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## STUDY ON KAZAKHSTANI STUDENTS PSYCHOLOGICAL MOTIVATION TO MIGRATE TO DEVELOPED COUNTRIES OF ASIA

### Abstract

The article discusses the concept of migration and its main socio-psychological aspects that encourage Kazakhstani youth to immigrate to the developed countries of the world. The purpose of the work was to study the structure of the motivation of labor migration of Kazakhstani youth to the developed countries of Asia, and to obtain the results, both analytical studies of other authors and empirical data obtained by the method based on the questionnaire “Assessment of the socio-economic situation and the formation of migration readiness of students” Blinova O., Popovich I. [and others]. The theoretical and empirical analysis carried out makes it possible to reveal the psychological aspects of labor migration of young people and its adaptation to the modern labor market in the context of globalization. The practical significance of the study lies in the possibility of using research data in the psychology of professional activity, labor psychology, as well as in the form of recommendations for the development of training and correctional development programs in order to prepare young citizens for adaptation in new countries of residence, providing a high level of efficiency. The results showed that in addition to the economic motives of young Kazakhstanis to migrate abroad, they are driven by a number of socio-psychological reasons, which include: a sense of freedom and confidence in themselves and the future, their position in society, the realization of their potential, etc.

**Key words:** Migration, globalization, motives, self-realization, psychological state, social security.

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## ПСИХОЛОГИЧЕСКОЕ ИССЛЕДОВАНИЕ МОТИВАЦИИ К ТРУДОВОЙ МИГРАЦИИ В РАЗВИТЫЕ СТРАНЫ АЗИИ У КАЗАХСТАНСКОЙ МОЛОДЕЖИ

### Аннотация

В статье рассматривается понятие миграции и ее основные социально-психологические аспекты, которые побуждают казахстанскую молодежь к иммиграции в развитые страны мира. Цель работы заключалась в изучении структуры мотивации трудовой миграции казахстанской молодежи в развитые страны Азии и для получения результатов использовались как аналитические исследования других авторов, так и эмпирические данные полученные методом, основанном на опроснике “Оценка социально-экономической ситуации и формирование миграционной готовности студентов” Блинова О., Попович И. [и др.]. Проведенный теоретический и эмпирический анализ, позволяет раскрыть психологические аспекты трудовой миграции молодежи и адаптации ее к современному рынку труда в условиях глобализации. Практическая

значимость исследования заключается в возможности применения данных исследовательской работы в психологии профессиональной деятельности, психологии труда, а также в виде рекомендаций для разработки тренинговых и коррекционно-развивающих программ с целью подготовки молодых граждан к адаптации в новых странах проживания, обеспечивающих высокий уровень работоспособности. Результаты показали, что помимо экономических мотивов молодых казахстанцев к миграции за рубеж, ими движет ряд социально-психологических причин, которые включают в себя: чувство свободы и уверенности в себе и будущем, свое положение в обществе, реализация своего потенциала и др.

**Ключевые слова:** Миграция, глобализация, мотивы, самореализация, психологическое состояние, социальное обеспечение.

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## ҚАЗАҚСТАНДЫҚ ЖАСТАР АРАСЫНДА ДАМЫҒАН АЗИЯ ЕЛДЕРІНЕ ЕҢБЕК КӨШІ-ҚОНЫНЫҢ МОТИВАЦИЯСЫН ПСИХОЛОГИЯЛЫҚ ЗЕРТТЕУ

Андапта

Мақалада көші-қон ұғымы және оның қазақстандық жастарды әлемнің дамыған елдеріне көшіп баруын ынталандыратын негізгі әлеуметтік-психологиялық аспектілері қарастырылған. Жұмыстың мақсаты – қазақстандық жастардың Азияның дамыған елдеріне еңбек миграциясының мотивациясының құрылымын зерттеу және басқа авторлардың аналитикалық зерттеулерінің де, сауалнама негізінде алынған эмпирикалық мәліметтердің де нәтижелерін алу. Әлеуметтік-экономикалық жағдайды бағалау және студенттердің көші-қон дайындығын қалыптастыру» Блинова О., Попович И. [және т.б.]. Жүргізілген теориялық және эмпирикалық талдау жастардың еңбек көші-қонының және оның жаһандану жағдайында қазіргі еңбек нарығына бейімделуінің психологиялық аспектілерін ашуға мүмкіндік береді. Зерттеудің практикалық маңыздылығы кәсіби қызмет психологиясында, еңбек психологиясында, сондай-ақ жас азаматтарды бейімделуге дайындау мақсатында оқыту және түзету-дамыту бағдарламаларын әзірлеуге ұсынымдар түрінде зерттеу деректерін пайдалану мүмкіндігінде. тиімділіктің жоғары деңгейін қамтамасыз ететін жаңа резиденттік елдер. Нәтижелер жас қазақстандықтардың шетелге қоныс аударуының экономикалық мотивтерінен басқа, оларға бірқатар әлеуметтік-психологиялық себептер әсер ететінін көрсетті, олар: еркіндік сезімі мен өзіне және болашаққа сенім, олардың қоғамдағы ұстанымы, олардың мүмкіндіктерін жүзеге асыру және т.б.

**Түйін сөздер:** Миграция, жаһандану, мотивтер, өзін-өзі жүзеге асыру, психологиялық жағдай, әлеуметтік қауіпсіздік.

### Introduction

Population migration is a complex social process, diverse in forms and consequences. At the same time, having a huge impact on social development, it falls under the influence of political, socio-economic, demographic and other transformations [1]. Today young people are increasingly leaving their homeland in search of a better life somewhere far abroad, but what do they really mean by "better life" remains an urgent issue that interests us. Globalization in the form of free trade and open borders for people, money and ideas is one of the most important issues that have affected our world in recent decades. There are three types of migrants in terms of migration motives: those seeking economic opportunity in the destination economy; migrants

seeking to accumulate savings or human capital while abroad in order to have greater economic opportunities upon their return; and migrants fleeing political, ethnic, or religious oppression in their home country. [2]. According to the most recent estimates provided by the United Nations Organization, there are 232 million international migrants in the world (3.2% of the total population worldwide), a number that has progressively increased compared to 1990 (154 million) and 2000 (175 million). Of these, 58.6% were resident in developed countries, while the remaining 96 million (41.4%) came from developing countries. About two thirds of the entire international migrant population is concentrated in Europe and Asia. In 2013, 72 million international migrants lived in Europe (31.0%), and 71 million lived in Asia (30.6%) [3].

The migration of people from one country or continent to another has had a huge impact on the flow of ideas, creativity, economic growth, trade and investment. The migration surge of youth from Central Asian countries began at the end of the 20th century, when citizens saw security and better living and educational conditions in the developed countries of Asia, Europe and America. It should be noted that each person pursues his own goals and motives for migration abroad, however, the most common reason is education and employment. For instance, Raghuram determines student migration as a key element of knowledge migration, arguing that student migrants are also involved in labor and family migration, and it raises the question of what distinguishes student migrants [4]. If you look at these motives from a psychological point of view, this primarily indicates the basic human needs - safety and satisfaction of physiological needs. A person who doubts about tomorrow, worries about his life and his loved ones, sees great prospects in countries with developed infrastructure, economies and high employment rates. The hierarchical system of education in primary and secondary schools in the post-Soviet countries influenced the desire of young people to participate in a new circular education system that promotes equality between teacher and student, which is more common in developed countries of Europe, Asia and America. Maslow's (1970) hierarchy of needs can also be used to explain the motivation for migration. The five hierarchies of needs are physiological needs such as food and drink, needs for security, needs for belonging and love, needs for recognition, and needs in general. For poor people, economic motives mean food and drink or basic needs. This can mean self-actualization, for example, moving from a more traditional way of life or society to a more modern one. This reason can be used to understand the differences in motivation for migration between more developed and less developed countries. Moreover, Perkins and Neumayer 2014 highlight that despite significant contextual differences across countries, the determinants of international students outflows and inflows are similar [5]. At the same time, variations do exist between “developed” and “developing” countries. In particular, while domestic university quality does not have a statistically significant effect on the numbers of outgoing students for developed countries, it is positively correlated with student outflows for developing countries [6]. However, the understanding of life in the arriving country is also of interest, including the process of acculturation. Language, cultural identity, attitudes and values, preferred types of foods and music, media use, ethnic pride, ethnic social ties, cultural familiarity, and social norms are all part of the acculturation process.

The purpose of the present work was to study the structure of motivation for labor migration of Kazakhstani youth to the developed countries of Asia. The hypothesis put forward by us: The structure of motivation for labor migration among Kazakhstani youth is formed not only by economic motives, but also by a number of socio-psychological motives. The theoretical and methodological basis of this work was the works of such Kazakh scientists as K. Kaiser, B. Sultanov and others; as well as foreign scientists such as Raghuram P, Perkins R., Neumayer E., etc. 186 people took part in the study as subjects - young people studying in Kazakhstan (graduates of schools and university students) and in developed countries of Asia (Malaysia, South Korea and Hong Kong). The average age of study participants was 21 years (17 to 25 years). In total, 87 guys (46.8% of all respondents) and 99 girls (53.2%) were interviewed.

### **Materials and methods**

In order to solve the tasks, we used survey of school graduates and university students about plans for migration, a survey among students currently studying in developed countries of Asia (Korea, Malaysia, Hong Kong); interviews with graduates of foreign universities who have decided to stay and are employed; statistical analysis of the data of students applying to the agency for foreign education. The questionnaire was conducted on the basis of the questionnaire "Assessment of the socio-economic situation and the formation of migration readiness of students" by Elena Blinova, who used "Social and Psychological Factors of Migration Readiness of Ukrainian Students" in her study [7]. The goal was to get students' assessment of the economic, political and social situation in today's Kazakhstan and their own prospects for self-realization in their country or abroad, thereby identifying the psychological motives for migration. The survey was conducted using an online Google form. Social networks and closed groups such as Compatriots in Korea, Malaysia, Hong Kong, etc., as well as personal connections were used to identify compatriots abroad. The participants were sent a link, following which they could answer the questions of a short questionnaire within 5-10 minutes. To analyze the data obtained, the Excel program was used to calculate the arithmetic mean, standard deviation and build tables and graphs.

### Results and discussions

The results of the questionnaire questions give an idea of what life prospects modern students associate with the possibility of working abroad. First, the students assessed the current migration situation in Kazakhstan: "Now many Kazakhstanis go abroad to work. What do you think, for the country as a whole it is:..."

The vast majority of students (60.2%), when assessing the consequences of labor emigration of Kazakhs abroad, admit that it is "bad, because young, trained and talented people leave", 19.1% of respondents believe that "nothing changes for the country everyone has the right to work where they want", only 20.7% considered labor migration as a positive phenomenon for the country, highlighting the possibility of acquiring new experiences. To determine the life values of young Kazakhs, study participants were asked to decide how important certain values are in their lives, using an evaluation scale from 1 to 9 (1 - not at all important; 9 - very important). The list of values includes those that relate to socially significant objective conditions for self-realization: "a strong and rich country"; purely material values - "earn a lot"; values associated with external signs of social recognition: "achieving high social status"; individual values of self-realization: in the field of business - "self-sufficiency and independence (for example, starting your own business, being the master of your plans), in the field of family relations - "having a good family"; collectivist values : "work in a friendly and united team"; values associated with everyday life - "everyday comfort" (see Table 1).

Table 1

Average indexes of the values in the sample of the research participants (n=186)

The variants of responses	Arithmetic Mean (M)	Mean Square Deviation (SD)
a) To have a good family	7.51	0.22
b) To achieve high social status	7.46	1.01
c) To earn much	7.89	0.78
d) Self-sufficiency and independence (for example, to start a business, be a master of one's plans)	8.78	0.86

e) Everyday comfort	5.62	1.01
f) A strong and rich country	6.84	1.02
g) To work in a friendly cohesive team	6.80	0.56

The data shows that none of the proposed values is rejected by the students, all of them are considered highly significant in the lives of young people. The highest position in the rating belongs to the objective socio-economic conditions of self-realization: the average score of the value "strong and rich country" is 6.84, that is, the students are well aware that it is difficult to realize their future and achieve the goals of life. in conditions of economic, social and political crisis, when there is no stability in society. The individual values of self-realization have a high indicator, firstly, "Self-sufficiency and independence" in own business - 8.78 points, secondly, "having a good family" - 7.51 points, as well as the desire to earn a lot - 7.89 points. The next place in the students' life values rating is occupied by the desire to achieve a high social position: 7.46 points, and the lowest position in the students' values rating is occupied by "everyday comfort ": 5.62 points.

Distribution of responses to the question “Tell me where you could fulfill your life goals: a) in Kazakhstan; b) Abroad” showed that an important part of the students (61.5%) believe that the possibilities of self-realization in their country are limited, and they associate a more successful self-realization with going abroad.

In favor of self-realization abroad, respondents give the following arguments (see Table 2):

Table 2

The distribution of the students’ responses concerning the motives of self-realization abroad (n=186)

Why do you think that it is better to realize your plans in life abroad?	% (of the total number of respondents)
a) It is difficult to find a job and get a good salary in Kazakhstan	28.3
b) I worry about economic and political collapse in the country	15.0
c) You can find a good job only when you have powerful friends	14.0
d) It seems that things will not come to normal soon in Kazakhstan	8.5
e) It is very difficult to find a “soul” job in Kazakhstan, in general people only have to “survive”	12.5
f) It is more prestigious to work abroad than in Kazakhstan	21.7

Attention should be paid to the large number of respondents' answers "It is more prestigious to work abroad than in Kazakhstan", indicating the importance of one's position and authority in society (versus relatives and friends). However, the largest number of students answered that "It is difficult to find a job and get a good salary in Kazakhstan", which indicates a high level of anxiety among residents of our country about the economic situation and their position.

We will explain these results by analyzing the reasons future professionals cite in favor of self-actualization in Kazakhstan. 38.5% of the students in the sample plan to look for work and build their future in Kazakhstan for various reasons (see Table 3).

Table 3

The distribution of the students' responses concerning the reasons of self-realization in Kazakhstan (n=186)

Why do you think that it is better to realize your plans in life in Kazakhstan?	% (of the total number of respondents)
a) It is necessary to reconstruct and develop the country	10.7
b) People must live in their own country	6.0
c) Things are not so bad in Kazakhstan as the mass media tell us	18.9
d) Those who have their hands and head, figuratively speaking, are able to achieve success in any country	45.1
e) I cannot leave my relatives here	16.5
f) The organization I am planning to work for has expectations of me as a professional	2.8

According to the findings, a low percentage of students have a social and public orientation toward comprehending the significance of the country's growth and their own involvement in it. Only 6% agree that "people should live in their own country," while 10.7% believe that rebuilding and developing the country is vital. The answer "having hands and head, in a figurative sense, they are capable of succeeding in any country" was chosen by almost half of the students (45.1%), that is, it is about emphasizing their strengths and abilities, their important objective of life, the perseverance to achieve it, the belief that your skills and professional training will help you organize your life correctly. Employment motives in Kazakhstan, caused by the need to care for family and friends, are significant for young people, but not the most important: 16.5% of respondents. An even more insignificant factor is the orientation towards future staff (2.8%), perhaps this is not important yet, since there is no real staff in the lives of the students.

The question that determines what exactly attracts young Kazakhs abroad provides additional information (see Table 4). First, let's look at the overall rating of students' expectations of staying abroad: first of all, students will seek a sense of confidence in the future, "independence" and "new impressions and new acquaintances". More than 38% of students want to leave to develop their potential and just under 35% of career prospects. Only 24.6% expect their financial situation to improve.

Table 4

The distribution of the students' evaluations concerning their expectations for being abroad (n=186)

What can young people obtain abroad, in your opinion?	% (of the total number of respondents)
a) Independence	48.5
b) Realization of their potential	38.4
c) Prospects of a career path	34.5
d) Material well-being	24.6
e) Meeting a partner in life	9.4
f) Confidence in the future	50.4
g) A possibility to see new places and people	44.4
h) Danger and humiliation	3.9

When asked about the choice of Asian countries, young Kazakhs most often mentioned: higher cultural values, the level of security, as well as mental and external similarities that reduce the risk of discrimination.

So, in the course of the study, it was revealed that in addition to economic motives for young Kazakhs to migrate abroad, they are actually driven by a number of socio-psychological reasons, including: a sense of freedom and self-confidence . and the future, their position in society, the realization of their potential, etc.

#### Conclusion

We carried out a study that included an analysis of theoretical material, as well as an empirical study consisting of two questionnaires and a correlation analysis of the variables studied.

As a result of the study we arrived at the following:

- Today, Kazakh youth are more consciously approaching the issue of migration to developed countries, clearly realizing their goals for the near and distant future.
- It is critical to emphasize that students pay attention to the country's objective external conditions, such as economic and political instability, public administration flaws, and a lack of jobs, particularly for young people who are just starting their professional careers and have no prior work experience.
- For young people in Kazakhstan, the individual values of self-realization, independence, self-esteem and confidence in themselves and in the future also have a high indicator.
- The developed countries of Asia are the most attractive to young students due to their good reputation for education, safety, and the similarity of cultural values and racial affiliation.

Thus, the hypothesis raised about the presence of not only economic motives for young Kazakhs to migrate, but also no less significant socio-psychological motives, was confirmed. It should also be noted that all of the above assumptions formed the basis for future research on this topic to confirm or refute the hypotheses discovered during this study. To achieve this goal, the subsequent study will be deeper and more complete, in particular, it will include a wider range of respondents and their number.

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