emigration.

Table 4: Holm Multiple Comparisons results by variable, listed, shows in more detail exactly which variables are ranked as significantly more or significantly less important across the whole sample and where the statistical differences exist.

When comparing the results from the Holm multiple comparison to the Shotgun Stochastic algorithm, it is noted that the top five factors influencing emigration,

as determined by both these statistical methods, are ranked in the same order.

The Holm multiple comparison determined that no significant difference existed between the top two ranked migration influencers: 'Career opportunities in the receiving country' and 'Economic (financial) opportunities in the receiving country'.

The highest ranked factors that South African Masters of Business Administration students consider when contemplating emigration are:

1. Career opportunities in the receiving country
1. Financial opportunities in the receiving country
3. Uncertainty regarding the political future/stability in South Africa
4. Safety and security concerns in South Africa
5. Declining public and commercial services (municipal and national) in South Africa.

Table 4: Holm Multiple Comparisons results by variable

Rank		Variable	Ave.	Significantly > Important than	Significantly < Important than	Not Different
1	7	Career opportunities in the receiving country	4.10	1, 2, 3, 4, 5, 8, 9, 10, 11, 12, 13	None	6
2	6	Economic (financial) opportunities in the receiving country	4.15	1, 2, 3, 4, 8, 9, 10, 11, 12, 13	None	5, 7
3	5	Uncertainty regarding the political future/stability in South Africa	5.56	1, 3, 4, 8, 9, 10, 11, 12, 13	7	2, 6
4	2	Safety and security concerns in South Africa	5.73	1, 4, 8, 9, 10, 11, 12, 13	6, 7	3, 5
5	3	Declining public and commercial services (municipal and national) in South Africa	6.59	1, 4, 8, 10, 12, 13	7, 6, 5	2, 9, 11
6	11	Educational opportunities for your children in the receiving country	7.12	4, 8, 10, 12, 13	7, 6, 5, 2	1, 3, 9,
7	9	Established personal and business networks in the receiving country	7.33	8, 10, 13	7, 6, 5, 2	1, 3, 4, 11, 12
8	12	Long-term opportunities for children in the receiving country	7.47	4, 8, 10, 13	7, 6, 5, 2, 3, 11	1, 9
9	1	Current cost of living in South Africa	8.25	8	7, 6, 5, 2, 3	4, 9, 10, 11, 12, 13
10	4	Broad-Based Black Economic Empowerment (B-BBEE)	8.29	8	7, 6, 5, 2, 3, 11, 9, 12	1, 9, 10, 13
11	10	Further education attainment in the receiving country	8.29	8	7, 6, 5, 2, 3, 11, 9, 12	1, 4, 13
12	13	Spousal opportunity to emigrate (work permit/dual citizenship)	8.91	None	7, 6, 5, 2, 3, 11, 9, 12	1, 4, 8, 10
13	8	Extended family already living in the receiving country	9.22	None	7, 6, 5, 2, 3, 11, 9, 12, 1, 4, 10	13

Table 5: Spearman's Rank Correlation Coefficient and Kendall's Tau Correlation Coefficient

Variable	1	2	3	4	5	6	7	8	9	10	11	12	13
1. Current cost of living in South Africa	-	.10	.10**	.16***	.08	.05	-.10*	-.11*	-.12**	-.11**	-.18***	-.15**	-.21***
2. Safety and security concerns in South Africa	.12	-	.31***	.23***	.29***	-.20***	-.38***	-.18***	-.26***	-.33***	-.14**	-.15**	
3. Declining public and commercial services (municipal and national) in South Africa	.21**	.41***	-	.28***	.37***	-.28***	-.37	-.20***	-.33***	-.24***	-.10**	-.13**	-.24***
4. Broad-Based Black Economic Empowerment (B-BBEE)	.12	.33***	.37***	-	.22***	-.24***	-.28***	-.17***	-.22***	-.20***	-.13**	-.12**	-.27***
5. Uncertainty regarding the political future/stability in South Africa	.08	.40***	.48***	.30***	-	-.19***	-.30***	-.15**	-.33***	-.24***	-.15**	-.15**	-.24***
6. Economic (financial) opportunities in the receiving country	-.14	-.29***	-.38***	-.33***	-.27***	-	.27***	.04	.19***	.18***	-.18***	-.06	.09
7. Career opportunities in the receiving country	-.14*	-.51***	-.49***	-.38***	-.42***	.35***	-	.12**	.26***	.33***	-.03	-.09	.10
8. Extended family already living in the receiving country	-.17*	-.24***	-.28***	-.23***	-.21**	.05	.17**	-	.12*	.04	-.11*	-.11*	.06
9. Established personal and business networks in the receiving country	-.17**	-.37***	-.47***	-.31***	-.44***	.26***	.36***	.16*	-	.21***	-.08	-.10*	.08
10. Further education attainment in the receiving country	-.26***	-.48***	-.36***	-.29***	-.35***	.24***	.44***	.06	.28***	-	.05	-.01	.00
11. Educational opportunities for your children in the receiving country	-.22***	-.21**	-.18**	-.22***	-.23***	-.25***	-.04	-.15*	-.12	.07	-	.51***	.07
12. Long-term opportunities for children in the receiving country	-.30***	-.22***	-.20**	-.18**	-.23***	-.09	-.13	-.15*	-.15*	.00	.60***	-	.20***
13. Spousal opportunity to emigrate (work permit/dual citizenship)	-.31***	-.23***	-.36***	-.37***	-.34***	.10	.13	.08	.12	.00	.08	.24***	-

* p < .1 ** p < .05 *** p < .001

Spearman's rank correlation coefficient is in the lower left diagonal and Kendall's Tau correlation is in the upper right diagonal.

The Spearman's Rank Correlation Coefficient and Kendall's Tau Correlation were used in order to determine and represent the associations between migration variables.

4.5 Focus Group

Once the surveys had been completed, the data captured and analysed, a focus group was held in order to discuss the results in detail with current MBA students studying at the Wits Business School.

The objective of the focus group was to test the findings of the research, develop the findings in an attempt to glean specific insights into the survey results, as well as to develop the research into more specific examples of where the focus group participants had either first-hand experience or were able to impart a personal story of migration.

The focus group was made up of six MBA students currently studying part-time in their final year in completion of the MBA degree; the students who made up the focus group held degrees ranging from Bachelor of Engineering (BEng), Bachelor of Commerce (BCom) and Post Graduate Diploma in Management (PDM). The focus group was made up of five males and one female.

The focus group participants were introduced to the objective of the survey; they were then walked, step-by-step, through the research process and finally the results of the research, from the course type all the way through to trigger events were introduced to the group.

The focus group was given insights into the demographic breakdown of the MBA respondents (all results from the questionnaire were presented) and the focus group was asked to provide insights on the information presented.

4.6 Summary of the results

The analyses conducted determined the rank order of the factors that South African Masters of Business Administration students consider when contemplating emigration.

The results answer the question outlined in chapter two: ‘What are the factors that MBA students consider when contemplating emigrating from South Africa?' and has been presented in

Table 6: Summary of top ranked factors influencing factors considered when contemplating emigration

Rank	Variable	Push/Pull Factor
1	Economic (financial) opportunities in the receiving country	Pull
2	Career opportunities in the receiving country	Pull
3	Safety and security concerns in South Africa	Push
4	Uncertainty regarding the political future/stability in South Africa	Push
5	Declining public and commercial services (municipal and national services) in South Africa	Push

CHAPTER 5: DISCUSSION OF THE RESULTS

5.1 Introduction

The final results from the research questionnaire and focus group are presented and interpreted in this section. The factors influencing the emigration decisions among MBA students are discussed in relation to:

- Findings from the factors identified as influential in the decision to emigrate
- Findings determined between the subgroups ‘married’ respondents and respondents with ‘children’
- The feedback from the focus group
- Findings from the literature review.

The discussion focuses initially on findings in the results specifically focusing on the rank order and significance of the factor. The discussion then considers the findings in the two subgroups, moves on to considering the literature review and the academic foundation of skilled migration and concludes with a review of the focus group.

The discussion explores the elements that contribute to the attributes being ranked in the manner that they were, and discusses results that differ from present literature.

5.2 Demographic profile of respondents

The demographic information, respondents’ year of study, course being attended, year of study and the MBA students’ international destination of choice presented in chapter four were used to provide contextual representation of, and insights into, the researched respondents. This information was not used in the final statistical analysis.

5.3 Discussion pertaining to factors influencing the decision to emigrate

5.3.1 Entire complement of respondents

The significant (positive) factors influencing the emigration considerations of the respondents (listed from highest to lowest positive factors) are listed in table 7.

Table 7: Highest ranked migration factors - entire compliment

Rank	Variable	Push/Pull Factor
1	Economic (financial) opportunities in the receiving country	Pull
2	Career opportunities in the receiving country	Pull
3	Safety and security concerns in South Africa	Push
4	Uncertainty regarding the political future/stability in South Africa	Push
5	Declining public and commercial services (municipal and national services) in South Africa	Push

In addition to the aforementioned rank order results, two additional analyses were completed looking specifically at whether respondents who were either married or had children would consider the push and pull factors differently to the entire population.

5.3.2 Unmarried respondents

Table 8: Highest ranked migration factors – unmarried respondents

Unmarried respondents	Entire compliment of respondents	Variable	Push/Pull Factor
1	1	Economic (financial) opportunities in the receiving country	Pull
2	2	Career opportunities in the receiving country	Pull
3	4	Safety and security concerns in South Africa	Push
4	3	Uncertainty regarding the political future/stability in South Africa	Push
5	5	Declining public and commercial services (municipal and national services) in South Africa	Push

5.3.3 Married respondents

Table 9: Highest ranked migration factors – married respondents

Married respondents	Entire compliment of respondents	Variable	Push/Pull Factor
1	1	Economic (financial) opportunities in the receiving country	Pull
2	2	Career opportunities in the receiving country	Pull
3	4	Safety and security concerns in South Africa	Push
4	3	Uncertainty regarding the political future/stability in South Africa	Push
5	5	Declining public and commercial services (municipal and national services) in South Africa	Push

5.3.4 Respondents with no children

Table 10: Highest ranked migration factors – respondents with no children

Respondents with no children	Entire compliment of respondents	Variable	Push/Pull Factor
1	1	Economic (financial) opportunities in the receiving country	Pull
2	2	Career opportunities in the receiving country	Pull
3	3	Uncertainty regarding the political future/stability in South Africa	Push
4	4	Safety and security concerns in South Africa	Push
5	5	Declining public and commercial services (municipal and national services) in South Africa	Push

5.3.5 Respondents with children

Table 11: Highest ranked migration factors – respondents with children

Respondents with children	Entire compliment of respondents	Variable	Push/Pull Factor
1	1	Economic (financial) opportunities in the receiving country	Pull
2	2	Career opportunities in the receiving country	Pull
3	Not ranked in top five	Educational opportunities for their children in the receiving country	Pull
4	4	Safety and security concerns in South Africa	Push
5	Not ranked in top five	Long-term opportunities for children in the receiving country	Pull

The number of children per respondents with children was not factored into the emigration factors for the analysis; the only consideration was whether or not the respondents had children.

The factors influencing emigration are discussed in detail in the following section. These results are discussed considering the findings of the literature review, the qualitative findings and the feedback and insights obtained in the focus group.

5.4 Highest ranked factors influencing emigration

The data analysis used was the Shotgun Stochastic method to determine the highest ranked factors influencing emigration. The algorithm allows the researcher the opportunity to analyse 'successive guesses at the optimal solution to be scattered randomly around the prevailing best estimate of the population parameters' (Stacey, 2006, p. 29).

The significant (positive mean) factors influencing emigration for all the groups analysed were:

- Economic (financial) opportunities in the receiving country
- Career opportunities in the receiving country
- Uncertainty regarding the political future/stability in South Africa
- Safety and security concerns in South Africa
- Declining public and commercial services (municipal and national services) in South Africa

5.4.1 Economic (financial) opportunities in the receiving country and Career opportunities in the receiving country

'Economic (financial) opportunities in the receiving country' and 'Career opportunities in the receiving country' are discussed in conjunction in the listed analysis.

This pull factor: career opportunities in the receiving country, as well as

economic (financial) opportunities in the receiving country, appear to act hand-in-hand as skilled migrants, through a career move, would inherently earn an increased income.

Economic (financial) opportunities in the receiving country: The results of the survey found that economic (financial) opportunities in the receiving country had the highest standardised mean of 0.86, a t-value of 13.6516 and was significant at the 95 percent level. This migration factor is also the first pull factor of the two pull factors listed in the top five factors that influence emigration amongst skilled South Africans.

In addition, this factor was also selected by the sub-groups' 'married and unmarried', with a standardised mean of 0.73 for both groups, as well as by those respondents with children and those without with standardised means of 0.75 percent and 0.85 percent respectively.

Career opportunities in the receiving country: The second highest ranked migration factors, 'Career opportunities in the receiving country', had a standardised mean of 0.64, a t-value of 10.1606 and are significant at the 95 percent level.

The results of the rank order for both of the subgroups, married and unmarried, and those respondents with children and those without, mirrors that of the total group of respondents: 'Career opportunities in the receiving country' is the second highest ranked migration factor. The standardised mean for married respondents was 0.58, whilst unmarried respondents had a standardised mean of 0.70. Those respondents with and without children both had a standardised mean of 0.63.

In its 2008 survey, Synovate interviewed 600 respondents from all nine provinces in South Africa; it was found that 88 percent of respondents would emigrate based on business and employment opportunities (in the receiving country) (Synovate, 2008).

The research confirmed the findings of previous academic research into skilled migration, as well as the feedback received from the focus group. Ravenstein

(1885) finds in his research that it is inherent in most people to look to better themselves in material respects. This view is affirmed by Harvey (2011) in his study of British expatriates, where increased earnings opportunities and job opportunities were major contributing factors in the migration decision.

Docquier & Rapoport (2007) observe that human capital masses where it is abundant and where it best rewarded. The authors go on to highlight the examples of where OECD countries, in an effort to increase the quality of immigration, have created international competition for highly skilled and highly educated migrants.

As observed by Bezuidenhout et al., 2009, a significant push factors influencing doctors to emigrate is dissatisfaction with remuneration packages in South Africa. This factor, along with the working conditions (dissatisfaction therewith), crime and violence, political instability, lack of future prospects and a decline in education systems all contributed to the decision to emigrate.

Strategic emigration relating specifically to economic opportunities, as well as the second highest ranked migration factor – 'Career opportunities in the receiving country' - was closely linked by the view and examples given by the focus group. These were: moving to gain international experience, either within the firm of current employment, or moving to gain experience and further one's career whilst at the same time increasing earnings (and with it financial opportunities) in the receiving country.

The focus group expressed the view that emigrating for economic reasons was common within their immediate social and professional circles. An example given was that of colleagues who held highly skilled, sought-after, transferable skills (in this case chartered accountants) emigrating to the United Kingdom in order to establish themselves financially. They were expressly looking to earn and invest in established, stable first-world economies whilst at the same time buying property as a long-term investment.

When considering migration for career opportunities, specific examples were given by the focus group's participants: firstly, a colleague working for a

multinational German automobile manufacturer moved to take an assignment in Germany to both increase earnings and further career opportunities. The second example given was that of a consultant given the opportunity to work in the New York office of a multinational consultancy; the motivations to emigrate mirrored that of the previous example.

Additional examples provided included examples of close family friends, colleagues and friends within their extended social circle that have emigrated to Canada the United States and Australia in the fields of medicine, management consulting and finance in order to expressly further their careers and increase their earnings and future earnings potential.

It is interesting to note that, in both these instances, whilst both of these emigrants moved for a period substantially longer that the minimum period of twelve months, both have subsequently returned to South Africa and both now hold positions significantly advanced within their organisations as a result of the decision to emigrate.

This insight can then be viewed in the context of an article published in The Star newspaper on 27 February 2014 under the headline, ‘Returnees make up 10% of skilled labour force’ with a subheading making the observation that ‘The number of returning South Africans reversing the brain drain has been very impressive, 370 000 skilled migrants have returned to South Africa since 2009’ (Kantor, 2014).

Career opportunities in the receiving country would be a backstop in the case of either retrenchment or should career opportunities in South Africa be stymied by Broad-Based Black Economic Empowerment (B-BEE). “I haven’t experienced it (B-BEE) personally, however, should it affect my career, I would need to consider emigrating,” Respondent A.

Respondent B, “It is a massive concern.” (When considering retrenchment and B-BEE)

B-BBEE was compared to crime, whilst the focus group participants were aware that it is there, only once one has been impacted by it would one then consider

it as a possible reason to emigrate.

Respondent C expanded on B-BBEE and included the quota system, specifically in the context of students applying for positions at universities where limited space is available in highly skilled degrees, for example medicine and engineering. These students may consider emigrating to further their educational attainment should they have the necessary financial means and the determination to study abroad in order to obtain the qualifications they desired.

Should an opportunity too good to refuse develop (in order to either earn significantly more money or to further their careers), the focus group believed they would emigrate despite not having any intensions to do so at this stage.

An article published in *The Australian,* a broadsheet newspaper published in Australia, claims that, “One of the quiet achievements of Australian public policy during the past decade has been its skilled migration programme” (Easson, 2013).

The article continues to affirm that, of the migrants accepted by Australia in 2012-13, 200 125 were skilled. The article continues by confirming that Australia has one of the lowest unemployment rates for migrants in the OECD and is one of only three OECD countries where migrants' unemployment rates are virtually the same as for locally born residents (Easson, 2013).

Considering the academic perspectives on migration for economic and career motives, as well as the insights received from the focus group and the aforementioned article from The Australian, low levels of skilled unemployment exist in countries like Australia and the United States. In the United States, unemployment rates among college graduates (Bachelor’s degree) and highly skilled (MBA graduates) are 4,5 percent and 3,5 percent respectively, in comparison to 8,3 percent of high school graduates (Bureau of Labour Statistics, 2013).

Drawing a thread through the statistical findings, the literature review and the insights obtained from the focus group, we could logically deduce that, given the opportunity of increased earnings possibilities and career advancement, highly

skilled workers, in this instance, MBA students, may well consider emigrating to advance their careers and increase their earnings.

Sjaastad (1962) observes that high earnings are associated with net in-migration and low earnings with net out-migration. Borjas (1999) affirms this observation and notes that international migrants will look to maximise their earnings potential in the global labour market.

When considering the 'rational choice model' outlined by Goldin (2002), skilled workers would look to improve their objective situation. In this instance, this improvement can be measured in income and career progression.

5.4.2 Uncertainty regarding the political future/stability in South Africa

The results of the survey found that uncertainty regarding the political future/stability in South Africa was the third highest ranked factor for the entire complement of respondents. The standardised mean was 0.37, with a t-value of 5.9334, as well as being significant at the 95 percent level.

This factor, when comparing the sub groups analysed (married/unmarried and children/no children) was ranked in the top five highest factors when considering migration for three of the four subgroups. The subgroup, respondents with children, ranked it as their sixth most influential factor.

Uncertainty regarding the political future/stability in South Africa is also the first of the three push factors in the top five factors influencing migration.

"It all hinges on certainty," Respondent D.

Emigration from South Africa can be narrowly linked to the current political landscape; however, in the view of Meyer, et al., 2010, the phenomenon did not originate as a result of the post-apartheid political changes in South Africa.

Emigration linked to the political landscape dates back to the days of apartheid; many skilled migrants left South Africa as a result of the segregation and unjust political landscape in South Africa at the time.

Skilled migration from South Africa, as a result of political turmoil, can be closely linked to major political events. Kaplan (1998) highlights two specific periods in South Africa's past when skilled emigration coincided with major political turmoil: the Soweto uprising in 1976 and the 1985 to '86 state of emergency. This emigration must be considered, taking immigration into consideration for the same period, which was at an all-time low.

When considering these two major political events in the history of South Africa, and the increased emigration, Bailey (2010) tempers this view with the argument that, in 1994, South Africa transitioned to a democratically elected government. This was a period of tremendous political turmoil and globalisation on a scale never previously seen, which enabled freer travel, and this may have been a reason for increased emigration from South Africa, rather than the previous isolationist political climate.

The political future and stability for the focus group was less important. This mind-set was based on a number of factors: skills attainment, the ability to gain access to receiving countries of choice and earnings potential in international destination of choice.

With increased qualifications, the focus group participants felt they could make the decision to emigrate and gain entry to a wider choice of international destinations, as well as secure well-paying work with relative ease, in the destination far more easily than before they had obtained a higher level of tertiary qualifications.

This view is affirmed by Adams & Page (2005) who assert that human capital theory suggests that education is positively related to international migration. It is generally agreed that skilled migrants will, on average, command greater employment and income-earning opportunities in their receiving countries.

"We would expect that countries with more unstable governments would produce larger numbers of international migrants" (Adams & Page, 2005. p. 1652).

Crime and political instability are major factors when considering emigration. In the Grant Thornton quarterly International Business Report, 83 percent of the respondents cited the current political climate as a major factor when considering emigration (Nagar, 2013).

The respondents felt that a level of certainty (regarding political future/stability) is required and will determine whether or not to emigrate; it was universally agreed by the focus group that political stability was an important consideration. The 'election results' could be considered a trigger event; Respondent E felt that, should a party such as the Economic Freedom Fighters take control in an election, they would then seriously consider emigrating.

5.4.3 Safety and security concerns in South Africa

A safety and security concern in South Africa were ranked as the fourth highest factor when considering emigration and was the second push factor identified in the research.

This factor, when comparing the sub groups analysed (married/unmarried and children/no children), was ranked in the top five highest factors when considering migration for all four of the subgroups. The subgroup, respondents with children, ranked it as their sixth most influential factor.

The results of the survey found that this push factor had a standardised means of 0.30, a t-value of 4.8299 and was significant at the 95 percent level.

Crime in South Africa continues to dominate the headline in both local and international media. 'Vigilante Groups Kill 5 in South Africa' (New York Times, 2013). 'Cop vs cop: Infighting vs crime fighting' (Evans, 2013).

In South Africa, the murder rate of 61 per 100 000 placed the country among the most violent in the world (Goldin, 2002).

The United States Department of State Bureau of Diplomatic Security (OSAC) rate crime in the four major metropolitan centres in South Africa (Johannesburg, Pretoria, Durban and Cape Town) as critical and that the current crime rate in

South Africa is a strategic concern for the government of South Africa (OSAC, 2014).

Crime statistics in South Africa do not paint a positive picture: in the reporting year 2012/13, 16 259 murders, 66 380 sexual offences, 16 363 attempted murders and 185 893 assault with intent to inflict grievous bodily harm, cases were reported to the South Africa Police Services (SAPS, 2013).

The feedback of the focus group on crime was insightful; the Masters of Business Administration degree, in the view of the participants, will increase their earnings potential and, with it, their quality of life. Friends and family are in South Africa and for all intents and purposes none of the focus group participants felt the need to emigrate, despite the understanding that they could be a victim of violent crime in South Africa. The current enjoyment of the life style in South Africa and the increased earnings potential outweighed the possible downside concerns of crime.

Respondent E was aware of a family that made the decision to emigrate, despite not having been victims of crime. The justification to emigrate was, however, based on the crime rate: specifically violent crime and violent crime against women. The father believed that, with two daughters, taking the risk of his daughters being victims of violent and sexual crime was simply too high and their only option was emigration.

Crime has been identified as a push factor for the purposes of this research. Bhorat, et al., (2002) make the observation that low levels of crime and adherence to the rule of law position developed economies as safe and socially stable environments.

5.4.4 Declining public and commercial services (municipal and national services) in South Africa

Declining public and commercial services (municipal and national services in South African safety, and security concerns in South Africa, were ranked as the fifth most influential factors when considering emigration by the complete

complement of respondents.

This factor, when comparing the sub-groups analysed (married/unmarried and children/no children), was ranked in the top five highest factors when considering migration by three of the four subgroups. Only respondents with children did not rank this factor in the top five.

The results of the survey found that this push factor had a standardised means of 0.11 and a t-value of 1.8279. Whilst this factor is not significant at the ninety-five percent level, it is significant at the ninety percent level, with a significance of 0.0690. Declining public and commercial services was the third and final push factor identified in the research.

This factor has been included in the top five migration factors despite it only being significant at the ninety percent level due to the insights obtained and feedback received in both the literature review and the focus group.

The declining quality of life, as perceived by many South Africans, is considered a major push factor in skilled migration decisions. Within the ambit of quality of life, factors such as cost of living, levels of taxation, safety and security, public and commercial services and schools all play a contributing factor (Crush, et al., 2000).

Examples of this real and perceived decline in the public and commercial services in South Africa could be found in articles such as 'Water quality decline pushes SA down global index', published by the Financial Mail where the author points out South Africa's ominous slide down the environmental performance index (EPI), compiled by Yale University, where the country fell from 115th place out of 163 countries in 2010 to 128th out of 132 countries in 2012. This decline puts South Africa alongside Iran, Ukraine, Russia and Mexico (Bisseker, 2013).

In the same article, the author quotes the Happy Planet index, developed by the United Kingdom's New Economics Foundation; South Africa plummeted from 118th out of 143 countries in 2010 to 142nd out of 151 in 2012.

In an article published online by The Economist, quoting the World Economic

Forum, South Africa ranks 132nd out of 144 countries for its primary education and 143rd in science and mathematics (The Economist, 2012).

It is important to consider that whilst some respondents may read some of the aforementioned articles, those surveyed may also read articles such as “South Africa to open 2 new universities” an online article published on the Sowetan Live website reporting on the announcement by the Higher Education and Training Minister Blade Nzimande announcing the construction of additional higher education facilities in South Africa (Sowetan, 2012).

“SKA shows up world’s afro-pessimism” an article that appeared in the online version of the Mail & Guardian newspaper reporting on the progress being made in the building the Square Kilometre Array, the largest radio telescope on earth (Wild, 2014).

The focus group seemed less concerned with the decline in hospitals, schools and safety and security. This tempered concern was based primarily on the participants’ ability to school their children privately, attend private hospitals and, where necessary live in security complexes and employ private security firms. Whilst the group acknowledged the decline, it was not at a point where any of the participants considered it a possible factor influencing migration.

None of the respondents in the focus group had children; they did, however, consider the question in the context of being parents and still felt it unlikely that they would emigrate. This determination was based on the fact that the quality of private education and healthcare was still of a sufficiently high level in South Africa.

5.5 Additional statistical analysis

In order to test the differences between the factors influencing emigration across all the respondents as well as to validate the findings of the Shotgun Stochastic Algorithm, a nonparametric Friedman K-way ANOVA was used. The analysis from the Friedman K-way ANOVA is clearly illustrated in the Holm

Multiple Comparisons results by variable.

The results from these analyses confirm the initial findings from the Shotgun Stochastic Algorithm. This being that, the top ranked factors influencing the decision of skilled workers to emigrate are, ‘career opportunities in the receiving country’, ‘economic (financial) opportunities in the receiving country’, ‘uncertainty regarding the political future/stability in South Africa’ and ‘declining public and commercial services (municipal and national) in South Africa’.

The outputs from these two tests are presented in Table 3: P-values showing statistical differences between the columns of 'Reasons for intention to leave' and Table 4: Holm Multiple Comparisons results by variable.

Both ‘career opportunities in the receiving country’ and ‘economic (financial) opportunities in the receiving country’ are ranked as the most influential factors across the sample. Whilst these two factors are not statistically different from each other ‘career opportunities in the receiving country’ is significantly different from the remaining factors. In addition ‘economic (financial) opportunities in the receiving country’ is not significantly different from ‘uncertainty regarding the political future/stability in South Africa’ it differs statistically with the rest of the variables.

A rank correlation tests using The Spearman Rank Correlation Coefficient and Kendall Rank Correlation in order to show associations between variables. The outputs are represented in Table 5: Spearman’s Rank Correlation Coefficient and Kendall's Tau Correlation Coefficient.

The outputs determined that there are several reasonably large and statistically significant associations between factors influencing emigration. These included ‘long-term opportunities for children in the receiving country’ and ‘educational opportunities for your children in the receiving country’. In addition, ‘declining public and commercial services (municipal and national) in South Africa’ and ‘uncertainty regarding the political future/stability in South Africa’

Interestingly, a large negative correlation between ‘career opportunities in the

receiving country and ‘safety and security concerns in South Africa’ exists.

5.6 Factors influencing migration – ranked six to thirteen

The factors ranked from six to thirteen in order of standardised mean, as well as the t-values and p-values of the factors influencing migration, have been listed in Table 12: Factors influencing migration – ranked six to thirteen.

Table 12: Factors influencing migration – ranked six to thirteen

Rank	Mean	t-value	p-value	Variable	Push/Pull Factor
6	-0.09	-1.3755	0.1705	Educational opportunities for your children in the receiving country	Pull
6	-0.09	-1.3913	0.1656	Established personal and business networks in the receiving country	Pull
8	-0.20	-3.1373	0.0020	Further educational attainment in the receiving country	Pull
9	-0.23	-3.6808	0.0003	Long-term opportunities for children in the receiving country	Pull
10	-0.27	-4.2820	0.0000	Broad-Based Black Economic Empowerment (B-BBEE)	Push
11	-0.33	-5.2236	0.0000	Current cost of living in South Africa	Push
12	-0.51	-8.0535	0.0000	Extended family already living in the receiving country	Pull
13	-0.58	-9.2595	0.0000	Spousal opportunity to emigrate (work permit/dual citizenship)	Pull

Respondents with children ranked ‘Educational opportunities for their children in the receiving country’ and ‘Long-term opportunities for children in the receiving country’ as their third and fifth highest ranked factors influencing migration. This was the only subgroup that had differing migration influencers listed in their top five.

The remaining factors have negative means: these factors do not influence the migration decision in this study. This fact is further confirmed by the last six attributes: these attributes have negative means that range from -0.20 to -0.58 and are significant at at least the 95 percent mark, which means they are significantly not influential in the decision to emigrate.

5.7 International destination of choice

Chapter one outlines the difficulty in determining the precise number of South African emigrating. In South Africa it appears that being able to determine the exact number of emigrants is proving difficult for Statistics South Africa to quantify (Crush, et al., 2000). As it stands, emigration figures are determined by departing citizens declaring themselves as emigrants at their port of exit.

According to Kaplan, et al., (1999) and the South African Institute of Race Relations (2012) five dominant migration destinations are selected by South African emigrants; these are the United Kingdom, the United States of America, Australia, Canada and New Zealand.

Respondents were asked to select one of the aforementioned countries as their international destination of choice or to state an alternate destination should one of the aforementioned five countries not be their first choice.

The United States was selected as the most popular destination, with 48 percent of respondents selecting it as their primary choice, the United Kingdom and Canada each ranked joint second with 16 percent of respondents selecting these countries, Australia ranked fifth with fourteen percent, whilst New Zealand was the lowest ranked of the international destinations at six percent.

It appears that the international destinations of choice for South African migrants remain static. What does appear to differ between the respondents and the literature is the relative ranking of desired international destinations, versus current destinations of migrants.

Bhorat, et al., (2002) found that between 1994 and 1996, the United Kingdom ranked as the most popular international destination of choice followed by the United States of America, Australia, Canada and New Zealand (of the countries given as migration destinations in the research questionnaire). This research was mirrored by that of Meyer, et al., (2009).

When discussing the international destinations of choice, the survey results

were mirrored by the focus group participants.

“The US is the land of opportunity,” respondent A.

North America was viewed favourably by all the members of the focus group. A number of reasons were cited: the size of the United States and Canada, implying the career opportunities and likelihood of finding a city to settle in that met the requirements (lifestyle, work and recreation) of the focus group participants.

The United Kingdom, Australia and New Zealand were discussed in the focus group the consensus was that they were well settled by South African emigrants.

5.8 Trigger events

The respondents were asked to confirm whether or not they believed a once-off trigger event could influence the decision to emigrate, and, if so, to please provide examples of these events.

Fifty-one percent of respondents said ‘yes’, they believed a once-off trigger event could influence the emigration decision, and the events provided were:

- Murder of a family member
- Violence
- Personally involved in security breaches
- Riot, strikes and political rhetoric
- A major change in lifestyle
- Eskom
- Political instability
- Currency devaluation.
-

What is interesting to note about these trigger events is that, whilst the top ranked factors influencing emigration are ‘economic (financial) opportunities in the receiving country’ and career opportunities in the receiving country’, both

considered pull migration factors the once-off trigger events were all push factors.

Compare this to the feedback from the focus group: crime and the associated negative push factors are comparable to B-BBEE. One is aware that, only once one has been impacted by it, would one then consider it as a possible reason to emigrate.

When considering the once-off trigger events provided by the respondents, only ‘currency devaluation’ and ‘a major change in lifestyle’ cannot explicitly be included in one of the thirteen push and pull factors influencing the decision to emigrate.

Crime, violence, security breaches, riots, strikes, Eskom and political instability can all be included as factors that make up the major migration factors in the research questionnaire.

5.9 Conclusion

This section explored the quantitative findings of the research questionnaire and has included insights and personal experiences from the focus group participants, whilst comparing and contrasting these findings against the literature review in chapter two.

The findings of the research answer the research question:

‘What are the factors that MBA students consider when contemplating emigrating from South Africa?’

The most influential factors considered by MBA students when contemplating emigration, in order of influence are:

Rank	Variable	Push/Pull Factor
1	Economic (financial) opportunities in the receiving country	Pull
2	Career opportunities in the receiving country	Pull
3	Uncertainty regarding the political future/stability in South Africa	Push
4	Safety and security concerns in South Africa	Push
5	Declining public and commercial services (municipal and national services) in South Africa	Push

CHAPTER 6: CONCLUSIONS AND RECOMMENDATIONS

6.1 Introduction

The final chapter presents a summary of, and draws together, the key points identified in both the research surveys completed and the focus group held. In addition, feedback from the respondents on the consideration of emigration, the likelihood of emigrating, possible emigration destinations, additional reasons for emigration over and above those identified in the literature review and finally whether or not respondents believe once-off trigger events could influence the decision to emigrate.

Insights gleaned from the focus group and the perspectives of the focus group members on the research findings are presented, along with anecdotal experiences, both personal, of family members and friends of South Africans who have chosen to either emigrate or remain in South Africa. The feedback obtained from the focus group is based on the results from the research questionnaire.

Recommendations for future research are also included in this chapter.

6.2 Conclusions of the study

The research undertaken sought to understand the relative importance of the factors MBA students consider when contemplating emigration, giving current and/or potential employers, as well as politicians and policy makers, the

knowledge required to address concerns within the current skills base or to pre-emptively address emigration factors that future employees may encounter and/or consider.

It would be one-dimensional to deduce, from the research results, that MBA students in South Africa emigrate based on the 13 push and pull factors listed in the research questionnaire. Whilst these factors have been found to be the most likely influencers of migration from the literature reviewed; the decision to emigrate is a deeply personal decision and as in the words of Marchetti-Mercer (2012) is a life changing decision.

The top five factors that influence the decision to emigrate identified are:

- Economic (financial) opportunities in the receiving country
- Career opportunities in the receiving country
- Uncertainty regarding the political future/satiability in South Africa
- Safety and security concerns in South Africa
- Declining public and commercial services in South Africa

In addition to the qualitative results, the quantitative insights obtained from the focus group highlighted a number of beliefs that the standard of living in South Africa is a major mitigating factor against the decision to emigrate. This factor is further compounded by the view that the older and more settled one becomes in both personal and business lives, the decision to emigrate and the actual process, become increasingly more complicated and less of an option.

6.3 Recommendations

The research completed and the results presented will be of interest primarily to potential employers, politicians and policy makers.

The research identified that economic progression coupled strongly with career opportunities are the priorities for MBA students. Considering these insights the following recommendations to potential employers, politicians and policy makers could be taken into consideration.

- **Return on investment** is a key factor for the respondents. Whilst compensation and career progression must always be commensurate to results delivered in their organisations, key stakeholders must consider that employees that have gained the theoretical and academic knowledge and are considered high performers in their organisations will look for what they believe to be appropriate levels of remuneration.

- **Development opportunities** are closely coupled to economic opportunities and career opportunities for MBA graduates. Graduates leave their respective business schools with a wealth of academic and theoretical knowledge; this knowledge needs a segway into practical business practice.

- **Multinational organisations** may well enjoy a strategic advantage over their local rivals in South Africa. Coupling the top two ranked factors with the factors ranked three, four and five these business are in a position to offer career progression and financial opportunities to the skilled employees, should these employees make the decision to emigrate based on the third, fourth and fifth ranked items they could possibly do so and continue to work for their current employer.

- **Politicians and policy makers** should take heed, in order to retain a skilled work force to grow the economy the economy needs to be growing or government's fiscal policies and stance on business needs to be one that will enable economic growth.

- **Stability in a safe and well run country,** by negating the third, fourth and fifth ranked items 'uncertainty regarding the political future/satiability in South Africa', 'safety and security concerns in South Africa', and 'declining public and commercial services in South Africa' many of the skilled workers that either have the ability to progress their careers or enjoy greater economic opportunity in South Africa will be significantly less likely to consider emigration.

6.4 Suggestions for further research

The objective of this research was to identify and rank the factors that South African Masters of Business Administration students consider when contemplating emigration.

During this process it was identified that the following research could be considered:

In consideration of future research, the following observations have been identified during the current research:

- **Compare and contrast** the factors considered by skilled workers in the decision to emigrate and the actual outcome of their emigration. As found in this research, the top two ranked factors were ‘economic (financial) opportunities in the receiving country’ and ‘career opportunities in the receiving country’; future research could look to understand whether the actual outcome of the emigration was congruent with the reason to emigrate (should the emigration decision be based on a pull factor)
- **Opportunities within South Africa**, the top ranked attributes entail financial and career progression; a study of MBA graduates in South Africa could look to understand why they believe the opportunities in the main receiving countries is greater than those in South Africa. The results of this study could be used by corporate businesses in order to determine how compensation packages are determined and how careers are managed in their organisations.

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APPENDIX A: RESEARCH SURVEY

WITS BUSINESS SCHOOL
MBA RESEARCH SURVEY

Research Questionnaire:

Dear MBA Student,

Thank you for giving up your time to fill in this survey as part of my MBA research. My research is on perceptions of South African MBA students on the factors influencing emigration decisions. For the purpose of my research, emigration is defined as 'a permanent move from one's country of permanent residence to another country (receiving country) with the intention of not returning for a period of at least twelve months'.

Please place an X in the appropriate block.

Course

Full time	Part-time

Year of study of MBA

First year	Second year

Gender

Male	Female

Married

Yes	No

Children

Yes	No

Number of children

1	2	3	4	5 or more

Number of degree(s)

N/A	1	2	3 or more

Highest degree obtained e.g. BCom, BSc, BA (Honours)

Have you considered emigrating from South Africa?

Yes - a great deal	Yes – possibly	No - not at all

Likelihood of leaving South Africa within the next 5 years

Very likely	Likely	Unlikely

Possible international destination of choice (Please select only one)

Australia	Canada	New Zealand	United Kingdom	United States of America

Other, please specify	

Please rank, in order of importance (1 being the highest and 13 being the lowest), which factors you believe MBA students consider the most influential when contemplating emigration.

	Items for Ranking	**Rank**
1	Current cost of living in South Africa	
2	Safety and security concerns in South Africa	
3	Declining public and commercial services (municipal and national) in South Africa	
4	Broad-Based Black Economic Empowerment (B-BBEE)	
5	Uncertainty regarding the political future/stability in South Africa	
6	Economic (financial) opportunities in the receiving country	
7	Career opportunities in the receiving country	
8	Extended family already living in the receiving country	
9	Established personal and business networks in the receiving country	
10	Further education attainment in the receiving country	
11	Educational opportunities for your children in the receiving country	
12	Long-term opportunities for children in the receiving country	
13	Spousal opportunity to emigrate (work permit/dual citizenship)	

Should you believe that people contemplate emigrating for any other reason than those given above, please list them in the block below.

Do you believe people decide to emigrate as a result of once-off trigger events?

Yes	No

If so, please provide examples of these trigger events in the block below.

Please note that all surveys are anonymous and you do not need to write your name on this survey.

Thank you for completing this survey.