



**THE REPUBLIC OF TÜRKİYE
SOCIAL SCIENCES UNIVERSITY OF ANKARA
GRADUATE SCHOOL OF SOCIAL SCIENCES**

**WHY DO TURKISH MILLENNIALS WISH TO MOVE ABROAD? AIMS AND
REASONS**

Master's Thesis

İsmail Demir

Masters of Business Administration

December 2022



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THESIS APPROVAL

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ÖZET

Türkiye'de Y kuşağı iş yaşamında ve sosyal yaşamda önemli bir rol oynamaktadır. Son on yılda Y kuşağının yurtdışında yaşamak için sıklıkla Türkiye'den gitmeyi düşündüğü bilinmektedir. Bu çalışma, Y kuşağının yurtdışına göç etme sebeplerini, amaçlarını ve bunlarla ilişkili faktörleri belirlemeyi amaçlamıştır. Çalışmada, bu amaç doğrultusunda, Türkiye'de yaşayan 241 Y kuşağı bireye anket soruları sorulmuş ve elde edilen veriler üzerinden faktör analizi yapılmıştır. Faktör analizi sonucunda iş hayatından memnun olmamak, fırsatların eksikliği ve ülkenin durumunda memnun olmamak şeklinde ifade edilebilecek 3 sebep faktörü ve daha iyi bir hayata sahip olmak, Türkiye'den ve aileden uzaklaşmak ve kariyer gelişimi olarak ifade edilebilecek 3 amaç faktörü ortaya çıkmıştır. Daha sonra hangi sebep faktörlerinin hangi amaç faktörlerini ne ölçüde etkilediği analiz edilmiştir. Üç sebep faktörünün hepsi de daha iyi bir hayata sahip olmak üzerinde pozitif etkiye sahip olur iken, Türkiye'den ve aileden uzaklaşmak üzerinde üç faktörün de etkisi olmadığı görüldü. Kariyer gelişimi amacını, iş hayatından memnun olmamak ve fırsatların eksikliği önemli düzeyde pozitif yönde, ülkenin durumundan memnun olmamak önem düzeyi daha az olmakla birlikte negatif yönde etkilemektedir.

Anahtar Kelimeler: Y kuşağı, yurtdışına çıkış amaçları, yurtdışına çıkış sebepleri, göç.

ABSTRACT

Generation Y (Millennials) plays an important role in business and social life in Türkiye. Since the last decade, it has been known that Millennials often think about moving abroad. This study aimed to identify the aims and reasons for Turkish Millennials moving abroad, as well as the factors associated with them. In the study, in line with this purpose, 241 Turkish Millennials were asked survey questions and factor analysis was performed on the obtained data. The results of the factor analysis produced 3 reason factors as dissatisfaction with the work environment, lack of opportunities, and dissatisfaction with the situation in the Türkiye and 3 aim factors having as a better life, being away from Türkiye and family, and career advancement. Then, which reason factors affect which aim factors and to what extent were analyzed. While all three reason factors had a positive effect on having a better life, it was seen that all three factors had no effect on being away from Turkey and family. Dissatisfaction with business life and lack of opportunities affected the purpose of career development positively at a significant level, while being dissatisfied with the situation of the country negatively affected the aim of career development, although its level was less significant.

Keywords: Generation Y; aims for moving abroad; reasons for moving abroad, migration.

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1. INTRODUCTION

According to news reports in Türkiye, the desire for members of Generation Y (Millennials) in Türkiye to move abroad is increasing (Altaylı, 2022; Euronews, 2022). Such large-scale immigration can result in “brain drain”, which is crucial not only for Türkiye, but also for many other developing nations. The fact that the loss to Türkiye’s GDP caused by Turkish nationals that immigrated abroad was roughly 2-fold that of immigrants that arrived to Türkiye in 2020 (OECD, 2021) highlights the negative economic effect of Turkish Millennials immigrating from Türkiye. As such, understanding why Turkish Millennials want to leave Türkiye is of critical importance.

The extant research provides several explanations for why Turkish Millennials want to move abroad. Some emphasized domestic reasons (push) while others highlighted the importance of the benefits of destination countries (pull) (Adeyemi et al., 2018; Elveren et al., 2018; Vatansever Deviren & Daşkiran, 2014; Yüksel, 2019). Some found that Türkiye’s volatility economy and politics, as well as its overall low standard of living and high unemployment rate appears to be the primary reasons that Turks move abroad (Sağbaş, 2009). On the other hand, the more stable economies and politics, higher standards of living, higher employment rates, and better social and cultural opportunities in target countries are considered to be attractive to Turks seeking to move abroad. Nonetheless, very little research has examined both home country conditions (push) and host country attractiveness (pull) simultaneously, and most earlier studies disregarded how they are related to each other. Yet, it can be posited that Turkish Millennials’ desire to move abroad might be due to their negative assessment of the overall living conditions in Türkiye. Consequently, their aims for moving abroad might vary based on with what conditions in particular they are dissatisfied with. Logic then dictates the importance of simultaneously examining the reasons and aims Turkish Millennial have for moving abroad.

This study aimed to identify the aims and reasons for Turkish Millennials moving abroad, as well as the factors associated with them. Generation Y was the focus of the study because its Millennials are at the center of both business and social life in Türkiye. Additionally, Generation Y shares some characteristics with Generation Z (before Generation Y) and Generation X (after Generation Y).

The majority of the relevant published research examined the reason and aim factors for moving abroad together, not separately. This study is unique in that it examined the reason and aim factors separately, as well as which reason factors affected which aim factors, and to what degree. By identifying the reasons with the greatest impact on Turkish Millennials' aims for moving abroad, and then identifying the reason factor that with the greatest impact on those aims the relationship between the reason factors and the aim factor can be discerned. The data obtained via such analysis can then be used to design policies that can decrease the number of Turkish Millennials that seek to move abroad.

This study sought to collect these data via a study-specific questionnaire divided into two categories: reasons and aims. After the completed questionnaires were collected, factor analysis was used to decrease the reasons and aims to 3 factors each. Then, it was determined which reason factors affected which aim factors, and to what degree. A critical analysis and discussion of the findings is also included.

This study differs from comparable studies in two ways. First, only a limited number of studies have focused on a particular generation's desire to move abroad and the present study included only Turkish Millennials. Turkish Millennials were chosen because they will be the most productive generation in terms of the economy and information in the years to come (Çetin & Karalar, 2016). Second, this study examined the link between the reasons and the aims for moving abroad. Additionally, this study identified which reason factors had the greatest effect on which aim factors.

The first section of this manuscript describes the concept of generations and how they work. Following that, the behavioral variations in Generation Y according to

developing and developed countries are described. The second section of the manuscript explores the motivations for Millennials in developing countries seeking to move abroad, followed by specifics relevant to Turkish Millennials. The third section of the manuscript discusses the potential factors that might influence Generation Y in developing and developed countries to move abroad, and the differences between them. The final section of the manuscript presents the present study's statistical and mathematical analysis of the questionnaire data.



2. CONCEPTUAL BACKGROUND

2.1 CONCEPT OF GENERATION

The history of generation dates back to antiquity, although most generational research has been conducted after the 1950s (Burnett, 2016). Ancient Greek and Egyptian writing make references to the notion of generation (Joshi et al., 2011). The length of time that the concept of generation has been studied serves to emphasize its significance. A generation is defined as “a group of people that were born in approximately the same time period, experienced similar life events, and were subjected to similar social expectations and responsibilities” (TDK, 12 Mart 2022). People of the same generation born anywhere in the world may have comparable attitudes and behaviors despite their biological, social, political, economic, and cultural differences. This reinforces the notion that a generation refers to a group of people born during a particular point in period that have similar life experiences and are affected by the same significant historical events (Keleş, 2011).

Mannheim (1992) used two primary variables to analyze the generational phenomena: "being in the same place at the same time" and "particular consciousness established by responding similarly to significant occurrences." Later, he posited that the generational phenomenon is more of a societal phenomenon than a biological one. Furthermore, it was reported that the familial ties and roles experienced by Generations Y and Z are weaker than those of earlier generations, make it more difficult for them to integrate into society (Wolff et al., 2017). Based on these earlier findings, one can think that it must be quite challenging for different generations to understand each due to the differences in their time-based experiences and the historical events they live through. These earlier studies also seem to indicate that the recent concept of generation differs from that of the past because the individuals in many societies in today's world have become more important than communities.

Numerous studies have attempted to classify generations, but whether generations can be classified at all remains a contentious issue. Precise generational boundaries

formed in accordance with commonly recognized scientific criteria are quite difficult to ascertain; however, there are a few fundamental characteristics that influence how a generation is formed. Time is the primary characteristic that defines and differentiates generations. The time period in which one is born and raised is the foundation for generation formation, according to both common usage and academic research. Although any particular generation is defined by its shared life experiences and historical context, not every member of a generation behaves or thinks exactly alike (Zemke et al., 2013).

The two most fundamental aspects of the concept of generation are birthdate (age) and significant historical events. Age is important, as the start of schooling and puberty are experienced by most in a generation at the same time. In the absence of significant socioeconomic differences most in a generation begin working at a similar age and accumulate similar experiences. As such, a person's age has the greatest effect on his/her attitudes and behaviors. When drawing a demarcation between generations, demographics, historical events, and popular culture are used as the foundation, as they effect people of the same generation in similar ways (Pew Research Center, 2015). People of the same generation experience significant historical events concurrently, facilitating their simultaneous journey through time, helping to shape the entire generation. For this reason, it is vital to examine the major events that have a lasting impact on generations, rather than just considering their ages (Sullivan et al., 2009).

The concept of generation should not be used just to describe persons of the same age, but also to conceptualize their shared experiences and behaviors (Joshi et al., 2011). Although age is the most significant component of generational research, physical development, life experiences, and the aging process should not be disregarded when interpreting the relevant data. Moreover, it's important to take into account significant occurrences that altered the path of history, such as war or economic crisis. It is very likely that discrepancies in the behaviors of those of the same generation are caused by the age of the persons investigated or the time of data collection when age and date of birth are used as the primary criteria for establishing generations (Costanza & Finkelstein,

2015). As such, even if the concept of generation is primarily tied to the date of birth, the effects of life experiences, geography, and significant historical events cannot be ignored.

2.2 TYPES OF GENERATIONS

Studies on generations have been conducted since about 2000 years ago, but this line of research has accelerated since the 1950s. This research shows that generations change every 20 years on average. Since the 1950s five generations have been identified based on birth years: Traditionalist (<1945), Baby Boomer (1946-1964), Generation X (1965-1980), Generation Y (1981-1999), and Generation Z (>2000). Every generation has its own defining traits, distinctive values, strengths, and shortcomings. Although not every member of a particular generation possesses its stereotypical traits, it is important to keep this in mind when employing stereotyped terms for any generation (Lower & Schwarz, 2008). It's crucial to acknowledge a generation's stereotypical traits while simultaneously not minimizing variations within the same generation.

2.2.1 Traditionalist

The oldest generation still alive today is commonly thought to be the Traditionalist generation. The literature refers to this generation as the mature or silent generation. Although the dates can vary, the term Traditionalist often refers to the generation born before 1945 (Berkup, 2014). The general structure of this generation enjoys widespread consensus. Given that they were raised during a time of conflict (World Wars I and II), this generation is characterized by support for government involvement in daily life, not questioning the status quo, and adaptability (Kyles, 2005). Men of this generation are the only ones required to work, while women are solely required to stay at home and take care of the house and kids (Hammill, 2005).

Men of this generation are especially grateful for employment because they have grown up under difficult circumstances. As a result, they are devoted to their employers, consistently perform well at work, and practice far greater financial restraint (Crumpacker

& Crumpacker, 2007). This generation struggles to keep up with technology, the world's rapid development, and changes in social norms (Thornburg, 1995). This generation in Türkiye grew up during a time of severe economic hardship. Despite being the oldest people currently alive in Türkiye, their numbers are drastically declining. Moreover, the Turkish Traditionalist generation has not been adequately studied (Adıgüzel et al., 2014).

2.2.2 Baby Boomers

The explosion in the birth rate worldwide following World War II gave rise to the Baby Boomer generation. The generation was born between 1946 and 1964. Given the enormous size of this generation, it has had a profound impact on the society of its time (Levickaite, 2010). The rapid development of the world's economy during this time led to significant changes in the world's political systems. These transformations also had an enormous effect on this generation's mindset.

Baby Boomers led numerous anti-war, pro equality-for-women, and human rights activities during the 1960s and 1970s. Unlike their parents, who belonged to the Traditionalist generation, Baby Boomers did not accept Traditionalist duties, primarily because unlike their Traditionalist parents, they grew up during a time of economic prosperity (Crumpacker & Crumpacker, 2007). Due to the shifting social landscape within which Baby Boomers live and the emergence of women's rights, the number of divorces among this generation far exceeds that of the Traditionalists (Kyles, 2005).

Baby Boomers are known for being diligent, idealistic, and peaceful; however, the feeling of personal autonomy they have can also lead to such unhealthy behaviors as extreme workaholism and selfishness (Adıgüzel et al., 2014). Aydın et al. (2014) reported that working hard is advantageous for the careers of Baby Boomers, but it is at the expense of societal cohesion. The Baby Boomer generation also values collaboration, shared responsibility, and open communication (Aydın & Başol, 2014). Turkish Baby Boomers are renowned for their love of entertainment, which is associated with Türkiye's post war economic prosperity and sense of individualism. During the 1960s and 1970s Turkish

Baby Boomer spending on luxury goods and entertainment increased significantly (Adıgüzel et al., 2014). Currently, many Turkish Baby Boomers still work for private industry and the government.

2.2.3 Generation X

In general, members of Generation X were born between 1965 and 1980. The term Generation X came into use after the 1991 publication of Douglas Coupland's book, "Generation X: Tales for an Accelerated Culture" (Saracel et al., 2016). This generation is sometimes referred to as the "Baby Buster" generation, due to the coinciding increase in women entering the workforce and decrease in the birth rate worldwide. As women were entering the workforce in large numbers, Generation X children consequently developed a taste for independence and freedom (Crumpacker & Crumpacker, 2007). Generation Xers are known to be more self-confident socially and professionally than Baby Boomers (Tulgan, 2000). Generation Xers are less calm and relaxed than Baby Boomers as a result of having experienced such historical events and the Viet Nam War and the collapse of the Berlin Wall. Typically, Turkish Generation Xers are much more focused on their careers and the future, as a backlash against the life of luxury and entertainment lived by Turkish Baby Boomers (Altuntuğ, 2012).

Generation Xers are not as loyal to their employers as earlier generations were (McGuire et al., 2007). In contrast, this generation primarily pursues financial gain rather than commitment or allegiance to a job. To Generation Xers, career advancement comes before all else; there is no loyalty to any one employer and they will change jobs as often as necessary to move ahead (Acılioğlu, 2015). Despite their embrace of the idea of "working for a living," Generation Xers find it important to balance work and social life (Akoğlu & Eroğlu, 2019). Compared to Turkish Baby Boomers, Turkish Generation Xers are more practical, diligent, and content (Adıgüzel et al., 2014). Turkish Generation Xers, whether blue-collar or white-collar workers, are typically very competitive. Despite their increased familiarity with technology, as compared to Baby Boomers, many find it more challenging to keep up with the most recent technological advancements.

2.2.4 Generation Y

The general consensus in the literature is that anyone born between 1981 and 1999 are considered to be members of Generation Y (Lancaster & Stillman, 2002). They are also known as Millennials, Generation Next, or the Digital Generation, because they were born into the digital era. In addition, they are sometimes referred to as the Why Generation, as they question everything and because the letter "Y" is pronounced similarly to the word "why" (Berkup, 2014).

Before the age of five, two-thirds of this generation have had experience using computers. Because they are used to being the center of their families' attention, this generation has high expectations of themselves and society. The parents of Generation Yers are generally older than the parents of previous generations. Moreover, the divorce rate among the parents of Generation Yers is higher than that of earlier generations' parents; in Western countries one in three parents of Generation Yers are divorced (Zemke et al., 2013). Generation Y is characterized by the use of technology. Due to the ubiquitous use of computers, mobile phones, and other technological devices, as well as the Internet, this generation excels at multitasking (Rowh, 2007).

Many characterize this generation, to which education is crucial, as being the most independent and inquisitive generation to date. Due to the speed with which things happen when using modern technology, Generation Yers are more impatient than the previous generations. As a result of the advent of globalization, this generation has a high level of tolerance for different races, genders, cultures, and religions (Berkup, 2014).

Turkish Generation Yers value freedom, easily adapt to difficult situations, are well-educated, reject authority, and are tech savvy and tech dependent (Adıgüzel et al., 2014). Turkish Generation Yers readily take advantage of the technologically based opportunities available to them and enjoy a better standard of living than earlier generations.

2.2.5 Generation Z

Generation Z is the last generation to be named. This generation includes everyone born after 2000. In terms of exposure to and the use of technology, Generation Z could be considered a more advanced version of Generation Y. The immersion of Generation Z in technology sets them further apart from earlier generation than Generation Y. This generation is most easily recognized by its sense of freedom, self-assurance, and extreme reliance on technology (Berkup, 2014). A large portion of Generation Z is yet to enter the business world, as they are still in the process of completing their education. As such, there has been only a limited amount of research on Generation Z's work performance. As Generation Z ages into the workforce, it is anticipated that more substantial research will be conducted on their work performance and adult lifestyles.

2.3 THE CHARACTERISTICS OF GENERATION Y

In general, Generation Yers are considered to have a more comfortable lifestyle and to have grown up in better economic conditions than earlier generations. Since the beginning of Generation Y, the economy, technology, globalization, and social networks have all developed quite rapidly, making this generation highly accustomed to change (Park & Gursoy, 2012). Consequently, Generation Y is far more adept at adjusting to unexpected circumstances than earlier generations (Berkup, 2014).

At work Generation Yers seek to incorporate innovative techniques of the own design with traditional techniques (Lipkin & Perry, 2009). They prefer experiential learning over conventional ways of learning. The value that this generation places on reading and listening is lower than that of previous generations as a result of their exposure to technological advancements; they believe that online learning is the only viable option (Mangold, 2007). This generation is less motivated to work hard and are more anti-authoritarian than earlier generations; in fact Generation Yers are known to quit their jobs if they feel management is placing too many constraints on their sense of freedom (Keleş, 2011).

Generation Yers frequently change jobs and careers. In general, they are not very committed to work, and when they feel they are not using their skills to their full potential, they opt for change. For generation Y job satisfaction is more important than it was for earlier generations (Muslu & Öner, 2016). Instead of living to work, Generation Y prefers to work to live. They place great importance on maintaining a work-life balance or pursuing a career they truly enjoy (Seymen, 2017). A Generation Y study reported that the primary factor influencing career objectives was work-life balance (Kuran, 2018). Generation Y tends to be self-centered and impatient; consequently when working they both desire and expect to be promoted quickly (Seymen, 2017) (Adeyemi et al., 2018).

The economic and social progress of nations has had a greater effect on the behavior of Generation Yers than on those of earlier generations. In developed nations members of Generation Y have much greater control over their lives than those in undeveloped or developing nations.

2.3.1 Generation Y in Developing and Developed Countries

For the most part generational studies are conducted by comparing people's birth year; however, placing individuals in a particular generation based solely on their birth year and making assumptions about their stereotypical characteristics is exceedingly shortsighted (Reeves & Oh, 2007). Aside from year of birth, the life experiences of individuals of a particular generation and where they live can constitute significant generational disparities.

Geographic location and societal norms are key factors that influence the behavior of individuals of any particular generation (Costanza & Finkelstein, 2015). Despite the deepening globalization, the effects of big events are different in each country. Same generation could have different characteristics due to the geographical location and development status of the countries. (Edmunds & Turner, 2005).

Despite the fact that the characteristics of Generation Y can be broadly categorized, the geographic location of its members greatly affect particular

characteristics. Generation Yers in developed countries can differ drastically from those living in developing countries. According to a study that examined the differences in Generation Y behavior across nations, respondents in developed nations are noticeably less likely than those in developing nations to pursue business leadership positions. The researchers posited that this is because the financial and positional benefits that leadership bring don't balance the associated increase in stress, whereas for Generation Yers in developing countries this trade-off is considered more attractive (Bresman & Rao, 2017). These findings highlight that Generation Yers in developed nations prioritize a stress-free lifestyle, whereas those in developing nations place a higher value on career and financial advancement.

Generation Yers in developing countries consider themselves to be luckier than earlier generations; however, although they can keep up with technological and social advancements that occur in developed nations, they commonly feel like second-class global citizens. It is thought that Generation Yers in developed countries undervalue the opportunities they have for improving their lives and as a result have more limited aspirations than those in developing countries (Sandy & Bragado, 2016). Additionally, developing countries are less economically, politically, and socially stable than developed countries, and as a result the expectations of Generation Yers in developing countries also lack stability (Yüksel, 2019). For instance, female Generation Yers in developed countries expect to be feel comfortable in social and professional settings to a significantly greater degree than their counterparts in developing countries. Generation Yers in developing countries with an unstable economy don't have the luxury of focusing on career advancement; instead, they prioritize earning enough money to live and often accept jobs that are just "good enough".

In conclusion, although Generation Y can be described according to some stereotypical characteristics, the characteristics of individuals can vary according to geographic location. Generation Yers in developed nations prioritize balancing their

careers and social lives, whereas those in developing nations prioritize having a “good enough” job to afford life’s basic necessities.

2.3.2 Generation Y in Türkiye

The characteristics of Generation Yers living in Türkiye (developing country) and those in developed nations undoubtedly differ from one another. Nonetheless, Turkish Generation Y most certainly a part of the digital age: Turkish Generation Y has grown up surrounded by technology, media, and telecommunications.

The current economic crisis in Türkiye and the associated steep increase in the cost of living have become one the top concerns of Turkish Generation Yers. In fact, three out of every ten Turkish Generation Yers have two jobs (Deloitte, 2022). They think that there is significant income inequality in Türkiye and have little faith that things will improve anytime soon. Additionally, it has been noted that Turkish members of Generation Y are about two-fold as pessimistic about the future as people in the rest of the world. Furthermore, it is reported that the levels of stress and burnout are significantly higher among Turkish Generation Yers than those in the rest of the world (Deloitte, 2022). Turkish Generation Y’s satisfaction with both life and work is positively correlated with its decreasing optimism about the future.

Honesty is valued highly in Turkish culture as a general social virtue and has been widely adopted by Turkish Generation Y. One study reported that 39% of Turkish Generation Yers said that their most valuable quality is honesty (Karabekir et al., 2016). In contrast, another study reported that Turkish Generation Y is less honest than Turkish Generation X (Özer et al., 2013). It was reported that among Turkish Generation Yers, 66% have chosen work in the public sector over the private sector in the hope of having job security (Bayramoğlu & Şahin, 2017).

Turkish Generation Yers value their social lives more than their careers. Additionally, they generally have less patience than Generation Yers in other countries and favor short-term financial investments that yield quick returns (Yüksekbilgili, 2013).

This lack of patience and desire for quick results might be considered understandable given their general lack of hope for the future.

Notwithstanding the generalizability of any generation's characteristics, it is unrealistic to assume that all members of a generation are the same. Turkish Generation Y differs most significantly from older Turkish generations in that they are more accustomed to having rapid access to information wherever they are thanks to mobile communications and the Internet. Generation Y in Türkiye is thought to have many similar characteristics as those in other developing nations, although it does differ in many ways from the world average.

3. WHY GENERATION YERS WANT TO MOVE ABROAD

Why Generation Yers want to move abroad differs in developed and developing countries. As Türkiye is a developing country, this subject has been examined from the perspective of developing countries.

3.1 THE REASONS AND AIMS GENERATION YERS WANT TO MOVE ABROAD

In the African nations like Nigeria, Ethiopia, and Kenya, researchers examined why Generation Yers move from their home country. According to Adeyemi et al. (2018), low-level investment, inadequate employment opportunities, high-level political corruption, and a lack of social activities are the main causes of educated people leaving their home country. A study from Afghanistan reported that the lack of jobs is the primary driver of Afghani's desires to move abroad (Rahimi, 2017). The researcher also noted that educated Afghani Generation Yers are unhappy about widespread nepotism in their country. They think that this nepotism undermines the value of their education because it limits the fair distribution of the nation's resources and prevents them from obtaining employment in the absence of the necessary "connections". Another major reason for immigration is political unrest and economic instability. Rampant nepotism along with economic and political instability make many Afghani Generation Yers want to move to other countries. The majority of Afghani Generations Yers don't feel that there is any hope for the future in Afghanistan and look for employment abroad because they want to start their families in a more stable country (Rahimi, 2017). These findings show that Afghani Generations Yers seek to move abroad for a variety of reasons, including economic and political stability, as well as the desire to raise children in a safe environment.

Better infrastructure and technology in developing countries can also influence the desire of Generation Yers in there to move abroad. Additionally, developed countries has less infrastructure issues. The social opportunities and better healthcare systems of developed countries are another reason why Generation Y wants to move to developed countries especially those with families (Srivastava, 2018). In addition to that, Generation Yers are moving abroad to learn new skills and bring those skills back to their country in order to support its development. A study on Chinese Generation Y and their families similarly reported the reason for working or studying abroad was to bring back to China the skills and knowledge acquired to further develop China (Songguo, 2001).

The relationship between a country's economy and its Generation Yers desire to move abroad has been studied extensively. Despite having a negative short-term impact on the development level of the countries, generation Yers moving abroad helps the developing countries in the medium and long terms. It has been noted that as developing countries continue to develop its Generation Yers that have move abroad return, bringing new skills and optimism. In general, as the level of development in developing countries increases the desire of Generation Yers to move abroad decreases (Castles, 2008; Collinson, 2009).

Not all Generation Yers that seek to move abroad have the same goals in mind for doing so. Specifically, the goals related to moving abroad differ between Generation Yers in developed and developing nations. This disparity arises from the fact that Generation Yers in developing nations move to developed nations to improve their lives, whereas those in developed countries don't necessarily move abroad to improve their lives. Generation Yers in developed countries generally move abroad for personal fulfillment. For any Generation Yer to move abroad, and leave behind their familiar surroundings and culture takes tremendous strength. It was reported that Generation Yers in developed countries that move abroad have more self-confidence than those that remain in their home country and those that move abroad become even more self-confident as a result (Adam et al., 2018a).

Another reason why Generation Yers in developed nations move abroad is to challenge themselves and learn more about the world. It is thought the Generation Yers in developed countries are motivated to move abroad in large part by the desire to break out of their comfort zone and create a new life for themselves. Long-term absence from one's country of origin can have many advantages related to the increase in self-confidence, including high-level job performance, reduced stress, and, according to recent research, improved career decision-making (Adam et al., 2018b). Many Generation Yers in developed countries aged 22-31 years think that they wouldn't be able to move abroad if they wait until later in life.

In addition to personal fulfillment, some Generation Yers in developed countries move abroad for career advancement. As compared to Generation Yers in developing countries, those in developed countries tend to more readily decide to move abroad (to other developed countries) because of how relatively easy it is to do so, especially in Europe (Haberfeld et al., 2020). Geographical factors are also driving Generation Yers in developed nations to move abroad. They may move abroad to avoid their home country's frequent natural disasters, due to their desire to live in a more natural setting, or their desire to be near water (Greenwood, 1997).

Türkiye is a developing country and, as such, the reasons Generation Yers in developing countries have for moving abroad that were mentioned above can also apply to those in Türkiye. In conclusion, Generation Yers in developing nations typically move abroad for political and economic security, to earn money, to experience social freedoms, and to advance their careers, whereas those in developed nations move abroad for personal growth, new experiences, and career advancement.

3.2 THE AIMS GENERATION YERS IN TÜRKİYE HAVE FOR MOVING ABROAD

It is common for people that are dissatisfied with their lives—including Generation Yers—to have the desire to move abroad. The major aim in this case is commonly thought to be accomplished via an improvement in economic conditions (Yılmaz, 2019). The most import factor that affects a person's quality of life is their financial status. A person's economic situation is determined both by how much money they make and their county's overall economic condition, i.e., GDP, the unemployment rate, and the value of its currency. One of the most significant factors affecting Türkiye's Generation Y is the country's economic volatility (Öneri, 2019). Planning a future and a career are crucial for Generation Yers and the type of economic instability in Türkiye makes doing so difficult. Even for Turkish Generation Yers that are satisfied with their jobs and salaries moving abroad become a viable option due to the country's economic volatility.

In addition to the importance of the economy, Turkish Generation Yers place a high priority on improving their educational and employment prospects (Çoban, 2019). Many Turkish Generation Yers move to developed countries for educational opportunities, including receiving a high-quality education, learning a foreign language, taking part in international projects, and access to centers for research and development, all of which can help advance one's career (Vatansever Deviren & Daşkıran, 2014).

One of the main aims of Turkish Generation Yers that want to move to developed countries like the USA, England, Germany, and France is to have a higher standard of living, including access to the latest technology, and a good living wage (Vatansever Deviren & Daşkıran, 2014). The desire to raise their family in a better environment is another factor that influences their decision to move abroad (Yüksel, 2019). They also aim to provide their children with a better education than is available in Türkiye by moving abroad (Öneri, 2019).

Another aim of Turkish Generation Yers for moving abroad is to live in a politically more stable country with less bureaucracy. According to Sağbaş (2009), the two main aims Generation Yers in Türkiye have for moving abroad are a reduction in political unrest and a reduction in bureaucracy. Dissatisfaction and chronic stress are widespread in Türkiye as a result of political and economic instability. Given that these conditions lower the expectations Turkish Generations Yers have for the future, an aim of their moving abroad is considered to be having optimism for the future.

The sociopolitical environment in Türkiye is a driving force behind many secular female Generations Yers to move abroad with the aim of living in a country that is truly secular ((Elveren & Toksöz, 2017). In addition, highly skilled secular female Generation Yers in Türkiye move abroad with the aim of achieving gender equality and gender-based freedom (Elveren & Toksöz, 2017). It was reported that the living standards of Turkish women have declined faster than that of men's, and as a result, one of the main aims of female Turkish Generation Yers for moving abroad is to have a higher standard of living (Yüksel, 2019). Elveren et al. (2018) reported that female Turkish Generation Yers that moved abroad are less like to move back to Türkiye than are their male counterparts.

In conclusion, the literature identifies a number of aims that Turkish Generation Yers have for moving abroad, of which improvement in economic circumstances is primary. Another common aim is achieving social freedom and gender equality. Additionally, Those studied tend to aim to live in country with political and economic stability by moving abroad.

4. THE REASONS WHY TURKISH GENERATION YERS MOVE ABROAD

There are multiple pull and push factors that might affect a person's decision to relocate abroad. Pull factors refer to aims and push factors refer to reasons. The primary reasons Turkish Generation Yers' desire to move abroad are believed to be economic instability, political instability and unrest, economic deprivation, and dysfunctional bureaucracies and institutions (Öneri, 2019). Not all push and pull factors are related to each another, although some of them are. High income, more job opportunities, better living and working conditions, and more chances for personal growth are the main draw factors in developed nations abroad (Yılmaz, 2019). The primary reason Turkish Generation Yers move abroad seems to be Türkiye's economic situation. They seek to move abroad because they think working conditions and salaries in Türkiye do not provide for the standard of living they desire (Sağbaşı, 2009).

Economic conditions in Türkiye might be the primary reason Generation Yers in the country seek to move abroad, but there are several other reasons, as well. Other reasons for moving abroad have been found to include lack of career opportunities, and dissatisfaction with working conditions and social norms (Gürsoy Ulusoy, 2020). Turkish Generation Yers may also want to move abroad because of the bureaucratic way in which Turkish business is conducted, while they are aware that business is in general less bureaucratic in developed countries (Sağbaşı, 2009). Another reason for Turkish Generation Yers to move abroad appears to be Türkiye's constricted social environment. A study on Turkish Generation Y expats reported that 70% were dissatisfied with the cultural and social opportunities they had in Türkiye (Ateş & Aysu Köksal, 2021). Additionally, 85% of the participants reported that their standard of living was lower in Türkiye (Ateş & Aysu Köksal, 2021). Another study showed that Turkish Generation Yers consider their social lives to be more important than their jobs or careers and that

the perceived dearth of social and cultural opportunities in Türkiye is a major reason they seek to move abroad (Öneri, 2019).

Some Generation Yers in developing countries move to developed countries so as to use the knowledge and skills they acquire to help their home country develop upon their return. A study on academics from Türkiye that worked in developed countries reported that using the knowledge acquired abroad to help Türkiye develop was the number two reason for moving back to Türkiye (Vatansever Deviren & Daşkiran, 2014).

Rather than taking advantage of opportunities abroad, the primary reason Turkish Generation Yers want to move abroad is to escape the unfavorable conditions they experience in Türkiye—political, economic, and social (Yüksel, 2019b). According to that study, some of the participants were prepared to make socioeconomic sacrifices in exchange for a more tranquil and humane life. For instance, some of Türkiye's Generation Yers that chose to relocate abroad were willing to work in jobs that they were over qualified for, such as waitress or dishwasher. The study further reported that social tension and a lack of respect for the rights of individuals in Türkiye were 2 additional significant reasons that Turkish Generations Yers seek to move abroad (Yüksel, 2019b).

As people age and gain more education, the relative importance of the above factors can change. The main findings of Sağbaş (2009) are presented in Table 1, which show that as the level of education increases economic reasons for moving abroad become less important and self-development increases in significance.

Even though all push and pull factors related to moving abroad are interconnected, studies conducted during the last ten years show that push factors have become more important (Yüksel, 2019). It seems that the perceived decrease in the quality of life in Türkiye has a much greater effect on Generation Yers' desire to move abroad, as the standard of living in developed nations, for them, typically does not change over time.

Table 1. Pull and Push Factors for Moving Abroad.

Push Factors	Undergraduate	Graduate	Post Graduate	Post-Doctoral
Economic instability and uncertainty	78%	80.7%	74.2%	69.1%
Lack of career progress	73.3%	70%	71.6%	74.6%
Low-income level	68.1%	73%	75%	69.1%
Poorly functioning of bureaucracies and institutions	72.4%	63%	75.2%	70.9%
Political pressures and unrest	59.5%	57.3%	58.3%	60%
Pull Factors	Undergraduate	Graduate	Post Graduate	Post-Doctoral
High income level	84.6%	79.7%	74.7%	69.1%
Opportunities for career	82.9%	77.3%	83.7%	89.1%
Opportunity for personal development	74.4%	75.7%	86.3%	85.5%
Systematic and orderly life	73.5%	73.3%	78.9%	74.6%
Better working environment (flexible working hours, comfortable working environment, etc.)	70.9%	69.3%	66.6%	65.5%

Source: (Sağbaş, 2009)

In conclusion, major reasons for Turkish Generation Yers to move abroad appear to include low wages and living standards, political and economic instability, poor working conditions, low quality education, and social unrest, whereas a higher standard of living and a freer society are at the top of the list of aims.

The present study aimed to simultaneously investigate the reasons and aims for Turkish Generation Yers moving abroad. An additional purpose was to identify the correlations between the aims and reasons for moving abroad.

5. HYPOTHESES OF THE STUDY

This study seek to examine the reasons and aims Turkish Generation Yers have for moving abroad from their perspectives only. Turkish Generation Yers are in a prime position for moving abroad due their age and because many of them are in the early stages of their careers. People that are just starting out in their careers are more likely to move abroad for career advancement than those with long-established careers (Iredale, 2001).

The reasons why Generation Yers worldwide seek to move abroad has been studied extensively. Whereas some Generation Yers plan to live the rest of their lives abroad, others intend to live abroad for only a limited time before returning home. There are many motivating factors associated with Generation Yers moving abroad, including financial hardship, and dissatisfaction with the government and daily life—both professional and social. For Generation Yers in developed countries moving abroad is primarily about opportunities for career and personal development, versus better living standards, more social freedoms, and economic enrichment for those in developing countries.

This study aims to examine the reasons and aims that Turkish Generation Yers have for moving abroad, and to identify which had the least and greatest impact. An additional aim is to determine if there are any correlations between the reasons and aims, they have for moving abroad. Three hypotheses were developed based on a review of the relevant literature. The first hypothesis is that the aim of “having a better life” would be more strongly correlated with the “dissatisfaction with the situation in Türkiye” reason for moving abroad than the other two aims for moving abroad that were examined. In general, Turkish Generation Yers associate “having a better life” primarily with social enrichment, and a more stable economic and political climate (Yüksel, 2019). Similarly, the factors most strongly correlated with life satisfaction are the economic and political conditions in Türkiye (Ateş & Aysu Köksal, 2021). This study grouped economic and

political variables under the reason for moving abroad factor of dissatisfaction with Türkiye.

The second hypothesis is that the aim of “getting away from Türkiye and family” would be more strongly correlated with the “dissatisfaction with the situation in Türkiye” reason for moving abroad than the other two aims for moving abroad that were examined. Some people in Türkiye that are unhappy with their lives may attribute their unhappiness to living conditions in Türkiye. To the best of our knowledge, no study has examined the aim of leaving Türkiye and family; therefore, the second hypothesis should be considered a study-specific hypothesis.

The third hypothesis is that “the career advancement” aim for moving abroad would be more strongly correlated to the “lack of opportunities” reason than the other two reasons. The aim of “the career advancement” in general can be considered to be related to personal and professional development. One of the reasons why people move abroad for career purposes would be related to the lack of sufficient opportunities in their home country (Öneri, 2019). In addition, inadequate scientific, academic, and technological infrastructure would be other reasons why some people move abroad for career purposes (Yılmaz, 2019; Vatansever Deviren & Daşkiran, 2014). Accordingly, the lack of social and professional opportunities is expected to be the most important factor for moving abroad for career purposes.

6. RESEARCH METHOD

The research has been planned as a descriptive study. Data were collected from Turkish Generation Yers via a survey questionnaire. The collected data were digitized and subjected to statistical analyses. The study protocol was approved by the Ankara Social Sciences University Ethics Committee and all the participants were informed about the study details.

6.1 DATA COLLECTION

6.1.1. Data Collection Method

The study included male and female Turkish Generation Yers aged 22-40 years with a level of education that ranged from high school to post-graduate.

Recent technological developments have resulted in the widespread use of online surveys, which is one of the easiest ways to reach any target audience. This study chose to use the electronic survey method because of economic constraints and the time constraints associated with the face-to-face interview method. The target audience's ubiquitous use of online platforms also facilitated this decision.

The study survey was conducted and evaluated electronically. After selecting the target population, the snowball method was used to increase the number of study participants. The snowball sampling method is a non-probability sampling technique that facilitates interaction with the sample group via networks and is widely used in qualitative research. A communication network provided by this method makes it possible to connect with people that have similar characteristics (Biernacki & Waldorf, 1981). Technological advancements and the widespread use of the Internet has made snowball sampling more effective than ever.

6.1.2 Survey Design

The target population for the study was determined to be Turkish Generation Yers aged 22-40 years that had jobs, but wanted to move abroad.

The questionnaire was designed to collect the following data:

- Demographic data
- Current working conditions and salary
- Profession
- Experience traveling abroad
- Preferences for moving abroad
- Aims for moving abroad
- Reasons for moving abroad

The survey data identified multiple demographic variables, including age, gender, marital status, number of children, level of education, monthly income, employment status. The aims and reasons for moving abroad were reported using a 5-point Likert-type scale with 1 being not important and 5 being most important.

A first draft of the questionnaire was prepared and sent to 50 people on 19.04.2022 as a pilot study. After receiving feedback, relevant changes were made to the questionnaire. The revised survey form was sent to the study participants via direct message and social media.

The study-specific questionnaire was prepared by the researcher without consulting anyone else's research. The final version of the questionnaire is given in the Appendix and the online version can be accessed via the link <https://forms.gle/5Z7eomT9xZuAkJKj8>. The online survey remained active for 2 weeks from April 26 to May 10 2022. In total, 593 questionnaires were completed. In order for the questionnaire to reach the widest audience possible, no age or employment status limits were set; however, among the respondents only surveys from individuals aged 22-40 years that were working were evaluated.

6.1.3 The Participants of the Survey

All survey questionnaires were examined to determine if they were complete and completed correctly. In total, 593 questionnaires passed this inspection, of which 453 met the age requirement inclusion criterion. Of these 453 questionnaires, 92 were excluded because the respondents did not meet the currently working inclusion criterion. In all, data obtained from the remaining 361 questionnaires were analyzed at first. Out of 361 participants, 241 of them wanted to move abroad. All the analysis were then done on these 241 participants.

6.2 DATA ANALYSIS

Data were analyzed using IBM SPSS Statistics for Windows v.26.0 (IBM Corp., Armonk, NY). Data were analyzed in terms of frequency distribution, factor and reliability analysis, and correlation and regression analyses.

6.2.1 Descriptive Statistics

Descriptive statistics include the participants' age, gender, marital status, level of education level, monthly income, length of employment, private versus government sector employment, and profession.

6.2.1.1 Age and Gender

Age was the primary variable for the study. As Turkish Generation Y was the focus of the study, it was thought that including samples representing the youngest and oldest members would not yield accurate results. As shown in Table 2, the percent of participants were for 10 for the age of 22-25, the percent of participants were for 25.7 for the age of 26-29, the percent of participants were for 44 for the age of 30-33, the percent of participants were for 9.5 for the age of 34-37 and the percent of participants were for 10.8 for the age of 38-41.

Table 2. Age Distribution.

Age	n	Percentage
22-25	24	10.0
26-29	62	25.7
30-33	106	44.0
34-37	23	9.5
38-41	26	10.8
Total	241	100.0

Gender was another important variable in the study and we anticipated that the ratio of male to female respondents would close to 1:1, which was thought to be necessary to yield the most robust results. According to Table 3, 58.9% of the participants were female and 41.1% were male close to the 1:1 ratio we anticipated.

Table 3. Gender Distribution.

Gender	n	Percentage
Female	142	58.9
Male	99	41.1
Total	241	100.0

6.2.1.2 Marital Status

In total, 51.9% of the participants were married, 45.2% were single, and 2.9% were divorced. As shown in Table 4, 47.1% of females were married, 50.7% of them were single and 2.2% of them were divorced. 58.5% of males were married, 37.3% were single and 4.2% were divorced.

Table 4. Distribution of Marital Status and Gender.

		Gender		Total
		Female	Male	
Marital Status	Married	67	58	125
	Single	72	37	109
	Divorced	3	4	7
Total		142	99	241

6.2.1.3 Level of Education

In all, as seen in Table 5, 2.5% of the participants had a high school degree, 50.2% of the participants had a bachelor's degree, 35.3% had a master's degree, and 12% had a Ph.D.

Table 1. The Participants' Level of Education.

Education Level	n	Percentage
High School Degree	6	2.5
Bachelor's Degree	121	50.2
Master's Degree	85	35.3
Ph.D.	29	12.0
Total	241	100.0

6.2.1.4 Monthly Income

As seen in Table 6, the participants' monthly income was as follows: ≤ 5000 TRY: 6.6%; 5000-9999 TRY: 27%; 10,000-14,999: 36.1%; 15,000-19,999: 18.7%; $>20,000$ TRY: 11.6%.

Table 2. Monthly Income of the Participants (Turkish Lira)

Income	n	Percentage
≤5000	16	6.6
5000-9999	65	27.0
10,000-14,999	87	36.1
15,000-19,999	45	18.7
≥20,000	28	11.6
Total	241	100.0

6.2.1.5 Length of Employment

As seen in Table 7, the participants' length of employment was as follows: 0-3 years: 25.3%; 4-6 years: 33.2%; 7-10 years: 21.2%; 11-14 years: 12.4%; >15 years: 7.9%.

Table 3. The Participants' Length of Employment (years).

Length of Employment	n	Percentage
0-3	61	25.3
4-6	80	33.2
7-10	51	21.2
11-14	30	12.4
≥15 or more	19	7.9
Total	241	100.0

6.2.1.6 Private versus Government Sector Employment

As can be seen in Table 8, 54.8% of the participants were working in the government sector and 43.5% were working in the private sector.

Table 4. Private versus Government Sector Employment.

Sector	n	Percentage
Government	125	51.9
Private	113	46.9
Other	3	1.2
Total	241	100.0

6.2.1.7 Profession

Table 9 shows the participants' professions. The most common profession was non-IT engineer (16.6%), followed by healthcare provider (15.8%), academic (14.5%), non-academic educator (11.6%), service professional (9.5%), and IT professional (5.8%). All professions other than the 6 most common were grouped into the others category and accounted for 21.2% of the participants.

Table 5. The Participants' Professions

Profession	n	Percentage
Engineering (non-IT)	49	20.3
Healthcare Provider	41	17.0
Academic	35	14.5
Education (non-academic)	28	11.6
Service	23	9.5
IT	14	5.8
Others	51	21.2
Total	241	100.0

7. FINDINGS

7.1 AIMS FOR MOVING ABROAD

As mentioned earlier, 361 respondents' questionnaires were included in the study; however, as only 241 (66.8%) reported wanting to move abroad, only these 241 respondents' questionnaires underwent analysis of the aims and reasons for moving abroad. Table 10 shows the 10 aims for moving abroad the participants scored on 5-point Likert-type scale. As seen in the Table, the most important aim for those that wanted to move abroad was a higher standard of living with a mean score of 4.63, followed by the aim of more social freedoms, with a mean score of 4.47. The two least important aims for moving abroad were being away from Türkiye (mean score: 2.58) and being away from family (mean score: 1.78).

Table 6. Frequency Statistics for Aims for Moving Abroad.

Aim for moving abroad	Arithmetic mean	Standard deviation
a higher standard of living	4.63	0.780
more social freedoms	4.47	1.017
better economic conditions	4.45	0.865
better working conditions	4.44	0.934
learning and developing a foreign language	3.80	1.364
working abroad is considered prestigious	3.15	1.409
being away from Türkiye	2.58	1.439
being away from family	1.78	1.175

7.2 REASONS FOR MOVING ABROAD

Table 11 shows the 19 reasons for moving abroad the participants scored on 5-point Likert-type scale. The most important reason for moving abroad was insufficient economic conditions in Türkiye, with a mean score of 4.60, followed by dissatisfaction with the political conditions in Türkiye, with a mean score of 4.41, and not getting rewarded for my work, with a mean score of 4.10. The three least important reasons for moving abroad were the attitude of my coworkers, with a mean score of 2.46, not working in the job or sector I want, with a mean score of 2.67, and not getting praise or appreciation in return for my work, with a mean score of 3.06.

Table 7. Frequency Statistics for the Reasons for Moving Abroad.

Reason for going abroad	Arithmetic mean	Standard deviation
insufficiency of the economic conditions in Türkiye	4.60	0.821
insufficiency of the political conditions in Türkiye	4.41	1.081
not getting rewarded for my work	4.10	1.193
not being satisfied with the wages I earn	3.96	1.207
unqualified managers	3.84	1.415
inability to use my capacity and competence effectively	3.79	1.282
insufficient opportunities to develop myself	3.68	1.276
insufficiency of social opportunities provided by the workplace	3.59	1.388
being disturbed by the hierarchical structure in the work environment	3.56	1.474
politicization of the work environment	3.56	1.488
not satisfied with my job	3.50	1.391
insufficient opportunities in the sector in which I work	3.42	1.371
the attitude of the managers	3.39	1.543
insufficiency of R&D studies	3.33	1.505
not having the opportunity job promotion	3.32	1.401
high workload	3.14	1.484
not getting praise or appreciation in return for my work	3.06	1.481
not working in the job or sector I want	2.67	1.532
the attitude of my coworkers	2.46	1.372

7.3 RESULTS OF FACTOR ANALYSIS

Factor analysis was used to determine the factors with the most and least effect, so as to reduce the number of variables.

Factor analysis of the aims Turkish Generation Yers have for moving abroad yielded 3 factors: having a better life; being away from Türkiye and family; career advancement. In order to test the suitability of these factors the Kaiser-Meyer-Olkin (KMO) sample adequacy and Bartlett sphericity tests were performed. The KMO value was >0.7 for all 3 factors and the Bartlett test was significant at the $P = 0.05$ level (KMO = 0.732, chi-square for Bartlett test = 495,885, $P = 0.000$).

Responses were analyzed using the principal components method and Varimax rotation method. As seen in Table 12, factor analysis yielded 3 factors with eigenvalues ≥ 1 after discarding the questionnaire items with a sampling adequacy measure <0.50 . As the varimax rotation method was used for reliability analysis, it was assumed that the 3 factors were not correlated with each other. As the having a better life factor had the highest reliability ratio, it is considered normal that the reliability ratios of other 2 factors were lower. The Cronbach's alpha value for the having a better life factor was 0.822, and had a greater effect than the other 2 factors combined, which might be attributed to the differences in how the males and females scored the aims for moving abroad. As a result of the factor analysis, the 8 aims for moving abroad were reduced to 3 factors with a total variance explanation rate of 68.203%.

Table 8. Factor Analysis of the Aims for Moving Abroad

Factor	Aim for moving abroad	Factor weight	Reliability
Having a better life	a higher standard of living	0.883	0.822
	better economic conditions	0.846	
	more social freedoms	0.755	
	better working conditions	0.736	
Getting away from Türkiye and family	being away from Türkiye	0.827	0.559
	being away from family	0.821	
Career advancement	working abroad is considered prestigious	0.806	0.491
	learning and developing a foreign language	0.796	

The having a better life factor includes the higher standard of living, better economic conditions, more social freedoms, and better working conditions aims. The being away from Türkiye and family factor includes the being away from Türkiye and being away from family aims. The career advancement factor includes the learning and developing a foreign language and working abroad is considered prestigious aims.

Factor analysis of the reasons Turkish Generation Yers have for moving abroad yielded 3 factors with eigenvalues ≥ 1 after removing the items whose sampling adequacy was < 0.50 . For all 3 factors the KMO value was > 0.7 and the Bartlett test was significant at the $P = 0.05$ level (KMO = 0.903, chi-square for Bartlett test = 2575,392, sig = 0.000). Responses to the questionnaire items were analyzed using principal components method and Varimax rotation. While performing the reliability analysis of the factors, it was assumed that there were no correlations between them; therefore, the Varimax rotation

method was used. The Cronbach's alpha value for the dissatisfaction with work environment factor was 0.900, versus 0.877 for the lack of opportunities factor and 0.713 for the dissatisfaction with the situation in Türkiye factor. The 3 factors were considered to be reliable, as each had a Cronbach's alpha value >0.7 . Following the factors analysis, the 19 reasons for moving abroad the participants scored with a 5-point Likert-type scale were reduced to the 3 factors just mentioned. The 3 factors combined explained 60.469% of the total variance; the dissatisfaction with the work environment factor explained 42.938% of the variance, the lack of opportunities factor explained 9.422% of the variance, and the dissatisfaction with the situation in Türkiye factor explained 8.109 of the variances.

As can be seen in Table 13, the dissatisfaction with the work environment factor included the attitude of the managers reason, the unqualified managers reason, the politicization of the work environment reason, the not getting praise or appreciation in return for my work reason, the being disturbed by the hierarchical structure in the work environment reason, the attitude of my coworkers reason, the not having the opportunity to for job promotion reason, the not satisfied with my job reason, and the high workload reason. The lack of opportunities factor included the insufficient opportunities in the sector in which I work reason, the insufficient opportunities to develop myself reason, the inability to use my capacity and competence effectively reason, the insufficiency of R&D studies reason, the insufficiency of social opportunities provided by the workplace reason, and the not working in the job or sector I want reason. The dissatisfaction with the situation in Türkiye factor included the insufficiency of the economic conditions in Türkiye reason, the insufficiency of the political conditions in Türkiye reason, the being satisfied with the wages I earn reason, and the being rewarded for my work reason.

Table 9. Factor Analysis of The Reasons for Moving Abroad

Factor	Reason for going abroad	Factor weight	Reliability
dissatisfaction with the work environment	the attitude of the managers	0.846	0.900
	unqualified managers	0.783	
	politicization of the work environment	0.771	
	not getting praise or appreciation in return for my work	0.732	
	being disturbed by the hierarchical structure in the work environment	0.715	
	the attitude of my coworkers	0.618	
	not having the opportunity for job promotion	0.552	
	not being satisfied with my job	0.535	
	high workload	0.516	
Lack of opportunities	insufficient opportunities in the sector in which I work	0.818	0.877
	insufficient opportunities to develop myself	0.795	
	inability to use my capacity and competence effectively	0.776	
	insufficiency of R&D studies	0.729	
	insufficiency of social opportunities provided by the workplace	0.655	
	not working in the job or sector I want	0.601	

Dissatisfaction with the situation in Türkiye	insufficiency of the economic conditions of in Türkiye	0.858	0.713
	insufficiency of the political conditions in Türkiye	0.777	
	not getting rewarded for my work	0.599	
	not being satisfied with the wages I earn	0.512	

7.3.1 Correlation Between the Aim and Reason Factors

The 3 aims for moving abroad factors were found to be having a better life (A1), getting away from Türkiye and family (A2), and career advancement (A3). The 3 reasons for moving abroad factors were dissatisfaction with the work environment (R1), lack of opportunities (R2), and dissatisfaction with the situation in Türkiye (R3).

Prior to calculating the regression model coefficients, the correlations between the aim and reason factors were calculated to determine their relationships. The aim of having a better life factor would be correlated most by the dissatisfaction with the situation in Türkiye factor. Pearson's correlation analysis of the 3 aim factors and 3 reason factors showed that having a better life factor was correlated with all 3 reason factors. The having a better life aim factor had the strongest correlation with the dissatisfaction with the situation in Türkiye reason factor (coefficient = 0.620), followed by the dissatisfaction with the work environment reason factor (coefficient = 0.165), and the lack of opportunities reason factor (coefficient = 0.143).

Table 10. Simplified Correlation Table.

		R1	R2	R3
A1	Pearson's Correlation	0.165*	0.143*	0.620**
	Sig. (2-tailed)	0.010	0.027	0.000
	N	240	240	240
A2	Pearson's Correlation	0.028	0.011	0.066
	Sig. (2-tailed)	0.664	0.870	0.311
	N	240	240	240
A3	Pearson's Correlation	0.214**	0.224**	-0.096
	Sig. (2-tailed)	0.001	0.000	0.140
	N	240	240	240

*Correlation is significant at the P = 0.05 level (2-tailed).

**Correlation is significant at the P = 0.01 level (2-tailed).

7.3.2 Testing the Hypotheses Using the Regression Models for the Aim and Reason Factors

The study's first hypothesis is the aim of having a better life aim factor (A1) would be affected most by the dissatisfaction with the situation in Türkiye (R3). The variables with the greatest effect on the dissatisfaction with the situation in Türkiye reason factor were the insufficiency of the economic conditions in Türkiye and the insufficiency of the political conditions in Türkiye reasons. These findings show that the insufficiency of Türkiye's economic and political conditions is one of the most influential factors that lead Turkish Generation Yers to think they can have a better life by moving abroad.

The study's second hypothesis is getting away from Türkiye and family aim factor (A2) would be affected most by the dissatisfaction with the situation in Türkiye reason factor (R3). None of correlation of the reason factors with the leaving the country and family factor are found as significant. The correlation coefficients between getting away from Türkiye and family, and dissatisfaction with the work environment, lack of opportunities and dissatisfaction with the situation in Türkiye were 0.028, 0.011, and 0.066, respectively, and none were significant. These findings show that Turkish

Generation Yers do not consider getting away from Türkiye and family to be an acceptable aim for moving abroad.

The study's third hypothesis is the career advancement aim factor (A3) would be affected most by the lack of opportunities reason factor (R2). The career advancement aim factor was correlated with lack of opportunities reason and the dissatisfaction with the work environment factors, with a coefficient of 0.224 and 0.214, respectively, and the difference was not significant. These findings show that for Turkish Generation Yers not being able to reach their potential in the business and sector in which they work and the lack of opportunities for improving themselves are the most important reasons they have for moving abroad.

Linear regression analysis is one of the most common social sciences research tools used to determine how 1 variable (dependent) is explained by ≥ 1 variables (independent). The regression models obtained with this method provide the researcher with the direction and shape of the relationship, and estimates of unknown beta parameters.

A simple linear regression equation is:

$$Y = B_0 + B_1X_1 + B_2X_2 + B_3X_3 + \epsilon$$

X is the value of the independent variable

Y is the value of the dependent variable.

B_0 is a constant (shows the value of Y when the value of $X = 0$)

B_1 is the regression coefficient (how much Y changes for each unit change in X_1)

B_2 is the regression coefficient (how much Y changes for each unit change in X_2)

B_3 is the regression coefficient (how much Y changes for each unit change in X_3)

ϵ is the error term

After the correlations between the factors were identified, the linear regression method was used to verify the significance of the correlation between A1 and R3 in order to express the relationship mathematically. After checking the significance of the correlations based on Pearson's correlation analysis the linear regression method was used to mathematically depict the correlation and confirm acceptance of the hypothesis.

The linear regression model was used to test the hypotheses. As seen in Table 15, all reason factors (R1, R2, R3) affected A1 positively at a significant level. Its significance was $P < 0.05$ for all the reason factors. Even if all reason factors affected A1, because the factor with the highest B coefficient was R3, this proved the first hypothesis is correct. The following formula was based on the results of the linear regression for A1. As the significance value of the constant was $P > 0.05$, it was not included in the formula.

$$A1 = (0.156 \times R1) + (0.131 \times R2) + (0.617 \times R3) + \epsilon$$

Table 115. Regression Coefficients^a for the Model between A1 and R1, R2, R3.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-0.002	0.044		-0.047	0.962
R1	0.156	0.044	0.156	3.545	0.000
R2	0.132	0.044	0.131	2.995	0.003
R3	0.618	0.044	0.617	14.054	0.000

^aDependent Variable: A1.

As seen in Table 16, the significance value for all the reason factors was above 0.05. Therefore, none of the reason factors had a significant effect on A1, indicating that the second hypothesis was rejected.

Table 126. Regression Coefficients^a for the Model between A2 and R1, R2, R3.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.006	0.057		0.107	0.915
R1	0.070	0.057	0.070	1.212	0.226
R2	-0.010	0.057	-0.010	-0.169	0.866
R3	0.086	0.057	0.086	1.500	0.135

^aDependent Variable: A2.

As shown in Table 17, the level of significance for all the reason factors was below 0.05, which showed that all the reason factors were correlated to A3. Nonetheless, as the B coefficient of R3 was negative, this demonstrated that it was inversely correlated with A1. Although R1 and R2 were positively correlated and their B coefficients did not differ significantly, the B coefficient of R2 was higher than that of R1, which indicated that the third hypothesis is true. The formula for A3 is given below and because the significance of the constant was above 0.05, it was not included in the formula.

$$A3 = (0.209 \times R1) + (0.228 \times R2) - (0.108 \times R3) + \epsilon$$

Table 17. Regression Coefficients^a for the Model between A3 And R1, R2, R3.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.002	0.055		0.028	0.978
R1	0.210	0.055	0.209	3.839	0.000
R2	0.228	0.055	0.228	4.174	0.000
R3	-0.109	0.055	-0.108	-1.988	0.048

8. CONCLUSION

People in developing countries commonly think about moving abroad. Their dissatisfaction with conditions in their home country and the desire for a higher standard of living are the main drivers of moving abroad (Yılmaz, 2019). Moving abroad is a decision that completely transforms the lives of those that do. Due to the difficulties associated with moving abroad, not everyone that wants to move abroad will. One of the biggest challenges facing people in this regard is their age (Iredale, 2001). Generation Zers lack the financial capability and professional skills necessary to successfully move abroad because of their age, whereas due to their age Generation Xers generally lack the will to assume the risks associated with completely changing their lives. In contrast, Generation Yers are the optimal age for moving abroad, as they have some professional experience, sufficient financial resources, and are still young enough to risk such a move (Çetin & Karalar, 2016).

The present study identified the most important aims and reasons for moving abroad among a group of Turkish Generation Yers, as well as the factors that most affected the aims for moving abroad. Preventing educated and skilled individuals from moving abroad has recently become one of the most important issues facing developing countries. This study shows that the aims of Turkish Generation Yers that want to move abroad are grouped in 3 categories: having a better life; being away from Türkiye and family; and career advancement. The having a better life factor includes a higher standard of living, better economic conditions, more social freedoms, and better working conditions. The getting away from Türkiye and family factor includes being away from Türkiye and being away from family. The career advancement factor includes considering working abroad prestigious and learning and developing a foreign language.

The present findings also show that the reasons Turkish Generation Yers have for moving abroad are classified into 3 categories, as dissatisfaction with the work environment, lack of opportunities, and dissatisfaction with the situation in the Türkiye.

Dissatisfaction with the work environment factor includes dissatisfaction with all of the following: the attitudes of managers; unqualified managers; politicization of the work environment; not getting praise or appreciation in return for my work; the hierarchical structure of the work environment; the attitude of coworkers; lack of opportunity for job promotion; the nature of my job; high workload. The lack of opportunities factor includes the following: insufficient opportunities in the sector in which I work; insufficient opportunities to develop personally and professionally; inability to use my skills and competencies effectively; insufficiency of R&D; insufficient social opportunities provided by the workplace; not working in the job or sector I want. The dissatisfaction with the situation in Türkiye factor includes insufficiency of the economic conditions in Türkiye, insufficiency of the political conditions in Türkiye, lack of positive feedback about my work, and not being satisfied with the wages I earn. To the best of my knowledge this study is the first to analyze the reasons and aims Turkish Generation Yers have for moving abroad, and how they affect each other, rather than focusing solely on such variables as insufficient salaries, working conditions, and the political environment, as earlier studies have done.

The study's first hypothesis, the aim of having a better life would be most affected by the dissatisfaction with the situation in Türkiye reason was proven to be true. This study shows that the primary aims of Turkish Generation Yers for moving abroad are better economic conditions and higher living standards, as previously reported (Ateş & Aysu Köksal, 2021). In accordance with an earlier study, the present study's findings also show that economic and political stability are important aims Turkish Generation Yers equate with having a better life (Yüksel, 2019). These aims are correlated with the present study's dissatisfaction with the situation in Türkiye reason factor; therefore, in accordance with the results of the existing studies (Ateş & Aysu Köksal, 2021, Yüksel, 2019; Elveren et al., 2018; Vatansever Deviren & Daşkiran, 2014), it is expected that as satisfaction with the situation in Türkiye increases, the number of Turkish Generation Yers with the aim of moving abroad for a better life is likely to decrease.

The study's second hypothesis, being away from Türkiye and family would be most affected by the dissatisfaction with the situation in Türkiye reason factor was shown not to be true. The results of all analyses show that none of the study's 3 reason factors has a significant effect on this aim factor. To the best of my knowledge the literature does include any study that examined the being away from Türkiye and family reason for moving abroad among Turkish Generation Yers; this and the present findings show that being away from Türkiye and family is not a significant reason Turkish Generation Yers have for moving abroad.

The study's third hypothesis, the career advancement aim factor would be affected most by the lack of opportunities reason factor is accepted to be true. Although the dissatisfaction with the work environment reason factor, the lack of opportunities reason factor, and dissatisfaction with the situation in Türkiye reason factor positively affected the career advancement aim factor, the hypothesis was accepted because the B coefficient obtained via the linear regression model for the lack of opportunities reason factor was the highest. Moreover, dissatisfaction with the situation in Türkiye reason factor had a negative effect on the career advancement aim factor. A good work environment and career opportunities are important to most people. As such, it is not surprising that for Turkish Generation Yers career advancement is an important aim for moving abroad (Vatansever Deviren & Daşkiran, 2014). Lack of opportunities in Türkiye makes Turkish Generation Yers eager to move abroad because they feel they aren't living up to their potential (Öneri, 2019). If more opportunities can be created for Generation Yers in Türkiye, it is thought that their desire to move abroad will decrease.

Another intriguing finding of the present study is that Turkish Generation Yers do not think their managers are adequately skilled. Unqualified managers are Turkish Generation Yers' fifth most important reason for moving abroad. Managers' attitudes and managers' lack of competence are among the greatest challenges employees have to overcome in order to enjoy their work and the work environment (Alan et al., 2022).

Improving manager training in Türkiye could be another way to limit the number of Turkish Generation Yers that want to move abroad.

In total, 66% of the Turkish Generation Yers included in the present study wanted to move abroad, primarily because of Türkiye's economic and political instability. In addition to these reasons, Turkish Generation Yers seek to move abroad with the aim of career advancement. Moreover, Turkish Generation Yers think that because of the lack of opportunities in Türkiye they are prevented from living up to their potential, which is another important reason they want to move abroad. In order to prevent more Turkish Generation Yers from moving abroad Türkiye must do more to eliminate the reasons they do so; otherwise, it is expected that the number of qualified Generation Yers moving abroad will increase. One cannot overemphasize the importance to the future of Türkiye of Turkish policymakers moving this issue to the top of their agenda.

8.1 LIMITATIONS OF THE RESEARCH

The present study has 2 limitations. The small study population—relative to the size of Generation Y in Türkiye—precludes generalizing the findings to all Turkish Generation Yers. The second limitation is that due to this study's use of the snowball method the study population had a level of education higher than the mean level in the general Turkish Generation Y population, which also precludes considering that the present study's population is representative of all Turkish Generation Yers. In the present study the rate of Turkish Generation Yers who have a bachelor's degree or higher was 97.5% percent, whereas in Türkiye this rate is 32.3% (TÜİK, 2022).

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