THE RELATIONSHIP BETWEEN PUSH AND PULL FACTORS AND INTENTION TO WORK ABROAD AMONG SKILLED WORKERS IN MALAYSIA

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MAY 2025

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A final year project submitted in partial fulfillment of the requirement for the degree of

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PREFACE

This research project was carried out by final year students of Bachelor of Business Administration to complete our study of bachelor's degree.

The research topic had been stipulated as "The relationship between push and pull factor and intention to work abroad among skilled workers in Malaysia". The purpose of this research is to explore the relationship between push and pull factors and intention to work abroad among skilled workers in Malaysia. The focus category of skilled labor in this research was managers (CEO, Director, Manager), professionals (Engineer, Doctor, IT Specialist), and technicians (Lab Technician, Assistant Engineer) who are in Malaysia.

In contemporary, push and pull factors had been taken seriously in the intention to work abroad among skilled workers. Skilled workers generally believe that push and pull factors have a great impact on their intention to work abroad and are related to their future. Consequently, it was charged that the high intention of skilled workers to go overseas was due to a lack of pay and benefits, employment opportunities, advancement opportunities, and working conditions.

Therefore, it had been accused of skilled workers' high intention to work abroad for lack of salaries and perks, job prospects, promotion prospects and working environment.This research will provide a deeper insight and idea to the organizations on which relationship is the most critical between push and pull factors and intention to work abroad among skilled workers in Malaysia.

ABSTRACT

This research aims to investigate the relationship between push and pull factors and intention to work abroad among skilled workers, involving key variables such as job prospects, salaries and perks, promotion prospects, and working environment in Malaysia. This research was conducted around 384 skilled workers from three categories, such as technicians, managers and professionals. IBM Statistical Package for the Social Sciences tool (SPSS) was used to analyze and interpret the relevant data. The data was analyzed by using descriptive analysis, reliability test, and Multiple Linear Regression. The findings revealed that salaries and perks, promotion prospects, and working environment have significant positive effects on intention to work abroad, while job prospects played a non-significant role. However, this research also discusses shortcomings and suggestions for future research.

Keywords: Intention to Work Abroad, Salaries and Perks, Job Prospects, Promotion Prospects, Working Environment

Subject Area: BF1228-1389 Spiritualism including mediumship, spirit messages, clairvoyance

TABLE OF CONTENTS

Page

LIST OF TABLES

LIST OF FIGURES

LIST OF ABBREVIATIONS

IV	Independent Variable
DV	Dependent Variable
ITWA	Intention To Work Abroad
SP	Salaries and Perks
JP	Job Prospects
PP	Promotion Prospects
WE	Working Environment
SPSS	Statistical Package of Social Science

LIST OF APPENDICES

CHAPTER 1: RESEARCH OVERVIEW

1.0 Introduction

This chapter will provide a comprehensive overview of the factors that influence skilled workers in Malaysia. In addition, the problem statement clarifies the main idea and importance of the research project. Moreover, the research objectives are next stated, providing a thorough synopsis of the overarching goals followed by a more detailed explanation of the particular objectives. Furthermore, an overview is provided about the research topic under investigation, the hypotheses, the significance of the study, the chapter layout, and the chapter summary.

1.1 Research background

Brain drain, highly skilled workers migrating from underdeveloped countries, has attracted a lot of attention from the global community because of its far-reaching consequences (Vakili & Mobini, 2023). Moreover, past records indicated that brain drain is a world issue involving the mobility of higher-skilled workers, especially migrating from less developed countries, mostly under economic, political, social, or personal reasons (Yieng et al., 2017; Ab. Wahab, 2014; Docquier & Rapoport, 2006). It can be induced by turbulence, the availability of attractive job prospects in another country, or a craving for a better quality of living (Young, 2024).

In Malaysia, brain drain which is sometimes also referred to as professional migration, is not a new phenomenon (Jauhar & Yusoff, 2011). However, according to Ram (2023), Malaysia is currently one of the countries most affected by brain drain. This has highlighted a

persistent and substantial issue spanning several decades (Hussin, 2024). According to Jordan (2021), talent loss or "brain drain" proves to be an issue, with 72 percent of Malaysian workers considering working overseas. This migration becomes a great loss for countries, industries, and organizations since valuable human capital is taking flight (Young, 2024). Malaysian authorities have warned against the "adverse effects" of brain drain as skilled workers were exiting the country (Yeap, 2024).

According to Malaysia Standard Classification of Occupation (MASCO) 2013, the labor force is categorized into skilled, semi-skilled and low skilled levels ("Labour Market Review," 2023). Skilled workers include managers, professionals, technicians, and associate professionals (Mahidin, 2024). The Department of Statistics Malaysia (DOSM) classified more specifically, classified high skilled workers under categories such as Managers (CEOs, directors), professionals (engineers, doctors, IT specialists) and technician (Lab technicians, assistant engineer). In Malaysia, a highly skilled worker generally refers to an individual who possesses advanced knowledge, specialized training and professional expertise in a particular field. These workers typically hold a diploma, bachelor's degree or higher qualification and have extensive industry experience, where their expertise and innovation play a critical role in economic development. Salaries for high skilled workers typically exceed RM 4000 per month, with certain professionals earning RM7,000 or more (Department of Statistics Malaysia (DOSM, 2023) significantly contributing to Malaysia's GDP by driving productivity and innovation, supporting the transition to a knowledge-based economy under Industry 4.0.

Unfortunately, Malaysia has experienced a significant brain drain, with a considerable number of skilled workers leaving the country for better opportunities abroad (Yeap, 2024). The 2023 Critical Occupation List (COL) published by TalentCorp Malaysia identifies persistent demand for high skilled roles including but not limited to roles **such as data scientists, cybersecurity specialists, engineer, specialist doctor, pharmacists** and **financial analysts**. Despite an increase in labor demand for skilled workers in Malaysia from 2021 to 2023, yet many of these skilled individuals are still choosing to emigrate, suggesting that deeper work-related factors are influencing their decisions. Consequently, Malaysia lags select advanced and regional economies in terms of share of high-skilled jobs ("Outlook and Policy

in 2024," n.d) while our Government initiatives like TalentCorp, the National Policy on industrial 4.0 (Industry4WRD) and HRD Corp training program aim to enhance high skilled employment to ensure Malaysia remains competitive.

1.2 Problem Statement

An exceptionally well-written phrase from Mackinsey & Company report states, "Talent in emerging economics is scarce, expensive, and hard to retain." When skilled workers from various sectors migrate to foreign countries in search of better opportunities, the local talent pool becomes depleted, leaving a limited number of qualified individuals behind. This shortage hinders the home nation's economic growth and development (McKinsey, n.d.). The situation is dire. A news article by Mancini (2024) highlights that nearly half (47.9%) of the existing companies face a talent shortage, with 60% of present companies in Malaysia struggling to find skilled workers across various high-skill occupations.

Skilled workers, categorized as managers, professionals, and technicians, are leaving Malaysia due to factors such as limited opportunities, less competitive compensation, and inadequate support for career development. As Mansor et al. (2024) suggest, without addressing the underlying reasons behind this intention, countries may face a potential loss of highly skilled workers. Since potential skilled workers typically tend to be young and highly educated, the brain drain is expected to become worse in the future (Li et al., 2022) (as cited in Robbins, 2019), given these challenges, it is imperative to investigate the root cause behind skilled workers' intention to work abroad, as this contributes to the stagnation of skilled labor in Malaysia. Brain drain has been a long-standing issue, with Malaysia unable to avoid its negative impacts. This survey shows that out of 5,663 Malaysians who participated in the survey of Malaysians working in Singapore, 62% of those who took part are skilled workers. Of these, only 35% are semi-skilled, with a smaller portion being classified as low-skilled. This represents a significant increase in brain drain compared to 2022, indicating that the

phenomenon is escalating. Skilled workers now constitute 39% of Malaysia's diaspora, 35% are semi-skilled workers, and approximately 26% are low-skilled laborers (Emir Zainul, 2024). The primary reason behind Malaysia's Brain drain woes is the less attractive salaries at home compared to better pay and job opportunities abroad (Leng, 2024).

These statistics highlight the ongoing concern of brain drain in Malaysia. According to Liew (2022), Malaysia has a relatively low share of highly skilled jobs available compared to neighboring countries like Singapore. Data from the Malaysian Department of Statistics show that, from 2021 to 2023, while the number of professional positions grew, the shortage of skilled workers also increased dramatically, rising from 42.9 M to 48.1M, as indicated by the Q4 vacancy slot ("Labour Market Review," 2023). Furthermore, an analysis conducted by the World Bank (2011) indicates that the emigration trend is becoming "younger," with more individuals under 23 leaving Malaysia. This situation is further aggravated by Malaysia's brain drain ratio of 5.5.%, which is enormously higher than the world standard of 3.3% (Afiq Hanif, 2023).

Each migration of skilled individuals from their home country to elsewhere in the world to take advantage of better opportunities is a loss of talent or human capital, which can be detrimental to Malaysia's continuous development and progress. Although Malaysia's labour force includes both skilled and unskilled workers, the focus on brain drain remains particularly relevant. This issue is closely linked to the push and pull factors that influence the intention of skilled workers to work abroad.

A recent report of the World Bank Group has made a projection that Malaysia is likely to graduate to a high-income economy between the years of 2024 and 2028 (Record et al,2021). To realize this vision of becoming a high-income nation by 2030, the Mid-Term Review of the Twelfth Malaysia Plan and the New Industrial Master Plan 2030 under the National Energy Transition Roadmap provide a framework for policies and initiatives to facilitate quality investments in high-value-added industries, especially in the digital and high-tech sectors ("Labour Market Review," 2023). However, Malaysia currently lacks the necessary skilled

labor force to compete with the leading nation. According to Azalea Azuar (2022), only 29.6% of the Malaysian workforce is highly skilled, whereas 45% is needed. The Malaysia Economic Monitor (February 2023) indicates that the main constraint hindering the further development of digitalization in Malaysia is the shortage of digital skills (Sanghi & Teh Sharifuddin, 2023).

Sharifuddin and Chong (2023) suggest that tertiary educated individuals may struggle to find high-skilled work due to a mismatch in their field of study, a lack of relevant skills unrelated to formal school credentials, or a lack of high-skilled opportunities. Some may even choose not to apply for high-skilled jobs due to discrepancies in pay, work hours, workplace location, and the benefits associated with these roles. Therefore, it is crucial to understand the push and pull factors influencing skilled workers' intention to work abroad. The challenge lies in identifying the specific work-related factors that push skilled workers to seek opportunities abroad and those that pull them toward other destinations.

While previous studies, such as Tyson et al. (2014) have reviewed educational and socioeconomic, and others, like Tyson (2011) have focused on political, economic, social, and cultural dimensions, there is a lack of information on work-related dimensions driving brain drain. Some studies even study generation differences, such as Hamid et al. (2022) focusing on Gen Y and (Choo, 2023) on Gen Z, while others have examined undergraduate student perception leading to brain drain (Yeow et al., 2013).

However, few studies specifically address the work-related factors influencing skilled workers' intentions to emigrate. Skilled workers are believed to be the foundation of the high-income economy, as human capital is vital for sustained growth. Future talent will be needed for skill-intensive, sustained growth (Schellekens, 2024). Therefore, our research focuses on skilled workers and their intentions to remain in or return to Malaysia in the face of reverse push factors.

This research is a further continuation of the Push Pull Theory based on Lewin's (1951) field model. We will analyze the specific work-related factors that drive skilled workers to leave Malaysia and attract them to new destinations. In the context of work-related factors, we will be studying **salaries and perks**, **job prospects**, **promotion prospects**, **and working environment** (Hussin, 2024). Similarly, respondents from the survey mentioned that they might return to Malaysia if there were greater opportunities and better career prospects (Ghazali et al., 2021). Understanding the push pull factors influencing skilled workers intention to work abroad is crucial for nation and organizations to reassess and evaluate of their strategies in reversing brain drain and retaining talent.

The gap of this study lies in the insufficient exploration of work-related factors related to the push and pull dynamics influencing skilled workers' intention to work abroad. While existing research often focuses on a broader dimension like political, economic, social, and cultural aspects, there is a notable lack of detailed investigation into how specific work-related factors such as **salaries and perks**, **job prospects**, **promotion prospects**, **and working environment** affect skilled workers' decision to work abroad. By focusing on these nuanced elements, this study fills a critical void in the literature, providing a more precise understanding of the motivations behind the intention to work abroad and offering targeted insight for effective talent retention strategies.

1.3 Research Objective

The primary objective of this research is to comprehensively examine the determinants of the push-pull factors of work-related dimensions that influence the intention of skilled workers in Malaysia to work abroad, while also looking into their intention to remain in Malaysia in case of a reverse push factor. From the research, the objective of this study is:

1. "To identify the push-pull factors of work-related dimensions influencing the intention to work abroad among skilled workers in Malaysia."

2. "To examine the intentions of skilled workers to remain in Malaysia in the event of a reverse push factor that make staying more appealing."

1.3.2 Specific Objective

1. "To determine the positive relationship between the push-pull factor of **salaries and perks** and the intention to work abroad among skilled workers in Malaysia**."**

2. "To determine the positive relationship between the push-pull factor of **job prospects** and the intention to work abroad among skilled workers in Malaysia**."**

3. "To determine the positive relationship between the push-pull factor of **promotion prospects** and the intention to work abroad among skilled workers in Malaysia**."**

4. "To determine the positive relationship between the push pull factor of **working environment** and the intention to work abroad among skilled workers in Malaysia**."**

1.4 Research Questions

1. "What are the push-pull factors of work-related dimensions that influence the intention to work abroad among skilled workers in Malaysia?"

2. "Will the intention of skilled workers to remain in Malaysia be influenced by the presence of a reverse push factor?"

1.4.2 Specific Questions

1. "Is there a positive relationship between **salaries and perks** and the intention to work abroad among skilled workers in Malaysia?"

2. "Is there a positive relationship between **job prospects** and the intention to work abroad among skilled workers in Malaysia?"

3. "Is there a positive relationship between **promotion prospects** and the intention to work abroad among skilled workers in Malaysia?"

4. "Is there a positive relationship between **working environment** and the intention to work abroad among skilled workers in Malaysia?"

1.5 Hypotheses

H1:" There is a positive relationship between **salaries and perks** and the intention to work abroad among skilled workers in Malaysia."

H2: "There is a positive relationship between **job prospects** and the intention to work abroad among skilled workers in Malaysia."

H3: "There is a positive relationship between **promotion prospects** and the intention to work abroad among skilled workers in Malaysia."

H4: "There is a positive relationship between **working environment** and the intention to work abroad among skilled workers in Malaysia."

1.6 Significance of Study

This study contributes to the existing body of knowledge by applying and extending the Push-Pull Theory in the context of work-related factors influencing skilled workers' intention to work abroad and there final decision to brain drain among skilled workers in Malaysia. While the Push-Pull theory has been widely used to explain migration pattern, many previous studies have focused on broader economic, political, and social factor. However limited research has specifically examined how work-related factor such as salary and perks, promotion prospects, job opportunities and work environment influence skilled workers' decision to work abroad.

By narrowing down to specific these work-related factors, the study fills the gaps in the literature and provides a new perspective on how skilled workers migration decision are shaped by the workplace conditions as most studies focus on broad political, economic and social factors influencing brain drain. This refined approach offers a deeper understanding of the role employees and policy maker play in either driving the talent away or attracting skilled worker to stay. This studies provides stronger theoretical foundation for understanding brain drain from work related perspectives. Below are the table how other studies focus on broader factor beyond just the workforce, compared to our studies:

Table 1.1:

Broader Migration Factor vs Work Related Factor

Category	***Focus Area in Other Studies***	***Example Studies***	***How Our Study Differs***

Economic & Political Factors	Economic instability, political uncertainty, weak governance, lack of infrastructure	**Docquier and Hillel Rapoport(2006**)-Examined how brain drain affects economic growth and human capital	Our study focuses specifically on work-related factors rather than broad economic or political issues
Cultural & Social Factor	Migration due to quality of life, safety, personal freedom, family reunification	**De Haas (2021)** -Explored how lifestyle factors influence migration decision	Our research prioritizes work-related related push-pull factor over cultural or social motivations
Generational Perspectives	Migration pattern based on generation different (Generation X and Y)	**Hee and Rhung (2019)** -Studied why Millennials in Malaysia prefer working abroad **Choo (2023)** -Investigates brain drain among Generation Z employees, emphasizing job satisfaction, compensation and work life balance leading Gen Z to migrate	This study focuses specifically on skilled workers as defened by MASCO (2013), excluding industry- or generation-specific analyses, to provide a broad understanding of work-related push-pull factors.

General Perspectives	Migration occur due to various general push pull factors (economics, political, social and personal)	**Khai (2025)** -It explained brain drain occurred due the factor such as **money and reward or salary, followed by dissatisfaction with career, the economy, the support from the family, and availability of job opportunities** among university student **Ghazali, Ahmad Kusairee, Tan, Mohd Yasin, et al. (2021)** -Explore youth talent migration specifically on students studying abroad and their intention s to leave Malaysia while **economic**, **career, political economic and social instability** factor as major reason **L Chandar (2014**) -Studies Malaysian postgraduates' perception of why professionals leave Malaysia which highlights **salary, career growth, job satisfaction, quality of life** as major factor	Our studies narrow focus on job related push-pull factors rather than broader examination of Malaysia's brain drain, including student migration trends
Educational Migration	Students leaving for better education, research opportunities , scholarship	**Czaika & de Haas (2014)** -Studied migration pattern of students seeking higher education abroad	Our study examine skilled workers not student migration

Healthcare Sector Migration	Medical professionals leaving due to poor facilities, low wages, unsafe working condition.	**Meo & Sultan (2023)** -Investigated why Pakistani healthcare workers migrate for better salaries and conditions.	Our studies include various skilled workers rather than focusing on one sector

Thus, this research provides valuable insight into the motivation behind the intention to work abroad. Researcher can build on this work to explore how different industries experience brain drain differently and how policy intervention or company level strategies could mitigate the outflow of talent .Enhancing Malaysia's competitiveness in high-value-added industries. Ultimately, this study aims to foster sustainable economic development by ensuring a stable pool of talent and positioning Malaysia competitively in the global economy. As that is saying goes, addressing the factors that lead to the intention to work abroad could transform potential brain drain into potential brain gain.

1.7 Chapter Layout

This proposed research study comprises a total of five chapters. The five chapters are divided into introduction, literature review, research methodology, analysis of research results, and discussion and conclusion.

Chapter 1 Research Overview

The general introduction outlined the background of the research. An overview of this study included a problem statement, research objectives, questions, hypotheses, and the importance of the study. Further discussions will be in the following chapters.

Chapter 2 Literature review

This chapter highlights the variables (independent and dependent) and compares relevant studies to create a theoretical framework. In addition, the hypothesis is designed to test the theory's viability.

Chapter 3 Research Methodology

An overview of this research design, indicating which research approaches either qualitative or quantitative it is while justifying the initial study is provided in this Chapter. It details the data collection method, describes how primary and secondary data are collected, details sampling designs, and explains the selection of measurement instruments while concluding the chapter with data processing and analysis procedure using SPSS.

Chapter 4 Data Analysis

It asks for the observations and their explanations concerning the proposed research questions and hypotheses. This section will also cover descriptive analyses that provide a demographic profile of the respondents and inferential studies that look into independent variables and their relationships to other factors.

Chapter 5 Discussion, Conclusion, and Implications

This chapter gives the research overview including summary of the result obtained, implications, limitations, recommendations, and conclusion for the research.

1.8 Chapter Summary

In a nutshell, Chapter 1 presented an in-depth analysis of the several variables influencing skilled workers in Malaysia. The framework has identified the problems, dependent and independent variables, and the purpose of the research. The remaining chapter will dive into further depth regarding the literature review and conceptual framework.

CHAPTER 2: LITERATURE REVIEW

2.0 Introduction

This chapter begins with an explanation of the underlying theory and a thorough analysis of the corpus of research on variables of dependency and independence. After developing hypotheses, the investigation will proceed further by exploring the theoretical and conceptual framework. Finally, a brief description of the seal will be provided.

2.1 Underlying Theories

This study was underpinned by the push-pull theory as its theoretical basis. The Push and Pull theory is based on essential elements that are pertinent to the intention to work abroad (Khan, 2021). According to studies by Iqbal et al. (2020), the push-pull theory is the basic framework that explains a person's decision to work abroad from their country of origin (pull factor) and their attraction to a certain country (push factor) combined to cause a phoneme which known as an intention to work abroad (Enticott, 2018; Walani, 2015). The reason for adopting this theory into the paper is because this theory continuously serves as the fundamental theoretical framework that is frequently employed in the discussion on intention to work abroad (Adesote & Osunkoya, 2018). Additionally, Lee's original push-pull migration theory remains valid until today (Segal, 2019).

This theory was initially introduced by Lewin (1975). Research done by Agubata et al. (2024), implied that the theory of the pull factor is frequently used to comprehend the pattern of intention to work abroad and aids in conceptualizing it as the outcome of various push and

pull factors interacting, offering a framework for comprehending the intricate decision-making process associated with intention to work abroad. According to Lee (1966), intention to work abroad is influenced personally by both push and pull forces which are driven by the positive characteristic (pull factor) of departure countries and the negative factor (push factor) of the home country. Initially, pull factors are defined as the incentive of the receiving country that draws people looking for work while push factors are circumstances or events that happen in the home country that force people to leave (Gassemi & Aniba, 2024). These two criteria were chosen because they are generally regarded as credible and have a cumulative impact on people's attitudes and actions (Portes & Ross, 1976).

Based on the graph shows that career prospects (work-related dimension) epitomize the main driving factors that lead to the intention to work abroad. Following the push-pull theories propounded by Singh and Krishna (2015), the author establishes that one of the key push factors for work migration for highly-skilled workers, such as IT professionals, is unpaid put selection for better opportunities. Better pay, attractive career options, and higher quality of life are considered as pull factors for working into developed countries. Beine et al. (2001) also pinpoint that many professionals (highly skilled workers) leave due to what they perceive to be a general lack of job opportunities as well as frequently a lack of a just and acceptable commitment to quality and transparency. In addition to that, the article found in De Haas (2021) contends that the difference in job opportunities and income between countries of origin and destination determines whether to work abroad as an instrumentally rational process. Moreover, related push factors include a lack of promotion opportunities, low employee engagement, and lack of promotion prospects in addition to a lack of job opportunities (Magris & Russo, 2009; Boncea, 2015).

The push-pull theory's fundamental ideas highlight the dynamic interplay between the forces of the push-pull factor. The push-pull theory is a helpful tool through which to understand the complex nature of intention to work abroad (Agubata et al., 2024). We consider the push-pull theory as a sophisticated application to understand the relation of the push-pull factors toward the intention to work abroad by skilled Malaysian workers. The further application of the theory of planned action may serve to strengthen the study topic even more

(Fishbein & Ajzen, 1975 as cited in Jauhar & Yusoff, 2011). When a person feels good about engaging in a behavior, their intention to do so will increase (Ajzen, 1991; Khalil and Pearson, 2006 as cited in Ab. Wahab, 2014). According to this idea, the Malaysian skilled worker's plan of action (leaving) will be positively correlated with their tendency to do so, which will be influenced by their attitudes. In this context, the relationship between the push and pull factors and intention to work abroad among skilled workers in Malaysia. The push-pull factor will include salaries and perks, job prospects, promotion prospects, and working environment.

2.2 Literature Review

"For the purpose of this study, skilled worker are defined in accordance with the MASCO 2013 classification, which include Managers, Professionals and Technicians."

2.2.1 Intention to Work Abroad - Dependent Variable

The dependent variable (DV) refers to the main outcome or effect that our study aims to explain or predict. Developing countries face a serious issue with brain drain (Sehar et al., 2021). According to Vega-Muñoz et al. (2021), the intention to work abroad can be seen as a precursor to brain drain, defined as the "desire or willingness of highly skilled or educated individuals to relocate from one nation, area, institution, or job sector to another in search of better living conditions, increased income, more opportunities, between others". As cited in Wanniarachchi and Jayakody (2022), most frequently, a longitudinal analysis is conducted, accounting for both intention to move and any subsequent movement.

According to MetiN (2023), the phrase “brain drain” is also used to describe the international transfer of human capital. In Bhardwaj & Sharma’s research (as cited in Czaika and De Haas, 2014), the authors indicated that there has been a rise in the departure of highly skilled workers from developing countries over time while understanding the intention behind these moves is crucial for preemptive policy-making.

In Malaysia, Hamid and a few other researchers opined in their study in the year 2022 that the country cannot escape from the so-called problem of brain drain, while the attraction towards overseas working is still at its peak with regard to most Malaysian Generation Y. However, in the article written by Othman in the year 2020, one of the negative effects of brain drain is that the country suffers from a lack of a skilled workforce. Further, in the study by Hamid et al. (2022), the authors pointed to the high-level intentions of these talented persons to migrate for better pay packages and job prospects as well as for improved living standards.

Moreover, study reveals that push factors motivating the intent to seek employment overseas are poor provision of personal protective equipment, low monthly hazard allowance, and increasing insecurity in the country (Lawal et al., 2022). Conversely, pull factors such as higher salaries and safer, healthier working environments abroad amplify a desire among skilled workers to seek opportunities outside their home country.

2.2.2 Salaries and Perks - Independent Variable

The term “salaries and perks” refers to the financial and non-financial compensation that employees or workers obtain as a result of their employment including base salary, bonuses, allowances, healthcare, and other incentives. Lazarević and Matović (2022) research indicated that businesses need well-structured remuneration packages to draw in and keep personnel, who are essential to a lucrative, competitive, and long-lasting company (as cited in Bessette,

2014). Although salary is typically the foundation of the overall compensation package, it is insufficient to keep and inspire key employees (as cited in Rowland, 2011; Marescaux et al., 2013). Tarafdar et al. (2024) defined "work perks" as an important element of a properly designed compensation package (as cited in Andrews et al., 2017). Work perks or perquisites are any incidental benefits that are typically non-monetary and given to an employee who shows a strong level of interest in the firm, on top of their income (as cited in De, 2008; Gaitonde, 1979). Furthermore, perks are defined in a study as an additional benefit or something extra that you receive as a result of your employment, such as money or merchandise (Idrees et al., 2021).

There is a critical shortage of skilled workers worldwide (Bhardwaj & Sharma, 2023). There is a case within the education industry due to poor salaries causing brain drain (Mlambo & Adetiba, 2020). The same factors (poor pay and benefits) contributed to the brain drain of extremely competent workers in another instance in the healthcare sector (Meo & Sultan, 2023). In terms of economic motive, these indices refer to an increase in income (Urbanski, 2022).

According to Steil et al. (2022), salary takes into account and influences job satisfaction extending across different job roles, which debuts tenure in companies for workers (as cited in Iqbal, Guohao, & Akhtar, 2017).

2.2.3 Job Prospects - Independent Variable

Job prospects refer to the availability of employment opportunities and career options in a specific field or job market. It focuses on getting a job or securing employment. Work availability should be considered as a physical result expectation similar to physical demands, pay, and job security (Singh et al., 2024). There is a study that pointed out that nowadays companies prefer to employ low-skilled labor as their wages are lower than those of high-

skilled labor (Krenz et al., 2021). If lack career prospects, people will not be able to obtain the power to fulfill their ambitions (Ramhit, 2019). Vaishali (2023) demonstrated that self-efficacy attributable to possible factors like better prospects outside of oneself explains attrition intent. In the absence of a sufficient job market, the next generation of graduates would find it hard to find job opportunities ("The Role of Social Support and Emotional Intelligence in Fostering Resilience Among Malaysian Undergraduate Students," 2024).

Employees from Malaysia generally believe that possibilities for career advancement and opportunities play a major role in their decision to work abroad (Hamid et al., 2022). Gen-Y employees lack long-term organizational commitment (as cited in Twenge et al., 2010) whilst still desiring high levels of job security (Muskat & Reitsamer, 2019). A poor working environment is a widely recognised push factor among skilled workers, regardless of industry, contributing to dissatisfaction and migration intention. Therefore, there is research that concluded that better working opportunities and job security can retain employees (Ghani et al., 2022). Pull factors influencing migration include reasons such as the availability of jobs for employment and the economic side (Urbański, 2022).

As a result, it is important to appropriately manage this phenomenon to prevent skilled workers from having to leave the nation in search of better professional opportunities overseas (Mansor et al., 2024).

2.2.4 Promotion Prospects - Independent Variable

Promotion prospects refer to the potential for career advancement, including the likelihood of receiving promotions, increased responsibilities, and higher positions within their organization or industry. The ability of an organization to effectively attract and retain human talent is a significant factor in determining its success and competitive advantage. The

definition of “promotions” given by the authors, based on Xue and Zhang (2024), was limited to an upgrading of the current position without any modification of responsibility or status. According to Rodrigues and Rebelo’s research (as cited in Alessandri et al., 2021; Conger & Fulmer, 2003; Ng et al., 2005) indicated that the successful succession planning and promotion of employees within an organization are important to this end for offering talented or high-potential employees incentives for upward mobility along with the hope of career progression within the company.

Employee Intention to work abroad has so many detrimental effects and is one of the major silent profits reductions through turnover according to Igbinoba et al. (2022). Hence, the pathway in the mind should be prepared through excellent performance, achievement, and rewards that are obtainable. Most people want to be promoted in the organization (Nepal et al., 2020). Such upwards movement usually comes with increased demand, more salary, and a better status among peers. However, with promotion, new challenges are introduced while accepting new roles and responsibilities, and they may take a toll on physical and mental well-being (Nepal et al., 2020). The promise of promotion may perpetuate retention, but most of such employees are likely to enjoy attractive outside options (Deller, 2023).

There is a case in the hotel sector mentioned that the main factors affecting employees’ ceasing of employment include a lack of promotion opportunities (Pekerşen & Tugay, 2020). Furthermore, promotion consists of an improved rewards system (Amadi et al., 2021). A reward management system includes within it intrinsic rewards and extrinsic rewards such as salary, bonuses, recognition, praise, flexibility in working hours, and social entitlements (Manzoor et al., as cited in Skaggs et al., 1991). It will assist organizations in attracting, retaining, and motivating employees to perform at their highest levels (as cited in Liu et al., 2008).

2.2.5 Working Environment - Independent Variable

Working environment describes the physical surroundings, organizational culture, interpersonal interactions, work climate, and psychological stress that employees encounter at work. These factors all have an impact on employees' long-term career choices and job satisfaction. A flexible work environment is important to preserve employee quality and boost productivity (Debbie et al., 2014). Based on Okafor & Chimereze (2020), a better setting is one of the main pull factors causing brain drain (as cited in Bara & Sapkota, 2015). Therefore, as mentioned by Lee et al (2014), one of the contributing elements to the problem of Malaysian employees leaving their jobs is a subpar workplace (Hamis et al., 2022). Consequently, in a positive work environment, activities will be completed faster, absenteeism will decrease, and employee turnover will decrease (Sumantri & Mujiati, 2023).

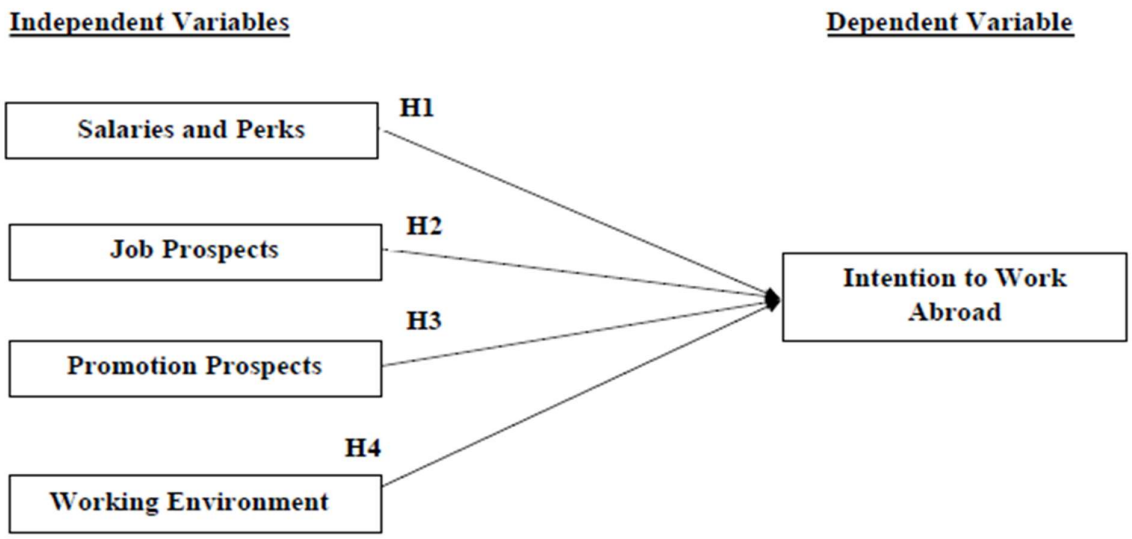
Recent research has specifically demonstrated that Gen-Y employees need a nurturing, positive, and supportive work environment (as cited in Guillot-Soulez and Soulez, 2014) (Muskat & Reitsamer, 2019). The study by Akinwale and George (2022) indicated a massive intention to work abroad for medical personnel to seek a better work environment. This degree of the brain drain phenomenon may be associated with high-skilled workers who are competent but dissatisfied with their current work environment and want to pursue more challenging and fulfilling opportunities abroad (Vakili & Mobini, 2023). Therefore, organizations must implement strategies to retain and develop their talent pool, including fostering a supportive work environment that values employees' contributions (Huachun, 2024) (as cited in Cappelli & Keller, 2013).

According to Hamid et al. (2022), having a positive relationship between a better working environment abroad and the intention of professionals for brain drain (as cited in Jauhar and Yusoff, 2011). As a result, a conducive work environment, training, and skill development programs generate positive expectancy for skilled workers.

2.3 Proposed Conceptual Framework

Figure 2.1:

Proposed Research Framework



Based on Push and Pull Theory (Khan, 2021) and theory of "reasoned action" (Fishbein & Ajzen, 1975 as cited in Jauhar & Yusoff, 2011), has been emphasizing the aspect of the relationship between the independent variables (salaries and perks, job prospects, promotion prospects, working environment) and the dependent variables (intention to work abroad). Push and Pull Theory states that skilled workers are likely to stay in Malaysia if they think their professions present more benefits than drawbacks, such as higher pay and benefits related to the job, more job security and stability, a better reward system, better career prospects, and a better work-life balance.

2.4 Hypotheses Development

2.4.1 Salaries and Perks and Intention to Work Abroad

The intention to work abroad has several detrimental effects on the national economies and the social well-being of low and middle-income countries (Akinwale et al., 2024). According to Ogunode et al. (2023), increments in salaries and welfare packages of employees can help companies attract more highly skilled personnel, minimize internal strikes, and lessen the issue of brain drain. Additional studies also indicated that to avoid the exodus of highly skilled workers, planners, policymakers, and authorities should implement measures such as adjusting salaries and benefits according to inflation and offering welfare services and comfortable conditions for workers (Razavinasab & Sadeghi, 2024).

Based on Jinah et al. (2024), the low and middle-income countries would be the ones most likely affected by this crisis. Much intention to emigrate, particularly for work, was indicated from rural areas to cities as well as to high-income countries. Moreover, financial incentives like increased wages, grants, tax exemptions, and return subsidies have also proven successful in addressing professionals' brain drain (Akinto, 2021). Singapore is a highly developed and competitive city-state that offers higher wages (as cited in Tan et al., 2018), and Malaysia has become a major source country for foreign labor destinations (Ong et al., 2022).

Therefore, we observe that salaries and perks and the intention to work abroad are typically positively correlated. As a result, we assume the following:

H_1: There is a **positive** relationship between salaries and perks and intention to work abroad among skilled workers in Malaysia.

2.4.2 Job Prospects and Intention to Work Abroad

Employee retention may be impacted by several variables, including job security and supportive work culture (Hassan & Govindhasamy, 2020). Just 35% of respondents who are in the study by Panagiotakopoulos (2020) pointed to these purely financial matters-and even other work-related reasons, such as poor working conditions, lack of career prospects, and job insecurity-were stated as the main reason for leaving the country. In addition, brain drain is caused by most highly qualified individuals like healthcare professionals, especially because of the lack of work possibilities (Meo & Sultan, 2023; Mohamed et al., 2023).

According to Ong et al. (2022), other countries provide higher compensation and greater career opportunities to entice qualified skilled workers of Malaysian (as cited in Fong & Hassan, 2017; Ullah et al., 2019; Raymer et al., 2019). Furthermore, PO et al. (2022), the authors also noted that the intention to work abroad is looked upon as the wholesale exodus of individuals with technical knowledge or skills, usually because of a lack of prospects (as cited in Terry & Zubair, 2017). Skilled workers from developing countries are encouraged to work abroad in developed countries for better job prospects.

Additionally, we found that job prospects and intention to work abroad are typically positively correlated. As a result, we make the following assumption:

H_2: There is a **positive** relationship between job prospects and intention to work abroad among skilled workers in Malaysia.

2.4.3 Promotion Prospects and Intention to Work Abroad

Promotion may operate as a catalyst for eligible individuals to work abroad from less developed to developed countries due to unfavorable aspects of their native countries (Baridam & Don-Baridam, 2020). Additionally, a study by Tan et al. (2024) revealed that the organizational culture components that have the greatest impact on millennial turnover in MNCs, focus on empowerment and reward systems. Furthermore, a few job-related factors influence turnover intention such as job autonomy, job stress, and promotional chances (Hassan & Govindhasamy, 2020) (as cited in Johari, Yean, Adnan, Yahya& Ahmad, 2012; Yuen, Loh, Zhou & Wong, 2018).

However, there is a chance of a brain drain due to the large number of Malaysian millennials looking for chances abroad, which would leave a shortage of suitable candidates for internal promotions (Tan et al., 2024) (as cited in Hee and Ann, 2019). Additionally, this study also looked into the possibility that there was no or very little positive correlation between the rewards system and millennial turnover. There is little evidence that promotion prospects will cause an intention to work abroad among skilled workers in Malaysia.

Therefore, we found that promotion prospects and intention to work abroad typically had an indirect relationship. As a result, the following hypothesis is proposed:

H_3: There is a **positive** relationship between promotion prospects and intention to work abroad among skilled workers in Malaysia.

2.4.4 Working Environment and Intention to Work Abroad

There is a noticeable decrease in stress at work and home when a good work-life balance is maintained (Tan et al., 2024). Their research also discovered that a favorable work-life balance in the case of employees significantly lowers their intention to leave, thus maintaining a low turnover rate (as cited in Purwatiningsih and Sawitri, 2021). Therefore, a poor working environment is one of the factors in the intention to work abroad among Malaysian skilled workers (Hamid et al., 2022).

However, since every organization has a unique work environment, background, and objectives, it is hard to generalize about the elements that might influence an employee's decision to leave (as cited in Kahn, 2014) (Hassan & Govindhasamy, 2020). In the study of Hamid et al. (2022), as stated by Jauhar and Yusoff (2011), there exists a positive link between better working conditions overseas and the intention of skilled workers who want to work abroad. This study also shows that one of the determinants influencing skilled workers in Malaysia's intention and behavior to work abroad is work-life balance. Based on the research of Azizullah and Mahmood Mughal (2022), they found that many highly skilled and educated people go abroad in quest of better pay and working environments, often leaving their own country behind.

Additionally, we found that the work environment and intention to work abroad typically had a direct relationship. As a result, we make the following assumption:

H_4: There is a **positive** relationship between work environment and intention to work abroad among skilled workers in Malaysia.

2.5 Conclusion

This chapter closes with the conceptual framework appended to the literature review concerning independent and dependent variables. The study examines the correlation between independent and dependent variables in the context of hypothesis formation. Further tests and studies shall be conducted in the next chapter, which entails study design, data collection methods, sample design, operational definition of constructs, measurement scale, and final data analysis method.

CHAPTER 3: RESEARCH METHODOLOGY

3.0 Introduction

This chapter describes the research design and methods for data collection, sampling design, research instruments, measurement constructs, processing, and analysis of data, including a summary. Stated otherwise, this chapter deals with various methodologies followed for measuring the outcomes of the study. This research methodology further aims to discover the relationship between proposed variables. Described as techniques that researchers lean in utilizing to solve their research problems.

3.1 Research Design

Qualitative research involves observing and interviewing participants, using open-ended questions to explore and understand the problem in depth. It is well-suited for exploratory studies due to its customizable interpretation (Busetto et al., 2020). In contrast, quantitative research relies on statistical analysis of fixed alternative questions to provide more structured and measurable data (Fleetwood, 2024). Thus, we opt for **quantitative research** as the ideal approach for this study while evaluating hypotheses, such as whether IV and DV have a good or negative effect. Furthermore, quantitative research often requires a larger sample size, which this study must meet to generate accurate outcomes. This is because questionnaires need definite, concrete, and predetermined results (Kuphanga, 2024).

3.2 Data Collection Method

The data collection method is the name of the sources that we use in collecting relevant data and information for conducting research. Using primary data assures sufficient data and sources and correct performance of our investigation.

3.2.1 Primary Data

Primary data are first-hand observations made by the researcher with a particular goal in mind for the study. There are numerous methods for gathering data, including experiments, surveys, observation, and interviews (Stewart, 2024). We designed a questionnaire for our research and sent it to our respondents via online tools like WhatsApp, WeChat, Instagram, Microsoft Teams, and Messenger. It enhances accuracy and reliability by providing direct feedback from individuals in uncontrolled settings, often yielding more precise information than secondary sources like surveys or focus groups. This direct feedback also offers better insights into customer behavior, making primary data sometimes preferable to secondary data for its accuracy and reliability (Maione & Maione, 2023).

3.3 Sampling Design

The method used to select a sufficient number of components from the target population is known as the sampling design. As a result, expanding the statistical analysis's findings to the entire population is feasible.

3.3.1 Target Population

The total number of individuals that were chosen to participate in the data collection is called as target population. The group of individuals from whom the intervention aims to study and draw conclusions is known as the target population (Saurabh & Prasad, 2021). The main objective of this research is to determine the push-pull factors (salaries and perks, job prospects, promotion prospects, and working environment) affecting the brain drain in Malaysia. Therefore, our research sample consisted of skilled workers in Malaysia who intend to work abroad. Skilled workers include managers, professionals, technicians, and associate professionals-based on MASCO's 2013 classification (Mahidin, 2024). According to Mohd Azwan Mohd Salleh, out of 15.4 million workers, only 29.6% are skilled workers in Malaysia as of December 2023 (Nordin,2024).

3.3.2 Sampling Frame and Sampling Location

A sampling frame defines a researcher's target population and the criteria for selecting a sample from that group (Villegas,2023). This research does not have a sampling frame since we use a non-probability sampling approach to choose samples. Besides that, the location of the research is that all the companies have skilled workers located in Malaysia. To understand the factors influencing skilled workers to go abroad, we performed this research. We will randomly distribute surveys to Malaysia's skilled workers and collect their replies.

3.3.3 Sampling Elements

The sampling element refers to a method of collection in which each unit has an equal chance of getting selected for the research sample (Rahman et al.,2022). The respondents include skilled workers across various sectors, classified under MASCO's categories of managers, professionals, and technicians, without specifying industry.

3.3.4 Sampling Technique

For our research, we are using a non-probability sampling technique. Non-probability sampling technique is a subjective technique where the population is sampled from different units. Non-probability sampling method collects the data fast, easily, and cheaply because it does not take the whole survey frame. According to a researcher who recommends this method, it allows self-selection of respondents to engage in research or different acceptability without requiring all respondents of the target group (Government of Canada, Statistics Canada,2021).

We chose convenience sampling since we were unable to engage with many people within the time and location constraints. Convenience sampling selects individuals from the target group who satisfy specified practical criteria, such as ease of access, geographic closeness, availability at a specific time, and willingness to participate in the research (Fleetwood,2024). It may involve demographic research volunteers who are readily available to a researcher.

3.3.5 Sampling Size

Sampling size refers to the number of individuals in a research sample to represent the population (Omniconvert,2024). Out of 15.4 million workers,29.6% are skilled workers in

Malaysia. Due to the high population size and time and expense restrictions, researchers find it challenging to measure and collect all of the data from the target population. As a result, researchers must determine the minimal sample size that will accurately reflect the whole population. Our target population in this research is over 1,000,000 people, according to Krejie and Morgan (1970) table shown in Table 3.1, the sample size to present the entire population is 384 responses.

Table 3.1:

Krejcie & Morgan Table

N	*S*	*N*	*S*	*N*	*S*
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	1000000	384

Note: *N* is population size. *S* is sample size.

Source: Krejcie & Morgan, 1970

3.4 Research Instrument

Research instrument refers to any tool that may be used to collect, measure, or analyze data related to our research. A research tool may take the shape of questionnaires, surveys, interviews, checklists, or simple tests (DiscoverPhDs, 2020). Questionnaires are the primary instrument since they allow for broad, uniform data collecting, measurable outcomes, and anonymity, resulting in dependable and accurate conclusions.

3.4.1 Questionnaire Survey

Generated data by imposing questionnaires for data collection is thus a suitable approach for this research as it enables researchers to receive immediate responses from the respondents and practically, conveniently. Data collection through a survey questionnaire may be useful for the analysis and research. However, the main purpose of a questionnaire in research is data collection, which is supposed to be as precise and efficient as possible. Thus, reliability and validity are two concepts that are most focused on during the research process and that depend on the consistency and accuracy of the questionnaire (Advantages Of Questionnaires In Online ResearchTurn Survey Data into Actionable Insights with Dashboards and Sentiment Analysis ,2024).

3.4.2 Questionnaire Design

There are seven sections in this questionnaire (Sections A to F), with a total of 33 questions in this questionnaire.

Section A of the questionnaire uses a set of limited choices to which the respondent is allowed to pick only one. The demographic profile will include gender, age, ethnic group, and educational level. For Sections B to F, respondents will be asked to use a Likert scale with response options ranging from strongly disagree to strongly agree. There are 28 questions in Sections B, C, D, F, and F. For Section B, the questions center on the intention to work abroad and incorporate 4 questions; Section C on salaries and perks encompasses 10 questions, while Section D is formed of 4 questions in terms of job prospects, covering 4 questions, while in Section F concerning working environment, 6 questions were asked. The texts of the questionnaire and its questions were designed based on the study's published literature by journals.

3.4.3 Pilot Test

We examined the relationship between the independent and dependent variables before collecting data. A pilot test was necessary to refine the questionnaire and detect any errors. Pilot testing is any preliminary stage of research conducted with an eye toward a larger investigation. Our pilot test will implement a predictive approach that entails the distribution of a limited number of questionnaires to check the reliability, validity, and internal consistency of the instrument (Shakespeare, 2023). Our supervisor reviewed the instrument before administering the questionnaire to respondents. We made revisions and modifications to the questionnaire based on this review. Aside from that, a pilot test will be conducted with 30 respondents.

3.5 Constructs Measurement (Scale and Operational Definition)

3.5.1 Origin of Construct Measurement

A questionnaire had been designed specifically for this research to ensure clarity and alignment with the research objective. The table below lists the questions adapted and adopted from various journal articles.

Table 3.2:

Origin of Construct Measurement

Variables	Items	Adopted from
Dependent Variables: Intention to Work Abroad	4	The influence of new economic model on intention to work abroad: An Empirical Study to address Brain Drain issue in Malaysia. (2018)
Independent Variables: Salaries and Perks	7	Lim et al. (2010)
Independent Variables: Job Prospects	4	Kakemam et al. (2018)
Independent Variables: Promotion Prospects	4	Churchill et al. (1974)
Independent Variables: Working Environment	6	Quality of Work Life: Scale Development Validation. (2015)

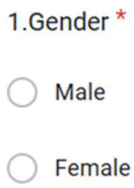
3.5.2 Scale of Measurement

This research employs a qualitative approach, utilizing a questionnaire survey form to collect data from respondents about the push-pull factor among skilled workers in Malaysia contributing to brain drain. The primary scales of measurement used in the research are nominal, ordinal, and interval scales. The scales allow for systematic data analysis to understand the cause and effect of brain drain.

3.5.2.1 Nominal Scale

Nominal Scale is a fundamental level of measurement used to objectives of identify and categorize data without any order of ranking. This type of measurement can be found in Section A (Demographic profile) of the questionnaire, specifically in questions 1,3,4 and 6. Furthermore, a fixed-alternative question that requires choosing between two options, known as a simple dichotomy, is applied in the form of this questionnaire.

Example of nominal scale:



3.5.2.2 Ordinal Scale

Ordinal scales are like nominal scales which categorize data. However, ordinal data is qualitative and categorizes variables in a ranked order, without indicating exact differences

between each rank. In the questionnaire, ordinal scale measurements are used in Section A (Demographic Profile) for questions 2 and 5.

Example of Ordinal Scale:

3.5.2.3 Interval Scale

The Likert Scale is a standard rating scale used in the surveys to gather participant responses (Lionello, 2021). The collected interval data is qualitative and measures variables on a scale with equal intervals between values. This study uses an interval scale, where 1 represents “Strongly Disagree”, 2 represents “Disagree”, 3 represents “Undecided”, 4 represents “Agree”, and 5 represents “Strongly Agree”.

Example of Interval Scales

Section B :Intention to work abroad

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
Gentle Reminder:
Just follow your own thoughts to answer the statement below.

Indicate scale

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1	2	3	4	5

8. 1. I am looking forward to go abroad to work. *

Mark only one oval.

1 2 3 4 5

3.6 Data Processing

3.6.1 Data Checking

This process involves receiving the collected data after 30 questionnaires from the target respondents in a pilot test to identify and correct errors or inconsistencies, ensuring the data's accuracy and reliability.

3.6.2 Data Editing

Data editing involves modifying and refining the data to correct any mistakes or inconsistencies such as missing, inaccurate, and illogical data to ensure it is in a format suitable for analysis.

3.6.3 Data Coding

The procedure for data coding is that the qualitative responses for each question receive numerical or categorical codes to simplify the data for analysis and interpretation. Accordingly, the questionnaires will number the codes from 1 to 5 indicating the response to each question in Section A (demographic profile).

Table 3.3:

Respondent's Demographic Profile (Section A)'s labels and coding

Question No.	Label	Code
Q1	Gender	Code 1 =Male Code 2 =Female
Q2	Age	Code 1 =20 to 30 years old Code 2 =31 to 40 years old Code 3 =41 to 50 years old Code 4 =51years old and above
Q3	Ethnic group	Code 1 =Malay Code 2 =Chinese Code 3 =Indian Code 4 =Other
Q4	Education Level	Code 1 =Bachelor's degree Code 2 =Master's degree Code 3 =Doctorate's degree
Q5	Which category of skilled worker you are?	Code 1 =Managers Code 2 =Professionals Code 3 =Technicians

The response to each question in sections B (Intention to work abroad), C (Salaries and perks), D (Job prospects), E (Promotion prospects), and F (Working environment) is coded as:

Table 3.4:

Data Coding for Sections B to F of Questionnaire

Questions	Items	Code in SPSS
Section B till F Questions (Independent variables and dependent variable)	Strongly Disagree	1
	Disagree	2
	Undecided	3
	Agree	4
	Strongly Agree	5

3.6.4 Data Transforming

Data transforming involves converting data into a different format or structure to facilitate analysis, such as normalizing values or aggregating data. In this research, all data coded are transcribed in the Statistical Package for Social Science, which is suitable for statistical analysis, especially when conducting descriptive statistics, reliability, and inferential tests.

3.7 Data Analysis

Data analysis was conducted using SPSS software. Thus, the researchers will clean, process, and analyze the data to locate pertinent information for business decision-making.

3.7.1 Descriptive Analysis

Descriptive analysis helped to illustrate and summarize data points so that they may be used to find patterns that fit all of the data's requirements, including table charts and bar graphs (Hayes, 2024). Besides, it lets the researchers combine all relevant questionnaire answers into a single, easy-to-understand figure. Descriptive analysis has been varied and adaptive over time, increasing its value and resulting in endurance.

3.7.2 Reliability Analysis

Table 3.5:

Interpretation of Reliability of Instruments

Coefficient alpha (α) Range	Reliability
Below 0.60	Poor Reliability
0.60-0.70	Fair Reliability
0.70-0.80	Good Reliability
0.80-0.95	Excellent Reliability

Note. Adapted from Sekaran, U., & Bougie, R. (2016). Research methods for business: A skill-building approach (7th ed.). Chichester, West Sussex: John Wiley & Sons, Inc

Table 3.5 shows that α values higher than 0.8 are considered to represent excellent reliability. Between 0.6 and 0.7 indicates fair reliability, while between 0.7 and 0.8, good reliability. If α is below 0.6, it shows poor reliability.

The pilot test study involved administering thirty questionnaires to the respondents. The reliability test was done within SPSS Version 25.0.1 software which computed the data and replies once the questionnaire had been completed.

Below is the result of the pilot study model:

Table 3.6: Pilot Test's Reliability Test Result

Pilot Test's Reliability Test Result

Construct	Items	Conbrach's Alpha Value	Coefficient Alpha Range	Strength of Association
Intention to work abroad	4	0.956	>0.80	Excellent
Salaries and perks	10	0.930	>0.80	Excellent
Job Prospects	4	0.868	>0.80	Excellent
Promotion Prospects	4	0.877	>0.80	Excellent
Working Environment	6	0.947	>0.80	Excellent

Source: Developed from research

Trustworthiness of the questionnaire is guaranteed because all variables lie in the Cronbach's alpha range (0.80 or more).

3.7.3 Inferential Analysis

3.7.3.1 Multiple Regression

Multiple regression analysis is a popular approach for identifying the relationship between various variables and forecasting the value of the dependent variable (Y) that is impacted by the self-related variable (X). Multiple regression analysis requires indicator and interval scales for either the independent or dependent variables (Uyanık & Güler, 2013). The independent and dependent variables are represented by the following equation:

$$Yi = \beta 0 + \beta 1\chi 1 + \beta 2\chi 2 + \beta 3\chi 3 + \beta 4\chi 4 + \mathcal{E}$$

Yi=Intention to work abroad

β0=Value of Y when all the independent variables (through) is equal to zero

$\chi 1$=Salaries and perks

$\chi 2$=Job prospects

$\chi 3$=Promotion prospects

$\chi 4$=Working Environment

Ɛ=Error

3.8 Conclusion

Research instruments, variable measurements, data processing, data analysis techniques, and primary data acquisition procedures are covered in Chapter 3. Inquiry techniques, further details on the study, and sample design are all included in this chapter. The next sections will go into additional depth about the outcomes of the SPSS system.

CHAPTER 4: DATA ANALYSIS

4.0 Introduction

In this chapter, data analysis will include an account of the key results that are important for achieving the purposes of our study. SPSS system will analyze the pertinent data from our investigation. Tables and figures will present the SPSS results. This chapter will have sections of descriptive analysis, reliability analysis, inferential analysis, and a chapter summary.

4.1 Descriptive Analysis

4.1.1 Respondent's Demographic Profile

4.1.1.1 Gender

Table 4.1:

Statistic of Respondents' Gender

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	192	49.9	49.9	49.9
Female	193	50.1	50.1	100.0
Total	385	100.0	100.0	

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

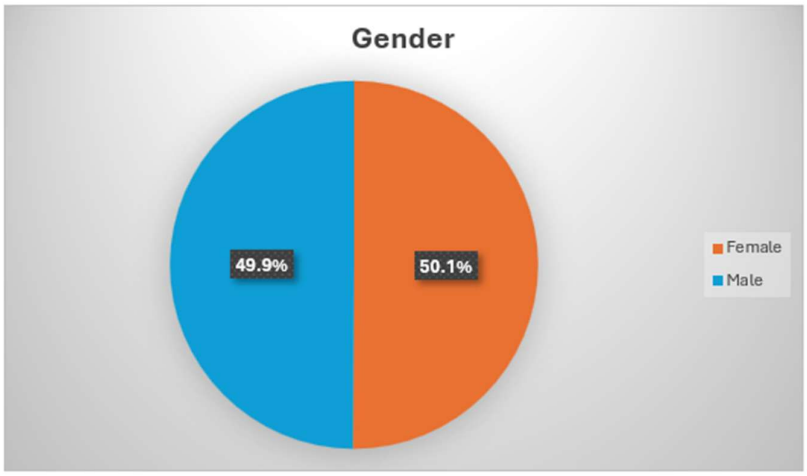


Figure 4.1: Statistic of Respondents' Gender

As depicted in Table and Figure 4.1, this survey captured 192 male and 193 female respondents, thus giving 385 total respondents. The number of female respondents is greater than male ones, where females' percentage relative to the total respondents is 50.1% and that of the males is 49.9%.

4.1.1.2 Age

Table 4.2:

Statistic of Respondents' Age

Age	Frequency	Percent	Valid Percent	Cumulative Percent
20 to 30 years old	103	26.8	26.8	26.8
31 to 40 years old	112	29.1	29.1	55.8
41 to 50 years old	104	27.0	27.0	82.9
51 years old and above	66	17.1	17.1	100.0
Total	385	100.0	100.0	

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

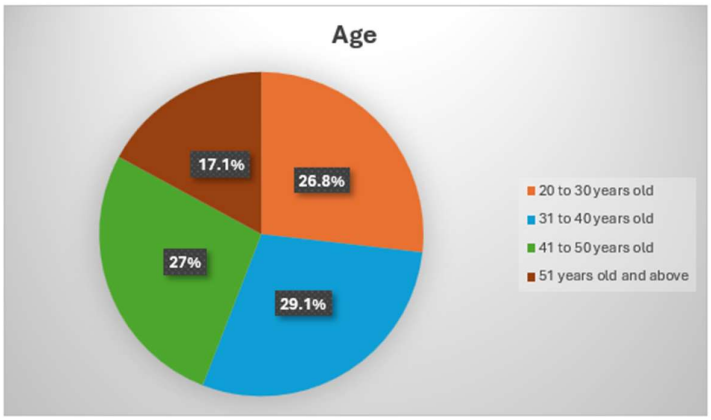


Figure 4.2: Statistic of Respondents' Age

Based on Table and Figure 4.2, 103 respondents, or 26.8% of the total, are between the ages of 20 and 30. There are 112 respondents, or 29.1% of the total, who are 31 to 40 years old. Meanwhile, 104 respondents or 27% of the total, are between the ages of 41 and 50. In our study, just 66 respondents or 17.1% of the total, are over the age of 50. This demonstrates that the majority of respondents are between 31 and 40, and they have intention to work abroad than younger generations and older generations.

4.1.1.3 Ethnic group

Table 4.3:

Statistic of Respondents' Ethnic

Ethnic	Frequency	Percent	Valid Percent	Cumulative Percent
Malay	80	20.8	20.8	20.8
Chinese	230	59.7	59.7	80.5
Indian	75	19.5	19.5	100.0
Total	385	100.0	100.0	

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

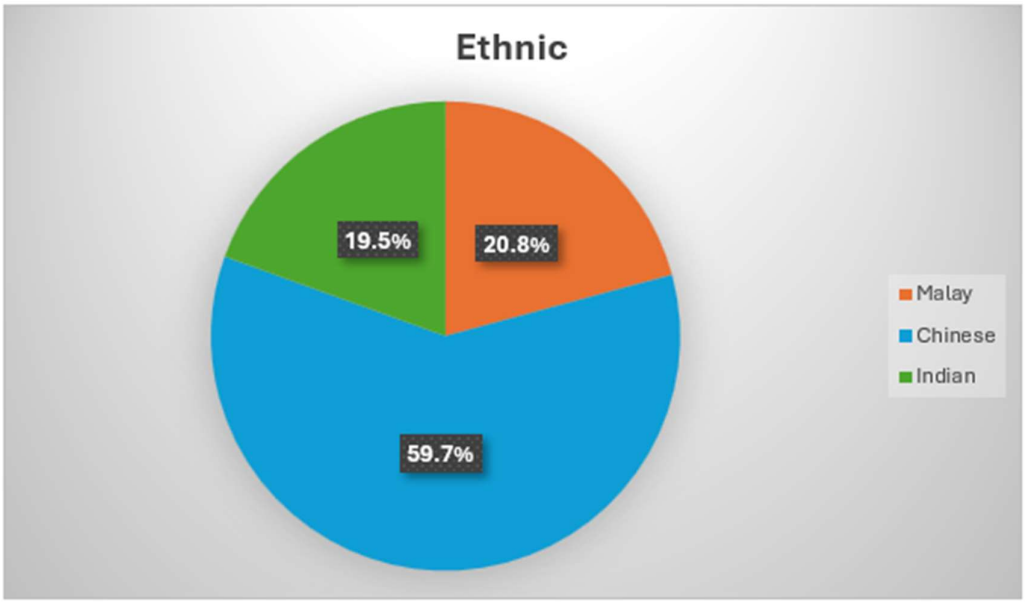


Figure 4.3: Statistic of Respondents' Ethnic

Table 4.3 and Figure 4.3 show that 80 or 20.8% of all respondents are Malay, 230 respondents or 59.7% of all respondents, identified as Chinese, and only 75 respondents or 19.5% of the total, identified as Indian. As may be seen, most of our responses are Chinese.

4.1.1.4 Education Level

Table 4.4:

Statistic of Respondents' Education Level

Education Level	Frequency	Percent	Valid Percent	Cumulative Percent
Bachelor's Degree	225	58.4	58.4	58.4
Master's Degree	109	28.3	28.3	86.8
Doctorate's Degree	51	13.2	13.2	100.0
Total	385	100.0	100.0	

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

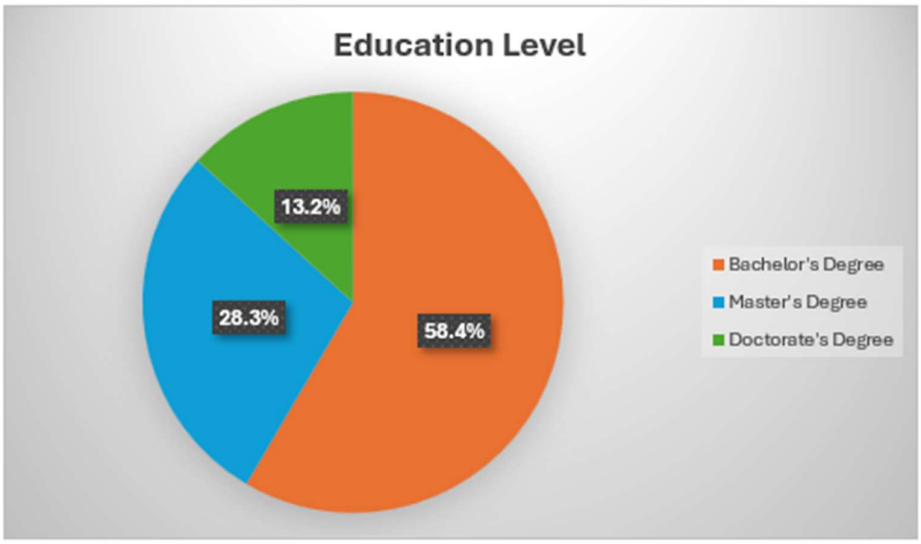


Figure 4.4: Statistic of Respondents' Education Level

According to the data presented in the table and Figure 4.4, total of 225 respondents have a Bachelor's degree, making them 58.4% of the entire number, while there are 109 respondents with a Master's degree, who represent 28.3% of the entire number of respondents; only 51 respondents are of the education level of a Doctorate.

4.1.1.5 Category of skilled labor

Table 4.5:

Statistic of Respondents' Category of Skilled Labor

Category of Skilled Labor	Frequency	Percent	Valid Percent	Cumulative Percent
Managers (CEO, Director, Manager)	104	27.0	27.0	27.0
Professionals (Engineer, Doctor, IT, Specialist)	203	52.7	52.7	79.7
Technicians (Lab Technician, Assistant Engineer)	78	20.3	20.3	100.0
Total	385	100.0	100.0	

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

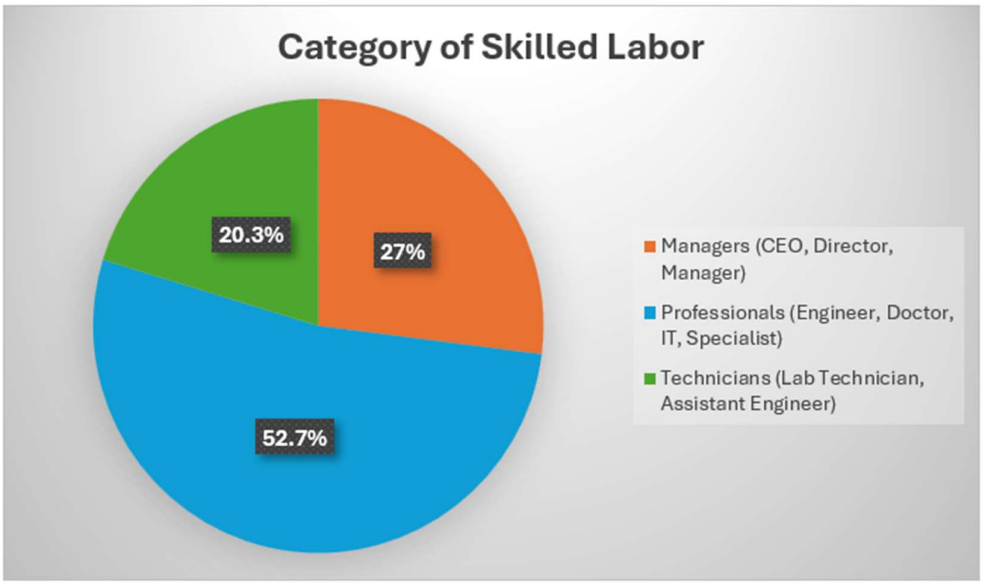


Figure 4.5: Statistic of Respondents' Category of Skilled Labor

The number of workers as managers is 104 persons, captured 27% of the total based on table and figure 4.5. Most respondents are working as professionals, also consist of 203 persons who captured 52.7% of the total. Just 78 respondents, who are technicians, captured 20.3% of the total.

4.1.2 Central Tendencies Measurement of Constructs

4.1.2.1 Intention to Work Abroad

Table 4.6:

Central Tendencies Measurements of Intention to Work Abroad

Item	Statements	Mean	Mean Ranking	Std. Dev.	Std. Dev. Ranking
ITWA1	I am looking forward to go abroad to work.	3.5481	2	1.50291	1
ITWA2	I have intentions to work abroad.	3.5143	3	1.45610	4
ITWA3	There is a likelihood that I will go abroad to work.	3.5636	1	1.48665	2
ITWA4	I am confident that I will work abroad.	3.4571	4	1.48214	3

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

In this table above, the measure of central tendency of the intention to work abroad was said to be the dependent variable. The statement "There is a likelihood that I will go abroad to work" of ITWA3 registered the highest mean of 3.5636, which is followed closely by ITWA1 and ITWA2 as second, third with corresponding mean values of 3.5481 and 3.5143, respectively, while the last mean value, ITWA4, stood at 3.4571 as the lowest mean.

For standard deviation, the statement "I am looking forward to going abroad to work" of the questionnaire ITWA1 had the highest value, 1.50291, followed by ITWA3 and ITWA4, which took the second and third ranks with standard deviations of 1.48665 and 1.48214. Lastly, the lowest standard deviation value was found for ITWA2, with a standard deviation value of 1.45610.

4.1.2.2 Salaries and Perks

Table 4.7:

Central Tendencies Measurements of Salaries and Perks

Item	Statements	Mean	Mean Ranking	Std. Dev.	Std. Dev. Ranking
SP1	My job pay matches the work that I do.	3.4364	10	1.45119	8
SP2	If I work overseas, I would receive a higher job pay.	3.5870	1	1.48371	2
SP3	Looking at my job pay, the company does not value me as a worker.	3.4623	9	1.46104	5
SP4	Looking at my job pay, I feel that my work is being valued.	3.5143	5	1.43811	10
SP5	If I stay in my country of origin, I expect my job pay over the coming year to increase by same as cost of living.	3.5792	2	1.49986	1
SP6	If I stay in my country of origin, I expect my job pay over the coming year to increase by more than the increase in cost of living.	3.4987	7	1.45617	6
SP7	If I stay in my country of origin, I expect my job pay over the coming year to increase by less than cost of living.	3.5636	3	1.48314	3
SP8	The non-financial rewards provided by my job match my efforts.	3.5429	4	1.47862	4

SP9	The non-financial rewards provided by my job are fairly distributed.	3.5117	6	1.45613	7
SP10	The non-financial rewards provided by my job are adequate.	3.4961	8	1.43998	9

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

The table presented shows measures of the central tendency of salaries and perks (independent variable). SP2 on "If I work overseas, I would receive a higher job pay" was endowed with the highest mean score of 3.5870 from the table above. The item is stated in most agreement by respondents, as the highest mean is an indication of this. Next on the list are SP5 and SP7, ranking second and third with mean values of 3.5792 and 3.5636, respectively. Besides that, mean values of SP8, SP4, SP9, SP6, SP10, and SP3 exist in a ranking from fourth to ninth. Finally, SP1 got the mean score of 3.4364, which is the least among them all.

Regarding standard deviation, SP5 with the statement "If I stay in my country of origin, I expect my job pay over the coming year to increase by the same amount as the cost of living" has the largest value of 1.49986. In addition, SP2 and SP7 come next with second and third, respectively, because of their standard deviations of 1.48371 and 1.48314. SP8, SP3, SP6, SP9, SP1, and SP10 follow that in ranking from fourth to ninth, respectively. The bottommost is SP4, from which the lowest standard deviation value, that is 1.43811, was derived.

4.1.2.3 Job Prospects

Table 4.8:

Central Tendencies Measurements of Job Prospects

Item	Statements	Mean	Mean Ranking	Std. Dev.	Std. Dev. Ranking
JP1	I am not worried about my future career in the organization.	3.4753	3	1.44699	3
JP2	I'm worried about the decline in my job position in the organization.	3.5481	1	1.48198	1
JP3	There are no conditions and factors for threatening my job position in the organization.	3.4701	4	1.45049	2
JP4	I am sure that career enhancement is possible for everyone through improving abilities and competencies.	3.5221	2	1.43075	4

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

The data in the table indicates the various measurements of central tendency for the job prospects (independent variable). JP2, which is the statement "I am worried about the decrease of my job position in the organization," thus has the highest mean value of 3.5481, indicating that most respondents would agree with this statement. Second and third would fall under JP4 and JP1, respectively, 3.5221 and 3.4753. Last in the list is JP3, which has the least mean value of 3.4701.

JP2 has the top rating of 1.48198 on the statement, "I'm worried about falling off in my job position in the organization." The second and third slots went to JP3 and JP1, with their respective deviations valued at 1.45049 and 1.44699, while JP4 has the least standard deviation value at 1.43075.

4.1.2.4 Promotion Prospects

Table 4.9:

Central Tendencies Measurements of Promotion Prospects

Item	Statements	Mean	Mean Ranking	Std. Dev.	Std. Dev. Ranking
PP1	My opportunities for advancement are limited.	3.4519	4	1.43011	4
PP2	Promotion here is based on ability.	3.5169	3	1.43808	2
PP3	I have a good chance for promotion.	3.5818	1	1.48225	1
PP4	Regular promotions are the rule in my company.	3.5195	2	1.43260	3

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

The table describes the central tendency measurement for the independent variable of promotion prospects. From the table, it can be seen that PP3's statement "I have a good chance for promotion" has the highest score on mean 3.5818 and indicates that most respondents displayed slight agreement on this statement. The next ones to follow are PP4 and PP2, which stand second and third in mean scores with values of 3.5195 and 3.5169. Finally, PP1 with the least score of mean 3.4519.

For standard deviation, with PP3 being the statement, "I have a good chance for promotion", it had the highest value of 1.48225. It is followed by PP2 and PP4 scoring second and third with standard deviation values of 1.43808 and 1.43260, respectively. And lastly, PP1 had the least of 1.43011.

4.1.2.5 Working Environment

Table 4.10:

Central Tendencies Measurements of Working Environment

Item	Statements	Mean	Mean Ranking	Std. Dev.	Std. Dev. Ranking
WE1	My company work environment is good and highly motivating.	3.5636	3	1.49712	2
WE2	Working conditions are good in my company.	3.5351	4	1.43956	5
WE3	I work in a conducive physical work environment where the interior design and the ambient conditions.	3.5013	6	1.43999	4
WE4	My company offers sufficient opportunities to develop my own abilities.	3.5922	1	1.47105	3
WE5	The company provides enough information to discharge my responsibilities.	3.5065	5	1.43272	6
WE6	I am given a lot of work empowerment to decide about my own style and pace of work.	3.5844	2	1.50996	1

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

Combined with that, the description above summarizes the measurement of the central tendency in relation to the working environment, the independent variable. Looking at the table, the statement “My company offers sufficient opportunities to develop my own abilities” from WE4 has been given the highest mean value of 3.5922 and reflects greater agreement among the respondents regarding the statement. Next to that are WE6 and WE1, which take second

and third place, respectively, with a mean value of 3.5351 and 3.5065 respectively. Finally, WE3 has the lowest mean value of 3.5013.

The maximum values of the standard deviation are assigned to the statement " I am given a lot of work empowerment to decide about my style and pace of work" of WE6, with the highest value of 1.50996. Furthermore, WE1 and WE4 are silver and bronze medalists with standard deviation values of 1.49712 and 1.47105, respectively. Next in line are WE3 and WE2 with their respective rankings at fourth and fifth with standard deviations of 1.43999 and 1.43956.WE5, meanwhile incorporates the lowest value of 1.42272 in standard deviation.

4.2 Scale Measurement

Table 4.11:

Cronbach's Alpha Reliability Test Result

Variables	Cronbach's Alpha Value	Number of items
Intention to work abroad	0.961	4
Salaries and perks	0.982	10
Job prospects	0.957	4
Promotion prospects	0.954	4
Working environment	0.972	6

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

As revealed by Table 4.11 above, the value of Cronbach's Alpha of the salaries and perks variable was found to be the highest at 0.982, thus falling above 0.95. The reliability of salaries and perks as a measure is considered excellent. The working environment closely follows this and intention to work abroad income variables with Cronbach's Alpha values of 0.972 and 0.961 respectively, also greater than 0.95. This now means that the working

environment and intention to work abroad income variables are also of excellent reliability. Finally, the job prospects and promotion prospects are excellent reliability variables, having 0.957 and 0.954 within the range of 0.80 and 0.95. In summary, all the DV and IVs have a Cronbach's alpha value above 0.80. Hence, the questionnaire is reliable.

4.3 Inferential Analysis

4.3.1 Multiple Regression Analysis

Multiple regression analysis can determine if such beta weights, compared in the statistical table, characterize the data and express the relative relationship between independent and dependent variables.

4.3.1.1 Model Summary

Table 4.12:

Multiple Regression Model Summary

Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate
1	0.974[a]	0.949	0.948	0.31949

a. Predictors: (Constant), Work Environment Average, Job Average, Promotion Average, Salaries Average

Note. Data generated from IBM Statistical Package of Social Science (SPSS).

The independent variables are contrasted with the dependent variable, intention to work abroad, concerning R-value as shown in the table. Table 4.12 shows an R-value of this study

to be 0.974, which suggests a positive and significant relationship between the independent variables being considered, namely salaries and perks, job prospects, promotion prospects and working environment, and the dependent variable being the intention to work abroad. R square is a percentage representation of the extent to which the independent variables account for the changes seen in the dependent variable. The study results indicated that 94.9% of the variations in the dependent variable (intention to work abroad) could be explained by the independent variables (salaries and perks, job prospects, promotion prospects, and working environment). However, 5.1% (100%-94.9%) of the difference in the intention to work abroad cannot be explained by this study. Stated another way, not all of the significant factors that exist to explain the intention to work abroad have been covered in this study.

4.3.1.2 ANOVA Model Summary

Table 4.13:

ANOVA Model Summary

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	716.920	4	179.230	1755.869	<0.001
	Residual	38.788	380	0.102		
	Total	755.709	384			

According to the result given by the aforementioned ANOVA, the value of p obtained is less than alpha (0.05), and the F-statistic is significant (1755.869): p-value thus indicates unambiguously less than the value of 0.001. This model in turn is used for this study to explain independent variables and dependent variable relationships clearly. Therefore, independent variables (salaries and perks, job prospects, promotion prospects, and working environment) correlate significantly with the dependent variable (intention to work abroad).

4.3.1.3 Multiple Regression Coefficient Analysis

Table 4.14:

Multiple Regression on Independent Variables and Dependent Variables (Coefficient)

Multiple Regression Coefficient Analysis

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig
1	(Constant)	0.001	0.045	-	0.028	0.978
	Salaries Average	1.180	0.124	1.143	9.554	<0.001
	Job Average	-0.021	0.065	-0.020	-0.317	0.751
	Promotion Average	-0.359	0.082	-0.347	-4.398	<0.001
	Work Environment Average	0.198	0.081	0.194	2.456	0.014

a. Dependent Variables: Intention to Work Abroad

Note: Data generated from IBM Statistical Package of Social Science (SPSS)

Table 4.14 shows p-value is lower than the alpha value (0.05) for salaries and perks, promotion prospects, and working environment. This illustrates that salaries and perks, promotion prospects, and work environment are significant predictors of intention to work abroad in this study. In contrast, the p-value (0.751) for job prospects exceeds the alpha value (0.05). Consequently, job prospects do not significantly predict the intention to work abroad in study.

Multiple Linear Regression Equation:

$$Yi = \beta 0 + \beta 1\chi 1 + \beta 2\chi 2 + \beta 3\chi 3 + \beta 4\chi 4 + \mathcal{E}$$

Intention to Work Abroad=0.001+1.180 (Salaries and perks)-0.021(Job Prospects)-0.359 (Promotion prospects) + 0.198 (Working Environment)

The Highest Contribution

Compared to other independent variables like job prospects, promotion prospects, and work environment, it is obvious that salaries and perks have the highest beta coefficient value (unstandardized coefficient) with a value of 1.180. This means that salaries and perks contribute significantly towards explaining the variation in intention to work abroad among all other predictor variables combined.

The Second Highest Contribution

The working environment has been found to rank second as a contributor to the intention to work abroad, having an unstandardized coefficient of 0.198. The effect thus means that the working environment is the second most critical factor contributing to the intention to work abroad, controlling for all the other predictor variables in the model.

The Third Highest Contribution

Job prospects have become the third major factor that contributes to the willingness to work abroad. The negative beta coefficient of job prospects (-0.021) in explaining the intention to work abroad assumes that all other predictors in the model are held constant.

The Lowest Contribution

In fact, among the independent variables examined (salaries and perks, job prospects, and working environment), promotion prospects have the least unstandardized coefficient (-

0.359). Hence, when compared to the other predictors it possesses lesser capability to explain the intention to work abroad. In effect, promotion prospects constitute the least distinct contribution toward understanding the intention to work abroad, considering the impact of the other predictor variables.

4.4 Conclusion

SPSS software version 27.0.1 was invoked to summarize the data that was collected. Results show that the independent ones, such as salaries and perks, job prospects, promotion prospects, together with the working environment, have viable relations with the dependent variable. The analysis outcome shall be further discussed in Chapter 5.

CHAPTER 5: DISCUSSION, CONCLUSION AND IMPLICATIONS

5.0 Introduction

Chapter 5 presents an extensive review of the descriptive analysis and results concerning both dependent and independent variables. Furthermore, it will discuss the limitations of the current study and offer recommendations for future work. Finally, there will be an abstract of this current study presented in the conclusion.

5.1 Summary of Statistical Analysis

We are going to wrap up our discussion of Chapter 4 by providing the findings from the demographic profile, Reliability Test, and Multiple Linear Regression Analysis.

5.1.1 Descriptive Analysis

Table below gives the demographic information of the respondents. The sample size of the total respondents for this study is 385. There were 192 males and 193 females in this research, whose ages were 49.9% and 50.1%. The respondents' age group was highest between the range of 31 to 40 years old, with 112 respondents, a total of 29.1%. The ethnic group of the respondents was the highest for the Chinese with 59.7%, followed by 20.8% for Malay and

19.5% for Indian. The educational level consisted of most respondents with a bachelor's degree, 58.4%, followed by 28.3% Master's Degree, and then followed by 13.2% with a Doctorate Degree. In addition, most of the respondents' categories were professionals, 52.7%, compared to managers, 27%, and technicians at 20.3%.

Table 5.1: Summary of Descriptive Analysis

Variables	Frequency	Percentage (%)
Gender		
Male	192	49.9
Female	193	50.1
Age		
20 to 30 years old	103	26.8
31 to 40 years old	112	29.1
41 to 50 years old	104	27.0
51 years old and above	66	17.1
Ethnic Group		
Malay	80	20.8
Chinese	230	59.7
Indian	75	19.5
Education Level		
Bachelor's Degree	225	58.4
Master's Degree	109	28.3
Doctorate's Degree	51	13.2
Category of skilled labor		
Managers	104	27.0
Professionals	203	52.7
Technicians	78	20.3

5.1.2 Summary of Reliability Test

From table below, almost all independent variables (salaries and perks, job prospects, promotion prospects, and working environment) have excellent reliability with alpha values of 0.961, 0.982, 0.957, 0.954, and 0.972, for the dependent variable (intention to work abroad). Thus, considering the Cronbach's alpha values mentioned above, the dependent and independent variables have excellent reliability since all the values are above 0.80.

Table 5.2: Summary of Reliability Test

Variables	Cronbach's Alpha	Reliability
Intention to work abroad	0.961	Excellent Reliability
Salaries and perks	0.982	Excellent Reliability
Job Prospects	0.957	Excellent Reliability
Promotion Prospects	0.954	Excellent Reliability
Working Environment	0.972	Excellent Reliability

Source: Result generated from SPSS software

5.1.3 Summary of Inferential Analysis

5.1.3.1 Multiple Regression Analysis

Therefore, this is the R square that gives the value of 0.949; hence, 94.9% variance can be attributed to the dependent variable as explained by the independent variables (salaries and perks, job prospects, promotion prospects, and working environment). The remaining 5.1% (100%-94.9%) cannot be explained with other underlying factors, Moreover, adjusted R square is 0.948, explaining about 94.8% of the intention to work abroad for employment.

Table 5.3: Summary of Multiple Regression Test

Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate
1	0.974[a]	0.949	0.948	0.31949

Source: Result generated from SPSS software

5.2 Discussions of Major Findings

5.2.1 Salaries and perks

According the results projected, Salaries and Perks present with a p-value of 0.000(<0.05), which indicates that salaries and perks **significantly influence** the intention of skilled workers to work abroad, while the positive coefficient (B=1.180), indicating higher salaries significantly increase intention to work abroad which suggests that the higher salaries and perks significantly increase high skilled workers intention to work abroad.

According to Khai (2025), another reason for professionals who seek private employment in foreign countries is the less attractive salary scale and meager benefits, which are offered to them in Malaysia. In the study of Sorn et al. (2023) also pinpointed salaries and perks significantly influence high-skilled workers intention to work abroad as stated in the article on employment retention emphasizes that competitive compensation (base salaries or hourly wages) is crucial for retaining talent, suggesting that attractive salary and perks can motivate employees to seek opportunities elsewhere if the current remuneration is inadequate. Additionally, the World Economic Forum reports that companies are enhancing pay and benefits to attract skilled workers, highlighting a global trend where compensation packages are pivotal in drawing talent across borders (Emma Charlton, 2018). Moreover, the Financial Times discusses how employers are setting globally competitive salaries to attract

compensation in influencing high-skilled workers' decision to work abroad (Clara Murray & Rohan Banerjee, 2025). On the contrary, one of the key reasons that influence the high skilled worker to leave the home country is low salary (El Saghir et al., 2020) while the push factor that forces the talent to emigrate from the home country in seek better benefits package is unfavourable compensation package (Panagiotakopoulos, 2020).

5.2.2 Job Prospects

According to the results projected, Job Prospects exhibit with a p-value of 0.751 (>0.05), which indicates that Job Prospects **do not significantly** influence the intention of high skilled workers to work abroad, while the negative coefficient (B=-0.021) suggests that job prospects does not play a crucial role in influencing skilled workers intention to work abroad. The small coefficient and high p-value suggest that job prospects do not significantly affect the high-skilled worker's decision to work abroad.

The job prospects indeed do not often greatly affect the migration intention of high-skilled workers due to a plethora of reasons. First is the misfit between skills and jobs. Many jobs do not require particular qualifications that these workers have (Razak and Razak, 2024). This is complemented by the quality of job offers; high-skilled workers may expect jobs to offer more than just the prerequisite employment contracts; they should include important aspects of professional and personal development, which they cannot find in their countries. Rather, they document that there are income rewards much more relevant than that of just being able to get a job (Wutor et al., 2024). Lastly, better pay and increased career prospects are quoted as reasons that take more priority than job availability for highly skilled workers to migrate to find better opportunities abroad (Haque and Khan, 2020).

5.2.3 Promotion Prospects

According to the results projected, Promotion Prospects present with a p-value of 0.000(<0.05), which indicates that promotion prospects **significantly** influence the intention of skilled workers to work abroad, while the negative coefficient (-0.359) suggests that better promotion prospects reduce the tendency of high skilled workers to work abroad. Employees who see growth opportunities in their current jobs are less likely to seek employment overseas.

Research indicates that promotion prospects significantly influence high skill workers' intention to work abroad. Many skilled workers in Malaysia perceive career advancement opportunities as limited due to slow promotion rate, rigid organizational hierarchies and lack of merit-based progression. A study by Rais Hussin (2024) highlights that the brain issue is largely driven by dissatisfaction with domestic career progression opportunities. Many skilled workers believe that promotion is not always based on performance but on seniority or connection. Similarly, research by Abdullah (2019) finds that the inability to secure timely promotion and career growth locally plays a crucial role in influencing highly skilled workers' intention to work abroad. Thus, from the statistical analysis we can conclude that promotion prospects may influence the intention of skilled workers' intention to work abroad as confirmed in the study when employees lack promotion prospects, they seek better opportunities abroad (Czaika& Parsons, 2017).

5.2.4 Working Environment

According to the results projected, Working Environment presents with a p-value of 0.014(<0.05), which indicates that Working Environment has a **significant** effect which influences the intention of highly skilled workers to work abroad, while the positive coefficient (B=0.198) suggests that a better work environment may increase the likelihood of skilled

workers to work abroad. This could be due to employees feeling more confident in their abilities and seeking similar or better conditions in other countries.

Our research is backed by Noah and Stave (2012), which states that an individual will move abroad because of a poor working environment. This implies that skilled workers may be dissatisfied with the working conditions if not reaching their expectations. Hussin and Perredaryenko (2022) and Jauhar and Yusoff (2011) recognized that these expatriates may move abroad if they are not given access to significant changes in their workplace. For instance, a study on Filipino technology students found that the organizational setting was among the factors influencing their intention to work abroad (Ramdan,2024). However, there is a discrepancy in the study as Joanne Erica S. Guanzing et al. (2021) rejected the working environment was blamed for becoming one of the pulls and pushes for the brain drain in Malaysia. Despite that, a lot of research supports our statement. Sumantri & Mujiati (2023) stated that a positive working environment and employee turnover will likely decrease. A supportive and well-structured work environment is critical for job satisfaction and retention, and when these conditions are lacking, skilled workers often seek opportunities in countries offering better organizational settings. That will be contrast in findings may be due to a difference in the sample population, with students being influenced by factors like financial incentives and career prospects, whereas experienced skilled workers may prioritize the working environment when deciding to work abroad.

5.3 Implications of the study

The research findings have important implications for public policymakers, employers, and scholars studying the motives for the intention to work abroad on the part of skilled Malaysian workers. Previous studies have generally focused on wider economic, political, and social issues, while this study has specified motives for the intention to work abroad among skilled Malaysian workers into the areas of their work-related dimensions. The results highlight the importance of Salaries and Perks, Job Prospects, Promotion Prospects, and Working

Environment in shaping skilled workers' intention to work abroad. Of all these factors, Salaries and perks, and Promotion Prospects show the most important perspectives that influence their decision to work abroad. Addressing these issues requires targeted interventions at multiple levels to mitigate the effects of brain drain and achieve the vision of transitioning into a highly prosperous income nation by 2030.

5.3.1 Theoretical Implications

Based on the findings, some theoretical implications emerge that make a distinct contribution to existing knowledge on brain drain and migration intentions of skilled workers. First, the heightened importance of salaries and perks in the decisions to work abroad corroborates classical economic theories on migration that posited economic incentives act as the critical pull factors (Sjaastad, 1962). In this regard, however, this study has brought granular insights by quantifying the direct influence of different employment benefits and their differential impact on migration intention, thereby providing a more nuanced dimension for existing models. The other side of the argument is put to the test with the results indicating job prospects have no significant influence, thereby allowing for an alternative perspective arguing it is job quality instead of job availability that drives migration decisions. Such an understanding can help expand theoretical models by integrating the notions of job satisfaction and job fit in the decision parameters, traditionally downplayed in migration theory.

The negative coefficient for promotion prospects presents a novel finding, implying that the possibility of advancement may serve as a retention factor rather than acting solely as a pull factor, thus implying interlinkages between personal career growth and migration. This emphasizes the shift towards integrated models representing career trajectories in migration studies, leaving simple economic explanations behind. The importance attributed to the working environment, thus, reinforces the idea that non-monetary job characteristics are an important consideration in migration decisions, in support of recent theories that regard holistic job satisfaction as a core determinant in the understanding of migration (Dustmann and

Okatenko, 2014). The methodology of this study further enhances the findings by expanding methodological developments in migration research, as it emphasizes the consistency and validity of measurement through Cronbach's Alpha high values across all variables. The implications of this provide a model for future studies to uphold the accuracy and reliability of alternative measures they may examine regarding factors that affect skilled workers' migration intentions.

5.3.2 Managerial Implications

For managerial implications, the study highlights about necessity of reassessing compensation and benefit structures to remain competitive in the global market. However, the biggest problem remains with most companies, where they are unwilling to change, instead, they complain about the difficulty of retaining and attracting talent **(**TalentCorp Malaysia, 2015). Organizations should conduct regular salary benchmarking to ensure their pay structures are on par with the international standard. According to Mercer's annual Total Remuneration Survey, Malaysia is projected to see an overall increase of 5% across all industries. This statement reflects that there is a growing demand for talent and the need for competitive compensation (Kong Zhi Ann, 2024). It is seen that there is a shift in the labor market dynamics, where approaches should very likely be more employee-centric, focusing on the compensation package as well as diversifying incentive structures (Cipuding, 2024). In basic pay offers, industries such as Energy and shared services are leading since there is a high demand for skilled workers. The other roles benefiting from salary increments due to increased demand for specialized skills are cloud computing, Electrical Instruments, Cybersecurity Architecture, and Project Control Engineering. Thus, salary trends will be influenced by company type, team dynamics, and individual performance.

Additionally, creating a positive work environment is crucial for talent retention. This can be achieved by fostering a culture of inclusivity, work-life balance, and employee well-being. For example, Shell Malaysia promotes employee satisfaction through competitive,

performance-based salaries and non-monetary rewards such as vouchers and recognition programs. The company also empowers managers to grant cash recognition awards for outstanding contributions (Shell Malaysia, 2025).

Companies should also ensure that promotion opportunities (Promotion prospects) are based on merit and performance rather than tenure or favoritism. A study comparing job satisfaction levels between Malaysian and Singaporean employees found significant differences in satisfaction related to pay and promotion opportunities, which emphasize transparent and fair career progression should not be neglected (Zirwatul Aida et al., 2014). Thus, a well-structured promotion policy is essential in fostering a motivated and high-performing workforce by ensuring fairness, transparency, and alignment between employees' aspirations and organizational goals. Organizations should adopt different promotion strategies such as merit-based, performance-based which encourages high achievement, seniority-based which promotions rewards based on loyalty, and hybrid model which offers flexibility (Editor, 2024). A well-designed promotion policy enhances employee morale, retention, and productivity by providing clear career advancement opportunities, that benefit both the company and employees. Regular review and updates are necessary to keep the policy relevant and effective in a dynamic business environment.

Employers must also invest in continuous learning and upskilling initiatives to help employees stay relevant in their fields, thereby reducing the desire to seek career growth opportunities abroad. In Malaysia’s competitive business environment, companies are increasingly prioritizing continuous learning. According to Robert Walters Salary Survey, 68% of organizations have implemented learning and development programs to address professional growth, while 88% are actively reskilling their current workforce to bridge skills gaps. Additionally, 54% have introduced internal training programs to mitigate the challenges posed by talent shortages, particularly in high-demand sectors like technology and engineering (Ran, 2023). Petronas, for instance, has invested heavily in leadership development programs and global career exposure, offering structured mentorship through The Petronas Leadership Centre to ensure career growth and employee satisfaction (Petronas, 2024). Similarly, AirAsia Academy provides training in aviation, digital transformation, and leadership allowing employees to enhance their skills and remain competitive in the job market (Anuar, 2024).

Companies that adapt to employee expectations and invest in training are better positioned to overcome talent retention challenges.

5.3.3 Policy Implication

From a policymaker's perspective, the study underscores an urgent need for government intervention to improve compensation structures and career advancement opportunities to retain skilled workers. Competitive salary packages (Salaries and Perks) ensure that Malaysia's skilled workers do not seek higher-paying opportunities abroad. The government should consider implementing wage policies that align with global salary in key industries, particularly in science, technology, engineering, and healthcare, where brain drain is most pronounced, rather than announcing Malaysia's minimum wage increase wage increased from RM1,500 to RM1,700 per month which this adjustment aims to enhance the welfare of workers, particularly those with low income while boosting consumer purchasing power which can benefit employers through increased demand of good and services for the B40 income categories (The Sun Daily, 2025), targeted incentive for skilled workers are needed. For instance, the establishment of Special Economic Zones (SEZs), Malaysia and Singapore formalized an agreement to establish a special economic zone in Johor, which aims to attract high-value investment and create 20,000 skilled jobs within five years of its inception, targeting 50 projects in the economic zone (Mail, 2025). According to Elsa Chen et al. (2025), it is found that the establishment of Johor-Singapore-Special Economic Zones (SEZs) increases local employment and more financially attractive for skilled workers to return. This initiative includes a suite of incentives such as a special corporate tax of 5% for up to 15 years, which also aids in Malaysia's transition into high-growth and high-value activities can including artificial intelligence and quantum computing, supply chain management, medical devices, aerospace manufacturing, and global services hub activities. The additional special tax rate for knowledge workers, while the personal income tax rate is lower at 15% for knowledge workers (skilled workers) while also attracts talent aligned to the industry needs by having a talent development program that enhances industry-ready skill training and education programs (Elsa

Chen et al., 2025). Thus, with better job opportunities available in Malaysia, skilled workers may no longer feel the urgent need to go abroad.

Additionally, enhanced job security measures such as stronger employment protection laws, social security benefits, and financial incentives can increase confidence in the local job market. Malaysia should implement returnee programs such as tax incentives and research grants to encourage skilled workers to come back. The Returning Expert Programme (REP), which assists in facilitating the return of skilled workers to Malaysia, is an example in practice whereby returning Malaysia's skilled workers would enhance the workers' invaluable experiences, set of skills, knowledge, and intellectual capabilities in the creation of a world-class workforce in Malaysia (TalentCorp, n.d.). The program provides a 15% flat tax rate on employment income for five years. Additionally, REP also includes a tax exemption on personal effects and a vehicle excise duty waiver of up to RM 100,000 (Mail, 2024). This program has been instrumental in attracting Malaysian skilled workers back to Malaysia, with over 6,000 skilled workers having benefited from this program since its inception (Choy Nyen Yiau, 2023).

A structured career progression pathway must also be established to ensure that skilled workers have clear and attainable growth opportunities within the country. Policymakers can introduce a professional development program, mentorship initiatives, and leadership training to support career advancement. This is found in the article of Choy Nyen Yiau (2023) which clearly stated that a Sector-Focused Industry-Academia Collaboration (IAC) workshop can help align with industry needs with academic curricula, ensuring that skilled workers possess relevant skills for career advancement.

Furthermore, creating an ecosystem that fosters innovation, and entrepreneurship can provide alternative career opportunities and reduce the dependency on foreign employment. For instance, Malaysia invests in technology sectors, such as a $250 million agreement with Arm Holdings for a chip design blueprint that aims to develop local expertise and create high-value job opportunities (Reuters, 2025).

5.4 Limitations of the Study

This study is focused on skilled workers as categorised by MASCO (2013)- including managers, professionals, and technicians-without distinction between specific industries.

This study primarily focuses on work-related dimensions, such as Salaries and Perks, Job Prospects, Promotion Prospects, and Working Environment. While these factors are crucial, other significant specific aspects such as political, economic, social, education, and psychological were not extensively analysed as the research indicated that, 94.9% of the change in the dependent variable was explained by the independent ones, indicating work-related factors-particularly those affecting promotion and jobs prospects-play a dominant role in influencing skilled workers' decisions to migrate. However, this also raises question of whether certain categories of skilled workers (e.g., professionals vs. managers) are more sensitive to specific factors, which future studies should investigate. The non-work-related factors could also play a vital role in influencing skilled workers' decisions to migrate, and their exclusion limits the study's comprehensiveness. The entire migration decision-making process could never solely be based on job considerations, for it considers far more than just salaries and perks, job prospects, working environment, and promotion prospects. Other personal considerations and cultural pull factors, such as family ties, cultural fit, and lifestyle preferences, can exert equal or even greater influence than professional opportunities (De Haas, H., Castles, S., & Miller, M. J., 2019). Furthermore, cultural backdrops and individual values had a significant role to play in shaping the choices of migration (Portes, A., & Rumbaut, R. G., 2006). These factors are very subjective, differ tremendously from person to person, and create vast observable differences in the outcomes, even when the same economic or professional conditions apply. Future studies could benefit from incorporating this broader factor to provide a more holistic understanding of brain drain.

Another limitation of this study is the reliance on self-reported data, which may introduce response bias. Participants might have given answers that aligned with socially desirable responses rather than actual intention to work abroad among skilled workers in Malaysia. Additionally, subjective perceptions of career opportunities and motivating working environments may differ based on personal experience, which could affect the accuracy of the result. Using multiple data sources such as employers' records or the Department of Statistics Malaysia (DOSM) could help validate self-reported findings and improve the reliability of future research.

Although this study included a mix of mainly skilled professionals, it did not distinguish between industries or examine how different MASCO categories might respond differently to the same push-pull factors. For example promotion prospects might influence professionals more heavily, while technicians may prioritize salaries and job stability. However, different sectors such as healthcare, engineering, and IT may experience brain drain differently.Thus, the factors influencing the intention to work abroad among skilled workers in Malaysia could vary depending on the sector-specific challenges, career growth opportunities, and international demand for skilled workers. A more diverse and industry-specific sample could enhance the generalizability of future research findings and provide tailored policy recommendations.

5.5 Recommendation for the future research

To address this limitation, future research should take more comprehensive approaches by incorporating non-work-related factors into brain drain studies. Variables such as political climate, social security, work-life balance, and cultural attachment should be explored alongside economic and other related determinant. Employing mixed-method research that combines quantitative surveys with qualitative interviews could offer deeper insight into the underlying motivation behind what drives the intention to work abroad among skilled workers,

which leads to brain drain and the emotional and psychological factors that drive skilled workers to leave their home country.

Additionally, longitudinal studies should be conducted to track the intention to work abroad over time rather than relying solely on cross-sectional data. A long-term approach would allow researchers to analyze how external factors, such as economic downturns, policy changes, or global market trends, influence professionals' decisions to stay or leave. This type of study could also help determine the effectiveness of government policies aimed at reducing brain drain and whether they have a lasting impact on talent retention.

Since this study maintained a general skilled worker perspective, future research should explore industry-specific studies, especially in industries that have been adversely affected by brain drain, so that there is a possibility of such drastic loss in information technology, healthcare and engineering, finance, and academic services. Understanding the unique challenges faced by professionals in these fields would enable policymakers and employers to develop targeted interventions to retain skilled talent. Comparative studies between Malaysia and other countries experiencing similar brain drain issues could also provide valuable insight into best practices and effective strategies for mitigating the outflow of talent. Ultimately, retaining skilled workers is not about improving employment conditions, but also about addressing the broader aspirations and values that drive talent migration.

5.6 Conclusion

The research has deepened our understanding of the relationship between push and pull factors and the intention to work abroad among Malaysia's skilled workers. Independent variables include salaries and perks, job prospects, promotion prospects and working environment. Based on the result, all variables are significantly related to the intention to work

abroad. Of the variables, salaries and perks have been ranked as the most significant with regard to the intention to work abroad. Thus, this research can yield fresh insights regarding the intention to work abroad among skilled workers in Malaysia. This chapter addresses limitations in research and further provides recommendations to future studies for possible improvement in these areas.

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APPENDICES

Appendix 1.0: Questionnaire

UNIVERSITI TUNKU ABDUL RAHMAN

FACULTY OF BUSINESS AND FINANCE (FBF)

BACHELOR OF BUSINESS ADMINISTRATION (HONS)

The Relationship between Push and Pull Factors and Intention to Work Abroad among Skilled Workers in Malaysia

Dear Respondents,

We are the final undergraduate students of Bachelor Degree of Business Administration (Hons) from Universiti Tunku Abdul Rahman(UTAR), Perak. We are conducting a research on **the relationship between push and pull factor and intention to work abroad among skilled worker in Malaysia**.

There are **SIX (6)** sections in this questionnaire. Please answer all the questions in ALL sections. We would like to seek your favor to complete this questionnaire and it will take approximately 5 to 10 minutes of your time. All the information collected will be kept confidential and used for academic purpose only.

If you need further information or have any inquires regarding this questionnaire, feel free to contact us. We are grateful and thank you in advance for your kind cooperation. Thank you.

Your sincerely,
Chan Rou Xuan (jolinchanrouxuan@1utar.my)
Koh Lee Yan (leeyan0718@1utar.my)
Loo Cheng Hong (loochenghong627@1utar.my)

PERSONAL DATA PROTECTION STATEMENT

Please be informed that in accordance with Personal Data Protection Act 2010 ("PDPA") which came into force on 15 November 2013, Universiti Tunku Abdul Rahman ('UTAR") is hereby

bound to make notice and require consent in relation to collection, recording, storage, usage and retention of personal information.

1. Personal data refers to any information which may directly or indirectly identify a person which could include sensitive personal data and expression of opinion. Among others it include: Names, identity card, place of birth, address, education history, employment history, medical history, blood type, race, religion, photo, personal information and associated research data.

2. The purpose for which your personal data may be used are inclusive but not limited to:
   a) For assessment of any application to UTAR
   b) For processing any benefit and services
   c) For communication purposes
   d) For general administration and record purpose
   e) For advertorial and news
   f) For enhancing the value of education
   g) For educational and related purposes consequential to UTAR
   h) For replying any responds to complain and enquiries
   i) For the purpose of our corporate governance
   j) For the purpose of conducting research collaboration

3. Your personal data may be transferred and/or disclosed to third party and/or UTAR collaborative partners including but not limited to the respective and appointed outsourcing agents for purpose of fulfilling our obligations to you in respect of the purposes and all such other purposes that are related to the purposes and also in providing integrated services, maintaining and storing records. Your data may be shared when required by laws and when disclosure is necessary to comply with applicable laws.

4. Any personal information retained by UTAR shall be destroyed and/or deleted in accordance with our retention policy applicable for us in the event such information is no longer required

5. UTAR is committed in ensuring the confidentiality, protection, security and accuracy of your personal information made available to us and it has been our ongoing strict policy to ensure that your personal information is accurate, complete, not misleading and updated. UTAR would also ensure your personal data shall not be used for political and commercial purposes.

Consent:

1. By submitting or providing your personal data to UTAR, you had consented and agreed for your personal data to be used in accordance to the terms and conditions in the Notice and our relevant policy.
2. If you do not consent or subsequently withdraw your consent to the processing and disclosure of your personal data, UTAR will not be able to fulfill our obligations or to contact or to assist you in respect of the purposes and/or for any other purposes related to the purpose.

3. You may access and update your personal data by writing to us at jolinchanrouxuan@1utar.my.

To be eligible to participate in this study, respondents must meet the following criteria:

Employment Category:

The respondent must be classified as a skilled worker, which includes:

-Managers (e.g., CEOs, directors, department heads).

-Professionals (e.g., engineers, doctors, IT specialists, financial analysts).

-Technicians and Associate Professionals (e.g., lab technicians, assistant engineers).

Educational Qualification:

The respondent must have at least a diploma, bachelor's degree, or higher qualification in a relevant field.

Work Experience:

The respondent should have industry experience in sectors such as information technology, healthcare, engineering, finance, or academia.

Employment Status:

The respondent should be currently employed in Malaysia in a skilled occupation.

Intention to Work Abroad:

The respondent has a intention or consideration to work abroad for career-related reasons such as higher salaries, better job prospects, promotion opportunities, or an improved working environment.

Acknowledgment of Notice:

{ } I have been noticed by you and that I hereby understood, consented and agreed per UTAR above notice.

{ } I disagree, my personal data will not be processed.

Section A: Demographic Profile

Please choose one option for each of the following.

1. Gender

{ } Male

{ } Female

2. Age

{ } 20 to 30 years old

{ } 31 to 40 years old

{ } 41 to 50 years old

{ } 51 years old and above

3. Ethnic group

{ } Malay

{ } Chinese

{ } Indian

4. Education Level

{ } Bachelor's Degree

{ } Master's Degree

{ } Doctorate's Degree

5. Which category of skilled labor you are?

{ } Managers (CEO, Director, Manager)

{ } Professionals (Engineer, Doctor, IT Specialist)

{ } Technicians (Lab Technician, Assistant Engineer)

Section B: Dependent Variable-Intention to Work Abroad

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
(1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5= Strongly Agree)

Gentle Reminder:

Just follow your own thoughts to answer the statement below.

No.	Questionnaire	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

1.	I am looking forward to go abroad to work.	1	2	3	4	5
2.	I have intentions to work abroad.	1	2	3	4	5
3.	There is a likelihood that I will go abroad to work.	1	2	3	4	5
4.	I am confident that I will work abroad.	1	2	3	4	5

Section C: Independent Variable-Salaries and Perks

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
(1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5= Strongly Agree)

Gentle Reminder:
Just follow your own thoughts to answer the statement below.

No.	Questionnaire	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1.	My job pay matches the work that I do.	1	2	3	4	5
2.	If I work overseas, I would receive a higher job pay.	1	2	3	4	5

3.	Looking at my job pay, the company does not value me as a worker.	1	2	3	4	5
4.	Looking at my job pay, I feel that my work is being valued.	1	2	3	4	5
5.	If I stay in my country of origin, I expect my job pay over the coming year to increase by same as cost of living.	1	2	3	4	5
6.	If I stay in my country of origin, I expect my job pay over the coming year to increase by more than the increase in cost of living.	1	2	3	4	5
7.	If I stay in my country of origin, I expect my job pay over the coming year to increase by less than cost of living.	1	2	3	4	5
8.	The non-financial rewards provided by my job match my efforts.	1	2	3	4	5
9.	The non-financial rewards provided by my job are fairly distributed.	1	2	3	4	5
10.	The non-financial rewards provided by my job are adequate.	1	2	3	4	5

Section D: Independent Variable-Job Prospects

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
(1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5= Strongly Agree)

Gentle Reminder:
Just follow your own thoughts to answer the statement below.

No.	Questionnaire	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1.	I am not worried about my future career in the organization.	1	2	3	4	5
2.	I'm worried about the decline in my job position in the organization.	1	2	3	4	5
3.	There are no conditions and factors for threatening my job position in the organization.	1	2	3	4	5

4.	I am sure that career enhancement is possible for everyone through improving abilities and competencies.	1	2	3	4	5

Section E: Independent Variable-Promotion Prospects

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
(1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5= Strongly Agree)
Gentle Reminder:
Just follow your own thoughts to answer the statement below.

No.	Questionnaire	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1.	My opportunities for advancement are limited.	1	2	3	4	5
2.	Promotion here is based on ability.	1	2	3	4	5
3.	I have a good chance for promotion.	1	2	3	4	5
4.	Regular promotions are the rule in my company.	1	2	3	4	5

Section F: Independent Variable-Working Environment

Please carefully indicate your degree of agreement or disagreement by ticking the appropriate number on the scale given below. The question below describes the number which best describes how you feel about the statement.
(1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5= Strongly Agree)
Gentle Reminder:
Just follow your own thoughts to answer the statement below.

No.	Questionnaire	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
1.	My company work environment is good and highly motivating.	1	2	3	4	5
2.	Working conditions are good in my company.	1	2	3	4	5
3.	I work in a conducive physical work environment where the interior design and the ambient conditions such as the indoor air quality, temperature, lighting, noise, color and workspace optimize my well-being,	1	2	3	4	5

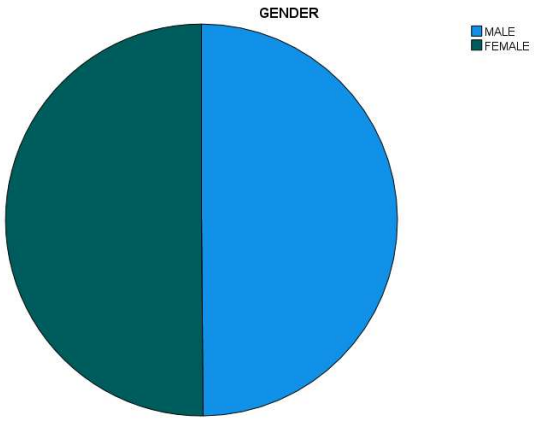
	allowing me to perform my duties properly.					
4.	My company offers sufficient opportunities to develop my own abilities.	1	2	3	4	5
5.	The company provides enough information to discharge my responsibilities.	1	2	3	4	5
6.	I am given a lot of work empowerment to decide about my own style and pace of work.	1	2	3	4	5

Appendix 2.0: Demographic Profile Frequency

Gender

GENDER

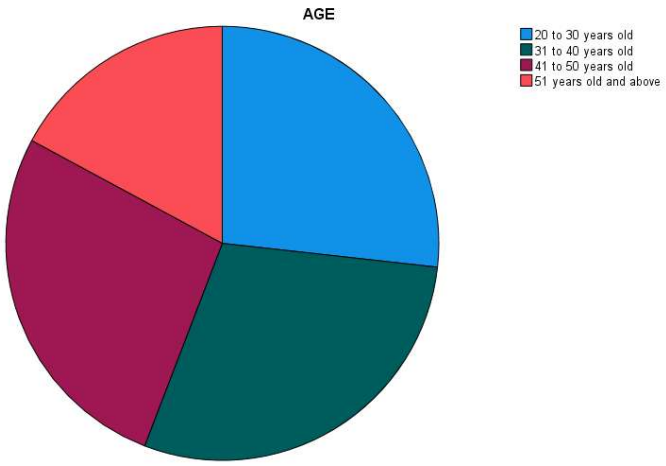
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	192	49.9	49.9	49.9
	FEMALE	193	50.1	50.1	100.0
	Total	385	100.0	100.0	



Age

AGE

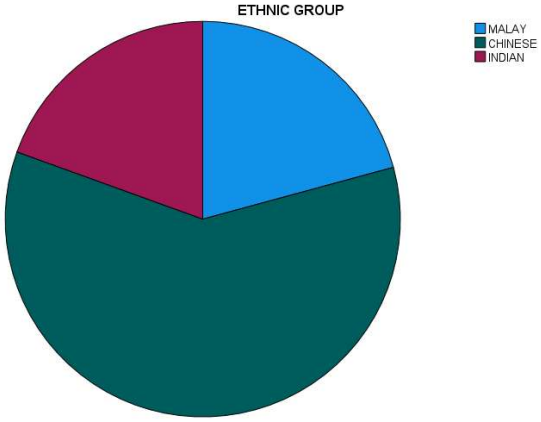
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 30 years old	103	26.8	26.8	26.8
	31 to 40 years old	112	29.1	29.1	55.8
	41 to 50 years old	104	27.0	27.0	82.9
	51 years old and above	66	17.1	17.1	100.0
	Total	385	100.0	100.0	



Ethnic Group

ETHNIC GROUP

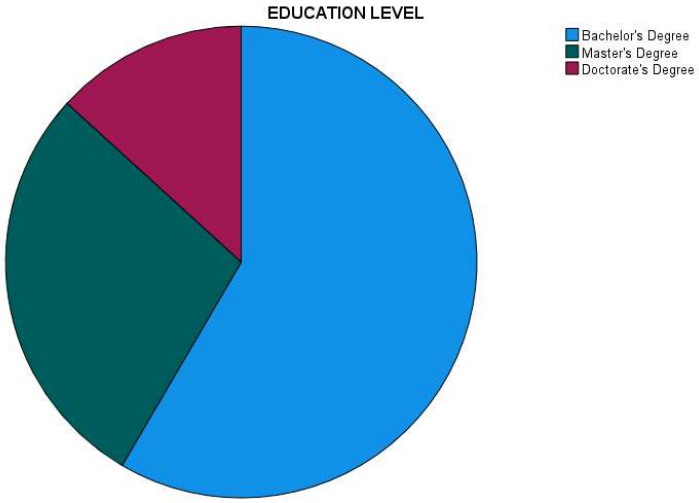
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALAY	80	20.8	20.8	20.8
	CHINESE	230	59.7	59.7	80.5
	INDIAN	75	19.5	19.5	100.0
	Total	385	100.0	100.0	



Education Level

EDUCATION LEVEL

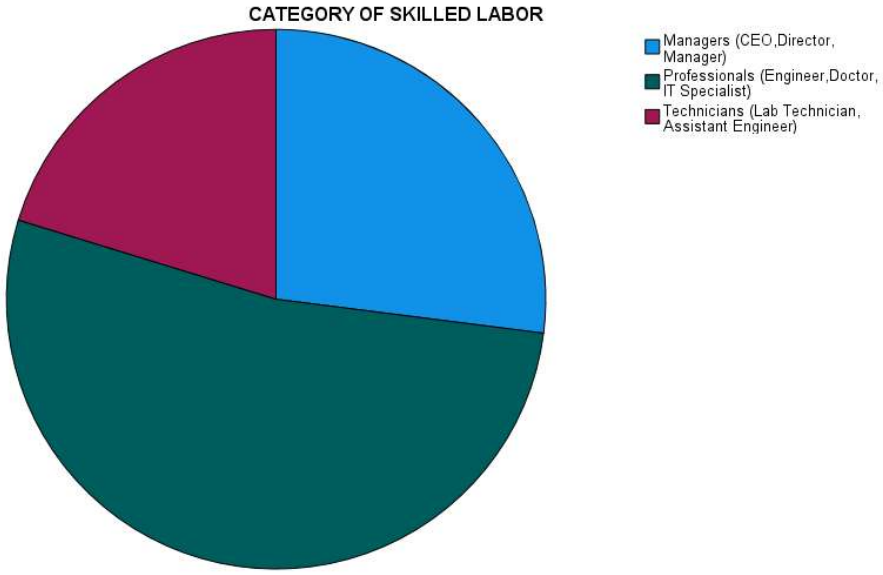
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bachelor's Degree	225	58.4	58.4	58.4
	Master's Degree	109	28.3	28.3	86.8
	Doctorate's Degree	51	13.2	13.2	100.0
	Total	385	100.0	100.0	



Category of Skilled Labor

CATEGORY OF SKILLED LABOR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Managers (CEO,Director, Manager)	104	27.0	27.0	27.0
	Professionals (Engineer, Doctor,IT Specialist)	203	52.7	52.7	79.7
	Technicians (Lab Technician, Assistant Engineer)	78	20.3	20.3	100.0
	Total	385	100.0	100.0	



Appendix 3.0: Central Tendencies Measurement Result of Construct

Intention to Work Abroad

Statistics

		I am looking forward to go abroad to work.	I have intentions to work abroad.	There is a likelihood that I will go abroad to work.	I am confident that I will work abroad.
N	Valid	385	385	385	385
	Missing	0	0	0	0
Mean		3.5481	3.5143	3.5636	3.4571
Median		4.0000	4.0000	4.0000	4.0000
Mode		5.00	4.00	5.00	4.00
Std. Deviation		1.50291	1.45610	1.48665	1.48214

Salaries and Perks

Statistics

		My job pay matches the work that I do.	If I work overseas, I would receive a higher job pay.	Looking at my job pay, the company does not value me as a worker.	Looking at my job pay, I feel that my work is being valued.	If I stay in my country of origin, I expect my job pay over the coming year to increase by same as cost of living.
N	Valid	385	385	385	385	385
	Missing	0	0	0	0	0
Mean		3.4364	3.5870	3.4623	3.5143	3.5792
Median		4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	5.00	4.00	4.00	5.00
Std. Deviation		1.45119	1.48371	1.46104	1.43811	1.49986

Statistics

		If I stay in my country of origin, I expect my job pay over the coming year to increase by more than the increase in cost of living.	If I stay in my country of origin, I expect my job pay over the coming year to increase by less than cost of living.	The non-financial rewards provided by my job match my efforts.	The non-financial rewards provided by my job are fairly distributed.	The non-financial rewards provided by my job are adequate.
N	Valid	385	385	385	385	385
	Missing	0	0	0	0	0
Mean		3.4987	3.5636	3.5429	3.5117	3.4961
Median		4.0000	4.0000	4.0000	4.0000	4.0000
Mode		4.00	5.00	5.00	4.00	4.00
Std. Deviation		1.45617	1.48314	1.47862	1.45613	1.43998

Job Prospects

Statistics

		I am not worried about my future career in the organization.	I'm worried about the decline in my job position in the organization.	There are no conditions and factors for threatening my job position in the organization.	I am sure that career enhancement is possible for everyone through improving abilities and competencies
N	Valid	385	385	385	385
	Missing	0	0	0	0
Mean		3.4753	3.5481	3.4701	3.5221
Median		4.0000	4.0000	4.0000	4.0000
Mode		4.00	5.00	4.00	4.00
Std. Deviation		1.44699	1.48198	1.45049	1.43075

Promotion Prospects

Statistics

		My opportunities for advancement are limited.	Promotion here is based on ability.	I have a good chance for promotion.	Regular promotions are the rule in my company.
N	Valid	385	385	385	385
	Missing	0	0	0	0
Mean		3.4519	3.5169	3.5818	3.5195
Median		4.0000	4.0000	4.0000	4.0000
Mode		4.00	4.00	5.00	4.00
Std. Deviation		1.43011	1.43808	1.48225	1.43260

Working Environment

Statistics

		My company work environment is good and highly motivating.	Working conditions are good in my company.	I work in a conducive physical work environment where the interior design and the ambient conditions	My company offers sufficient opportunities to develop my own abilities.	The company provides enough information to discharge my responsibilities.
N	Valid	385	385	385	385	385
	Missing	0	0	0	0	0
Mean		3.5636	3.5351	3.5013	3.5922	3.5065
Median		4.0000	4.0000	4.0000	4.0000	4.0000
Mode		5.00	4.00	4.00	5.00	4.00
Std. Deviation		1.49712	1.43956	1.43999	1.47105	1.43272

Statistics

		I am given a lot of work empowerment to decide about my own style and pace of work.
N	Valid	385
	Missing	0
Mean		3.5844
Median		4.0000
Mode		5.00
Std. Deviation		1.50996

Appendix 4.0: Reliability Analysis Results for Pilot Test

Intention to Work Abroad

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.956	.958	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
ITWA1	11.1000	11.610	.920	.886	.935
ITWA2	11.2667	11.582	.874	.810	.948
ITWA3	11.3000	11.459	.919	.891	.935
ITWA4	11.3333	10.851	.867	.795	.952

Salaries and Perks

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.930	.934	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
SP1	33.8667	59.154	.800	.705	.919
SP2	33.4667	62.257	.621	.627	.928
SP3	34.0667	59.857	.661	.646	.927
SP4	33.7667	60.254	.672	.683	.926
SP5	33.9667	58.447	.710	.800	.924
SP6	33.8667	58.051	.687	.788	.926
SP7	33.7000	59.734	.698	.726	.925
SP8	33.9333	61.099	.815	.786	.920
SP9	33.9000	59.886	.838	.793	.918
SP10	33.8667	58.326	.857	.894	.917

Job Prospects

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.868	.873	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
JP1	11.1333	8.257	.717	.711	.833
JP2	11.1667	8.144	.624	.552	.876
JP3	11.3000	7.803	.798	.693	.800
JP4	10.8000	8.579	.767	.653	.818

Promotion Prospects

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.877	.878	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
PP1	11.1333	9.016	.668	.558	.869
PP2	11.0000	9.034	.717	.620	.850
PP3	11.1667	8.626	.767	.668	.830
PP4	11.0000	8.483	.793	.667	.820

Working Environment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.947	.948	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
WE1	19.4000	20.179	.849	.785	.936
WE2	19.2000	20.579	.812	.765	.940
WE3	18.9667	21.620	.825	.836	.939
WE4	19.0667	21.651	.839	.854	.937
WE5	19.1667	20.764	.868	.891	.933
WE6	19.3667	20.516	.844	.907	.936

Appendix 5.0: Reliability Analysis Results for Full Test

Intention to Work Abroad

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.961	.961	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
I am looking forward to go abroad to work.	10.5351	17.552	.927	.875	.942
I have intentions to work abroad.	10.5688	18.262	.892	.811	.952
There is a likelihood that I will go abroad to work.	10.5195	18.172	.876	.786	.957
I am confident that I will work abroad.	10.6260	17.776	.921	.873	.944

Salaries and Perks

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.982	.982	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
My job pay matches the work that I do.	31.7558	151.195	.884	.872	.981
If I work overseas, I would receive a higher job pay.	31.6052	149.823	.903	.936	.980
Looking at my job pay, the company does not value me as a worker.	31.7299	150.646	.894	.898	.981
Looking at my job pay, I feel that my work is being valued.	31.6779	149.927	.933	.947	.979
If I stay in my country of origin, I expect my job pay over the coming year to increase by same as cost of living.	31.6130	149.217	.911	.938	.980
If I stay in my country of origin, I expect my job pay over the coming year to increase by more than the increase in cost of living.	31.6935	150.307	.908	.880	.980
If I stay in my country of origin, I expect my job pay over the coming year to increase by less than cost of living.	31.6286	149.552	.912	.884	.980
The non-financial rewards provided by my job match my efforts.	31.6494	149.765	.909	.957	.980
The non-financial rewards provided by my job are fairly distributed.	31.6805	149.958	.919	.937	.980
The non-financial rewards provided by my job are adequate.	31.6961	149.775	.936	.928	.979

Job Prospects

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.957	.957	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
I am not worried about my future career in the organization.	10.5403	16.853	.923	.910	.935
I'm worried about the decline in my job position in the organization.	10.4675	17.645	.809	.683	.969
There are no conditions and factors for threatening my job position in the organization.	10.5455	16.769	.929	.893	.933
I am sure that career enhancement is possible for everyone through improving abilities and competencies	10.4935	16.995	.921	.866	.936

Promotion Prospects

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.954	.954	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
My opportunities for advancement are limited.	10.6182	16.768	.904	.861	.935
Promotion here is based on ability.	10.5532	16.894	.883	.795	.941
I have a good chance for promotion.	10.4883	16.849	.851	.751	.951
Regular promotions are the rule in my company.	10.5506	16.649	.915	.863	.931

Working Environment

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.972	.972	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
My company work environment is good and highly motivating.	17.7195	46.963	.910	.931	.967
Working conditions are good in my company.	17.7481	47.975	.894	.902	.968
I work in a conducive physical work environment where the interior design and the ambient conditions	17.7818	47.635	.914	.877	.966
My company offers sufficient opportunities to develop my own abilities.	17.6909	47.511	.897	.896	.968
The company provides enough information to discharge my responsibilities.	17.7766	47.726	.914	.882	.966
I am given a lot of work empowerment to decide about my own style and pace of work.	17.6987	46.576	.923	.874	.965

Appendix 6.0: Multiple Regression Analysis

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.974[a]	.949	.948	.31949

a. Predictors: (Constant), WORK ENVIRONMENT AVERAGE, JOB AVERAGE, PROMOTION AVERAGE, SALARIES AVERAGE

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	716.920	4	179.230	1755.869	.000[b]
	Residual	38.788	380	.102		
	Total	755.709	384			

a. Dependent Variable: INTENTION AVERAGE

b. Predictors: (Constant), WORK ENVIRONMENT AVERAGE, JOB AVERAGE, PROMOTION AVERAGE, SALARIES AVERAGE

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	.001	.045		.028	.978
	SALARIES AVERAGE	1.180	.124	1.143	9.554	.000
	JOB AVERAGE	-.021	.065	-.020	-.317	.751
	PROMOTION AVERAGE	-.359	.082	-.347	-4.398	.000
	WORK ENVIRONMENT AVERAGE	.198	.081	.194	2.456	.014

Coefficients[a]

Model		95.0% Confidence Interval for B	
		Lower Bound	Upper Bound
1	(Constant)	-.088	.091
	SALARIES AVERAGE	.937	1.423
	JOB AVERAGE	-.148	.107
	PROMOTION AVERAGE	-.520	-.199
	WORK ENVIRONMENT AVERAGE	.039	.357