The Determiners of Nursing Students Migration

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Summary

The topic of the dissertation is: "The Determiners of Nursing Students Migration" . The main aim of the research was to identify and assess the determiners of migration decisions of young people studying nursing in Eastern Poland at selected state universities. The analysis was conducted in 2018 in 5 voivodeships, i.e. Warmińsko-Mazurskie, Podlaskie, Lubelskie, Świętokrzyskie and Podkarpackie. The research technique used was an auditorium survey. The analysis was conducted in 2018, at the faculty of nursing, in 5 voivodeships of Eastern Poland. The total of 745 questionnaires constituting the primary source of data were qualified for the study.

In order to verify the hypotheses, a number of estimations of logistic regression models were used, regarding the relations between the willingness to migrate declared by the students and the proposed push-pull factors. In addition, the correspondence analysis was used to graphically present the relationships between the eagerness to leave and the factors influencing it. Additionally, the significance of differences between the migration zest in the analyzed voivodships was examined. As a supportive measure, the research used the verification of parametric hypotheses and the analysis of correlation with the use of Pearson and Spearman coefficients.

All research hypotheses (H1-H3) were positively verified. This means that low wages in the country, the existence of migration networks, better conditions and prospects for employment abroad determine the decision to emigrate made by young people studying nursing in Eastern Poland.

Migration networks are essential for making migration decisions. Their role is important, especially when it comes to acclimatization and help in finding a job abroad. The virtual network plays an increasingly important role as a specific network of social connections. Research shows that it is a preferred job search tool.

The emigration of nurses should be stopped, because due to the aging of the Polish society, low rate of nurses per 1,000 inhabitants and the lack of simple generational replacement, Poland is at risk of their shortages. Not only the increase in wages but also improvement of work conditions have been mentioned. The fulfillment of core need to achieve decent earnings expected by employees is vital. If the income from work in the country does not ensure satisfying crucial needs, the employee looks for its other sources (also abroad).