

Scientific paper

**PREFERENCES OF FRESH GRADUATES FROM J. SELYE
UNIVERSITY IN FINDING EMPLOYMENT**

**A SELYE JÁNOS EGYETEM VÉGZŐS HALLGATÓINAK
MUNKAVÁLLALÁSI DÖNTÉSEI**

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Kivonat

A tanulmány összefoglalja a migráció fogalmának magyarázatait, definícióit és a kapcsolódó elméleteket. Az egyes migrációs elméletek szerint a vándorlás jellemzőbb a fiatal korosztályokra: jellemzően kisebbek a pszichés költségeik, és nagyobb hozadékra számíthatnak. Kutatásunkban azt vizsgáltuk, hogy ezen elméletek mennyire érvényesek a Selye János Egyetem végzős hallgatói esetében. Kérdőíves kutatással vizsgáltuk, hogy milyen elképzelésük van a jövőjükéről, hogyan látják munkaerő-piaci érvényesülésük lehetőségeit. Felmértük, hogy milyen arányban tervezik a jövőbeli munkavállalást külföldön, milyen motivációval és célokkal indulnak el, mely országokat részesítik előnyben, és milyen hosszúra tervezik a külföldi tartózkodást. A migrációs hajlandóság felmérésekor vizsgáltuk a nemek, végzettség-típus és a lakhely szerint tapasztalható különbségeket is.

Kutatásunkban a Selye János Egyetem két legnagyobb kara végzőseiről feltételeztük, hogy

- a hallgatók többsége szeretne külföldre menni valamikor a jövőben,
- célországként nagy arányban jelölik meg a szomszédos országokat, és a nyelvtanulás céljából az ango nyelvterületeket,
- a fiatalok a külföldi tartózkodást hosszabb távon tervezik, a többség 5 évnél hosszabb időt töltene külföldön.
- szeretnének a szakmájukban elhelyezkedni, hogy gyakorlatot szerezzenek,
- a megkérdezett hallgatók a lakhelyükön kevés lehetőséget látnak az érvényesülésre.

Kulcsszavak: migrációs elméletek, munkaerő, egyetem, végzős hallgató, munkaerő-migráció

Abstract

The study summarizes the different definitions of migration, their explanations, and it surveys numerous theories concerning the topic. As some theories state, migration is more characteristic for young generations, since their psychical burdens are fewer in number, and the expected added value is higher. In our research we projected these theories on graduate students at J Selye University and examined their validity. We carried out a questionnaire survey to see how graduate students imagine their future, what opportunities they see on the labor market and to what extent they are willing to work abroad. We also examined which countries they would prefer to go to and for how long they were planning to stay abroad. Differences in migration intentions according to sex, qualification and place of residence were also pointed out and explained.

In the framework of our research we presumed the following about graduate students at the two biggest faculties of J Selye University:

- The majority of graduate students would like to work abroad at some point in the future.
- The neighbouring countries and English speaking countries would be popular destinations to find employment, the latter ones being popular for the reason of learning the language.
- Graduate students intend to have a long-term stay abroad, with the majority planning to stay abroad for more than five years.
- Graduate students would like to get a job in their own field in order to gain experience.
- Respondents would claim that there are few opportunities to succeed on the labour market at the place of their residence.

Key words: migration theories, labor force, university, graduate students, labor migration

Migration theories: reasons and explanations

The process of migration involves a permanent move of individuals or groups from their usual living environment, or their move to another community. A typical example of migration is labour migration or the migration of people for religious, ethnic or political reasons. All the above types of migration have been present for centuries. (Cseresnyés F., 2005)

Labour market mobility is an important mechanism in the alignment of labour force supply and demand. Labour force mobility is when employees change their jobs or profession for the reason of obtaining better living conditions, higher wages or for other reasons; while this change causes their temporary or permanent territorial mobility, i.e. migration. Mobility decisions are very much similar to those made about someone's further studies. People first consider the possible future advantages and costs of moving. They move only if the expected benefits of the change exceed its financial and psychical costs. (Galasi P., 1997)

"Migration in a global perspective is a certain kind of equalisation mechanism. On one side there is the territorially uneven distribution of population, on the other side there is the similarly uneven distribution of job opportunities, earnings, capital and consumer goods." According to the equilibrium theory of migration the outcome of international migration is an optimal distribution of resources worldwide. (own translation) (Póczik Sz.–Dunavölgyi Sz., 2008, 65)

Labour mobility has its significant costs. People who are employed far from their place of residence are forced to leave their friends and their usual living environment behind. They also break up their ties with their previous employer, which means that they also need to give up their perspective bonuses and benefits they would be entitled for had they stayed in their old job. Psychical effects also must be mentioned, since it is not easy to integrate into a new community and workplace, or to overcome language barriers.

The decision of an employee to move to another region or to commute there is influenced by numerous factors. Besides one's skills and character such factors are the individual's background and the economic and non-economic conditions in the target region as well as barriers that can be found between the above mentioned regions. The precondition for migration is that a given individual or group of individuals must be dissatisfied with the circumstances in their own region, and they must be informed about the possible target regions and the opportunities in those places. (Lengyel I.–Rechnitzer J., 2004)

The direction of labour migration is always from regions with relatively low income levels towards places where individuals can find better prospects. John Hicks, Nobel Prize winning economist put down the following in 1932: "differences in net economic advantages, chiefly differences in wages, are the main causes of migration." (Borjas G. J., 2008, 322). Nearly all analyses dealing with migration set out from the above statement, and they take labour mobility as human capital investment.

The reasons for labour force mobility between two countries are the difference in the level of their social-economic development as well as the differences between their national systems.

The main indicator of social-economic development is income levels, while in the case of national systems a more advantageous tax system, better healthcare and a better education system can seem attractive for migrants. (Hardi T., 2009)

We talk about voluntary labour mobility, when individuals choose new employers, because they consider their move advantageous. Due to labour mobility there is allocation of labour force on the market and this establishes an equilibrium wage rate, since employees

have an opportunity to choose their employment, thus to work for an employer who pays higher wages.

On the basis of the human capital theory, labour market mobility is influenced by the following: (Ehrenberg R. G.– Smith R., 2003)

- Wage influence – A low-wage earner will quit a job with a higher probability than a high-wage earner. Thus, it can be claimed that mainly those workers tend to change jobs who earn lower wages for the same job in their own region than they would in another one. Those who change jobs eventually gain more than those who do not.

- Cyclical effects – These indicate, that workers have a higher tendency to change jobs in periods, when it is relatively easy to find better ones. It can be claimed that the amount of job leavers increases when the labour market is tight, and the proportion decreases when the market is loose.

- It can also be stated that mobility among the younger generations tends to be higher than among the elder generation. This can be explained by the fact that young labour migrants will enjoy the benefits of the change for a longer period of time.

- The lower the costs arising from leaving a job are, the higher the probability of mobility is.

There have been several large-scale migrations of people throughout history. The destination of these migrations in most cases has been the USA. The above tendency of people to migrate became stronger during the time of the world wars. The two main reasons for people moving to the USA were political persecution and hopeless economic conditions at home.

From a geographical point of view there are three kinds of mobility:

- mobility between countries,
- mobility on national level,
- mobility between regions.

Labour force mobility is mostly typical of the USA, where the mobility of labour force is rather strong. Between 2003 and 2004 2.8% of the American population moved to another town or region within their state and another 2.6% moved to another state (Borjas refers to the US census in 2008). Immigration into the USA from abroad is also significant.

From the perspective of age, mobility is mostly typical of younger generations. The psychical costs arising from moving are lower in their case, since usually they still do not have a family, and if there are few opportunities to succeed on the labour market of their own region they can count on with a higher added value arising from their move.

On the basis of different opportunities in different regions we could conclude that migration is the strongest in regions with low wages; however, in reality it is not true. Though poverty and a low standard of living are strong motivation factors, the migration willingness of people in poor regions is low. One of the reasons for this might be the generally lower educational level of people living in poor areas. The other reason might be that people in poor areas are afraid that their lives would not be better even if they moved, or that they could not sell their house or flat at a favourable price.

Labour mobility is typical for those who work in those professions that require a certain level of qualifications. These professions have a national labour market. It is rare that a cleaner moves to another town to work there. Doctors and engineers, however, will move to another town in order to find employment with the hospital or company they prefer.

We also need to touch upon the phenomenon of workers' return migration. Many of those who have moved are likely to move back to their home at a later stage. The reasons for moving back home may vary. One of them can be that the migrant's stay had been planned for a limited period of time. This is for example when young people move to another country for a few years to learn a language. Another reason can be that the migrant's wage or other living conditions are not as favourable as expected. It might also be the case that being away from their homeland and their close relatives proves for migrants to be difficult to put up with. They feel homesick and are not willing to pay the psychical costs of earning more.

The commuting of labour

The spatial mobility of labour involves the flow of work as a production factor from one point to another. This flow has two forms. We talk about migration when the place of residence is changed along with the movement of the labour force. On the other hand, we talk about commuting when the place of residence does not change. (Lengyel I.– Rechnitzer J., 2004)

In the framework of censuses the decision whether people should be recorded as commuters is based upon the comparison of their permanent residence and the place of their employment. Daily commuters are those whose job is out of their place of residence. Abroad goers are those who go working abroad on a daily basis. (KSH, 2010)

According to Hardi (2009) cross-border commuting, as opposed to international migration, is driven by local labour demand and supply. Thus it can be considered as a form of resource rather than dangerous excess supply influencing equilibrium on the labour market. As a reaction to the level of demand on the local labour market, commuters cross the border. However, if they do not find work, or if they do not have a job there any more, they return to their native land, since their home is there. As a result, cross border commuting is an opportunity for the economic growth of the region receiving commuters. The receiving region can utilize human capital that was trained in another country. At the same time they do not need to deal with the possible labour force related problems of the commuters. The permanent residence of the commuters is in their native land; thus, unemployment benefits and other social problems must be handled by the relevant institutions in their homeland.

Cross border commuting is considerably regulated by availability, i.e. to what extent the border is considered as a barrier. The hindering effect of a border is primarily determined by spatial structure. If a given town lies close to the border, it represents a strong attraction factor for the workforce on the other side. If a town lies further away from the frontier and transport conditions are not good either, a much lower number of workers will commute there. Well developed infrastructure and frequent public transport services spur cross border commuting. This especially applies to the northern stretch of the border between Austria and Hungary. Availability is also influenced by language, by cultural and mental barriers and by their strength. If crossing the frontier does not bring along language problems and cultural segregation, commuters will have to face fewer difficulties. There are significant differences between the Austro-Hungarian and the Slovak-Hungarian border regions in this respect. Institutional integration would also contribute to the cessation of borders. Several initiatives have been launched in the European Union to reach that stage; however, in the case of large national systems this integration is taking place slowly. (Hardi T.– Hajdú Z.– Mezei I., 2009)

Migration of the Slovak labour force

Unemployment has caused considerable problems in the Slovak economy since the change of regime. Since the beginning of official records in 1990, Slovak unemployment has reached very high levels. As a result of foreign investments the Slovak unemployment rate started to decrease from the year 2000. An even more favourable change was brought along by Slovakia's accession to the European Union, when a free movement of labour could start.

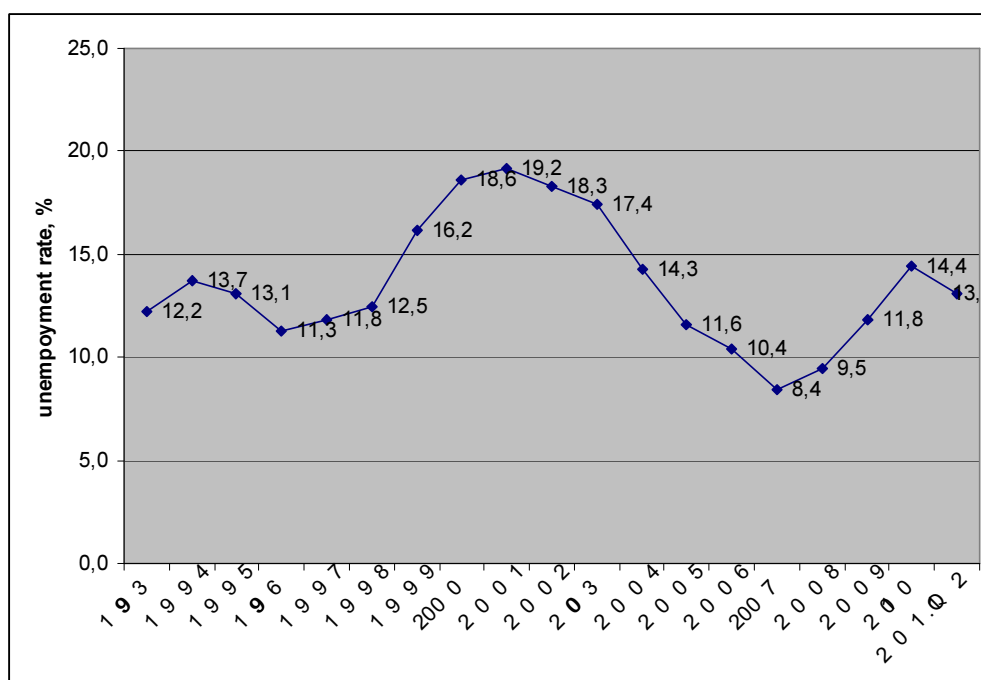


Figure 1: Unemployment rate in Slovakia (1992-2011)

As it can be seen, the Slovak unemployment rate in the 1990s fluctuated between 11% and 13%. Most of the firms had been privatised by that time, and the owners could not and did not want to employ redundant workforce, who earlier had been employed and paid in order to maintain full employment. In the first stage of the unemployment increase frictional and structural unemployment was prevalent, and the rate was also high as a result of insufficient aggregated demand. Czechoslovakia split in 1992. This has significantly influenced the Slovak national economy, since the number of those without a job increased until 1994. As a result of introducing consolidation measures and community service unemployment fell in the next few years. Economic growth gained pace; however, it did not bring along a considerable rise of job opportunities in number. The level of employment increased only in SMEs. In 1999 unemployment gained a great deal again. The reason for this was that the Slovak economy was not balanced: stabilization measures had to be introduced in order to increase economic development. Community service was reintroduced in 2000. This move resulted in a minor decrease of unemployment. The proportion of the long term unemployed was rather high by that time. There are significant regional discrepancies between regional unemployment rates in Slovakia. Cities like Bratislava and Kosice have the lowest rates, while the highest numbers of unemployed can be found in the southern and eastern regions of the country. One reason for the above lies in the structure of the economy, i.e. less developed regions have low diversification. The other

reason is that these regions have received a low amount of foreign investments. (Martincová M., 2002)

Reforms introduced by the government of Prime Minister Mikuláš Dzurinda, the country's accession to the EU as well as the settling down of multinational corporations in the country resulted in a significant decrease of unemployment at the beginning of the 2000s. A large number of workers found a job abroad, and foreign investors in the country also offered a large number of job opportunities. The downturn, however, also hit Slovakia in 2008. On one hand, unemployment is rising, because workers are made redundant from companies at home. On the other hand migrants who have lost their jobs abroad are also returning home. Slovakia has adopted euro as a legal tender as well. As a result, it is not necessarily worth working abroad in certain sectors any more. Since the currency is strong and there is a favourable taxation system in the country, it is worth getting employment at home.

It can be stated that the mobility of Slovak labour force is rather high, though not as high as the one of the US labour force. The National Employment Office (today Central Office of Labour, Social Affairs and Family) conducted a survey about commuting in Slovakia in 2001. It showed that 20% of the labour force in south-western Slovakia has their employment outside their district. Mobility was also gaining pace, since it increased by five percent between 1999 and 2001 according to the study. This rise could be explained by the fact that there was a local shortage of labour force in Bratislava at the time when the survey was being carried out. This mobility mostly applied to male workers and people with higher qualifications. (Horváth Gy., 2004)

After Slovakia joined the EU, the mobility of the Slovak labour force became high even in international measures. At the same time, it must be also noted that more than half of the people working abroad were employed in the two neighbouring countries (Hungary and the Czech Republic). After 2004 a great interest was shown in working in Great Britain. The neighbouring Austria, Germany and Italy were also popular destinations. The migrants were mostly young and came from the less developed regions of the country where unemployment was high. The number of those working abroad has been decreasing since 2008. One of the main reasons for this is the economic situation in the receiver countries. Another reason is that the Slovak currency gained against foreign currencies like the Hungarian forint and the British pound. (Gál Zs., 2009)

Migration willingness of young people

As it can be concluded on the basis of different migration theories and explanations, migration is more typical for younger generations than for the elder ones. The amount of psychological burdens arising from migration in case of the former group is lower. What is more, the expected added value is higher in their case since younger generations can presumably benefit from migration for a longer period of time.

The current situation on the labour market in southern Slovakia, namely a high rate of unemployment and few job opportunities, also act as motivation factors for fresh graduates and young people in search of jobs to move. The above theories called for a survey to find out to what extent graduate students at J Selye University are willing to start their careers abroad.

The questionnaire survey was carried out in April 2010 among graduate students of the Faculty of Economic Sciences and the Faculty of Pedagogy. The questionnaire comprised of 19 questions, most of which were closed ones.

The questionnaire was filled in at the Faculty of Economic Sciences and the Faculty of Pedagogy by 105 and 150 graduates, respectively. Since the Faculty of Economics had

113 graduates in the academic year when the survey was carried out, this part of the research can be considered representative.

The survey was aimed at finding out what graduates would like to do in the future, whether they want to go on with their studies after getting their diploma, and what skills and experience they have already obtained in order to start their career. Prior to the survey it was presumed that the idea of starting a career abroad is popular among graduates for the reason of higher remuneration and more opportunities in foreign countries. Similarly, it was also presumed that the graduates in question would also like to get a job and work experience in their own profession according to their qualifications, and to learn a language abroad. The respondents were also thought to plan their stay for a short term, and further on building their career at home. Our presumption was that, due to their closeness, Hungary and the Czech Republic would be the destinations of many, since it is easy to go back for a visit to Slovakia from both countries. What is more, in Hungary there are no language barriers for the respondents.

The first questions were aimed to find out whether graduate students are planning to continue their studies after getting a diploma. If so, what kind of studies they are planning to pursue. Surprisingly, the majority of graduates do not intend to continue their studies. 79% at the Faculty of Pedagogy and 59% of the students of economics chose this answer. As it can be seen from Figure 2, only a mere 2% of business students would like to continue their studies at a university in Slovakia. 7% at the same faculty would like to pursue further university studies abroad. Further training courses are also popular with respondents from both faculties, and the category ‘in another way’ was also marked by some.

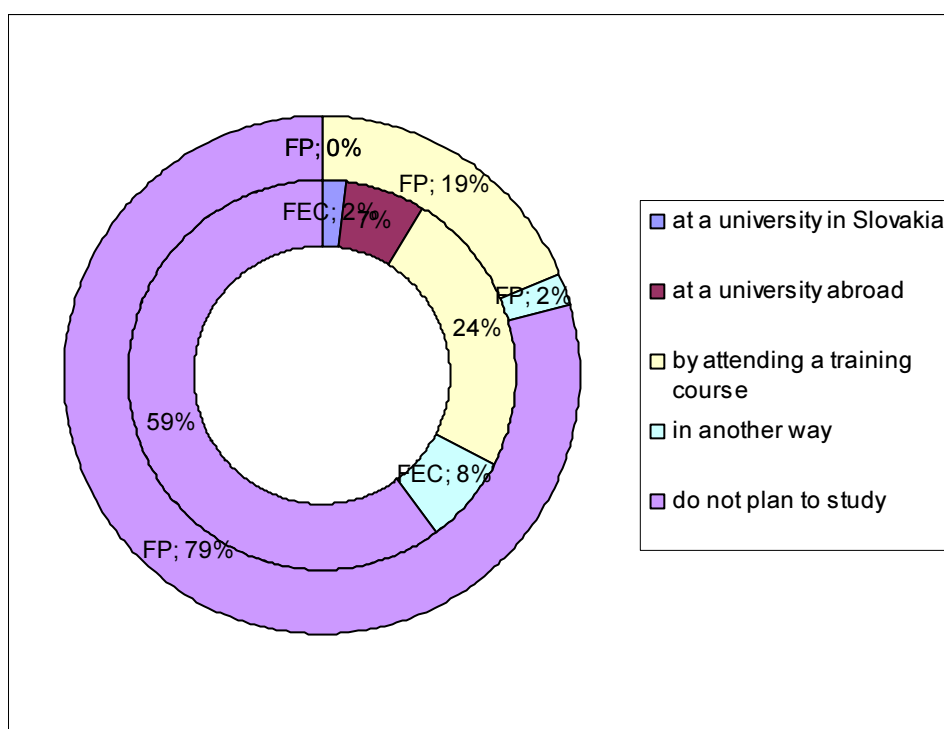


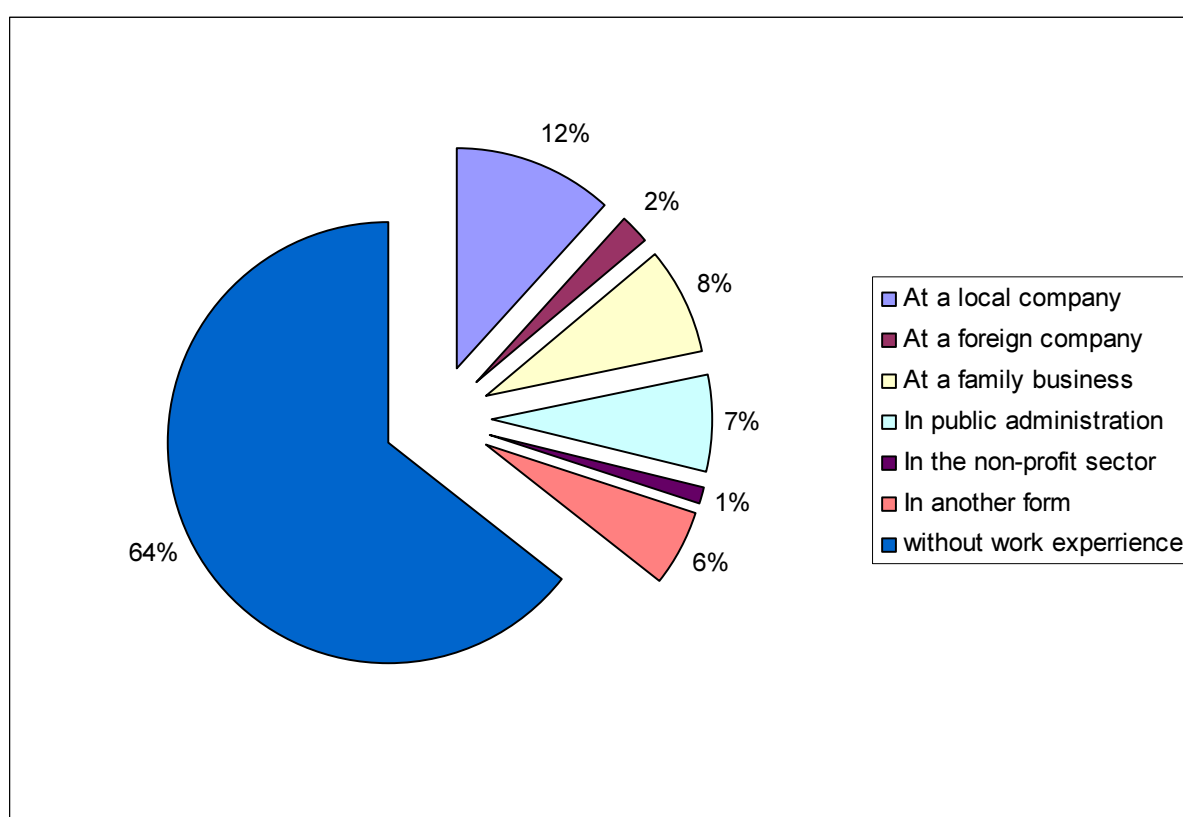
Figure 2:
Plans of graduates to continue their studies

In the next question those wishing to go on studying had to specify what form of further studies they want to pursue. Several graduates wish to do a PhD course. Both faculties have graduates who would like to get to the third level of the Bologna system. The

fields of studies specified by the students of economics were such as logistics, marketing, HR management, accountancy and finance. However, other fields as political sciences, history, communication and technical sciences were also presented. Many of those graduating in pedagogy intend to study special needs education, languages or IT.

Respondents were also asked whether they had obtained any work experience during their studies. As it can be seen from Figure 3, the majority of graduates did not claim so, while there were no significant differences between the answers in the two faculties.

Only 36% of the respondents claimed to have gained work experience, which is a surprise since both faculties have internship included in the curricula. Those studying pedagogy have teaching practise at the faculty's partner schools, and business students have an internship at a company of their choice. A few graduates in pedagogy who chose 'in another way' indicated that they had obtained professional experience at partner schools; still, they amounted to no more than 6% of the respondents.



*Figure 3:
In what way graduates obtained work experience*

The number of those having worked at family businesses during their studies is rather low (8%). The proportion of those having worked in public administration is a little lower amounting to 7%. The amount of those having worked in the non-profit sector is the lowest.

In the next question, which was aimed to find out about the future plans of respondents, the following choices could be ticked:

- I would like to get employment in Slovakia
- I would like to run my own business
- I would like to get employment in Hungary

- I would like to get employment abroad (not in Hungary)
- other

Most of the respondents would like to work in Slovakia. A rather high proportion of those studying pedagogy, namely 67% are planning to stay in Slovakia, while 31% intend work abroad and only 2% want to run their own business. The corresponding figure showed to be lower in the case of business students: only 54% are planning to get employment at home. More than a quarter of respondents would like to work abroad, the majority of which want to be employed in Hungary. As much as 20% of them are planning to become entrepreneurs.

In the next question we wanted to find out whether respondents had already started looking for a job. The distribution of responses was balanced at both faculties. Half of the graduate students at each faculty have already started looking for employment, while the other half are planning to start after completing their studies.

In the last question of this question group the students were asked how long it will probably take them to find employment. The majority are pessimistic about their future: 67% presume that it will take more than half a year. No more than 5% claim to have already found a job. 9% presume that it will take one or two months and 19% hope to find employment within six months. When giving their answers the respondents might have taken into consideration the current situation on the labour market; hence they assumed that it would take a while to get the job they want.

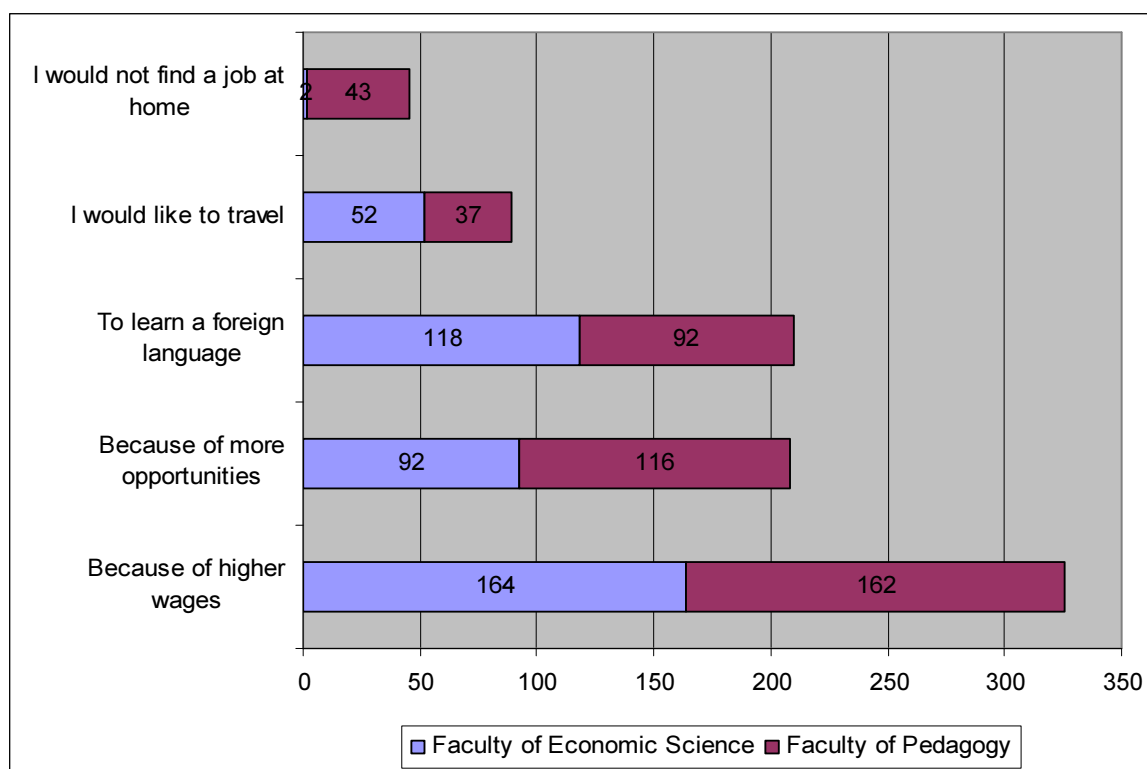
The questionnaire was also designed to find out which skills are considered to be important in order to succeed on the labour market. The respondents could choose from the following: the university diploma as such, professional knowledge, knowledge of foreign languages, IT knowledge, work experience, good network of personal contacts and luck. The above had to be put in order of importance with a choice of marking only a single one or a combination of the above. In order to succeed on the labour market a university diploma is considered to be the most important among all. A large proportion of respondents marked it in the first place and it was chosen by many as the only from the list. Professional knowledge and the knowledge of foreign languages came as second and third, respectively. IT knowledge and work experience were the third or fourth most important on the list, while a good network of personal contacts and luck were marked only in a few responses.

The next question group concerned working abroad. The respondents were asked whether they are planning to work abroad at some point in the future. There was a large difference in the answers between the two faculties, since migration willingness proved to be higher among business students: 45% are planning to work abroad at some point in the future. The corresponding proportion at the faculty of pedagogy is 36%. Both groups, namely those who are planning to and also those who do not intend to be employed abroad, were asked what factors influenced them in their decision. The respondents could choose from five options and they were also given the choice of indicating other reasons.

The options to choose from why somebody would like to work abroad were the following:

- Because of higher remuneration
- Because there are more opportunities abroad than at home.
- Because of the opportunity to learn a foreign language
- Because I would like to travel and get to know other cultures.
- I would not find a job at home anyway.
- For other reasons

The above had to be put in order of importance with a choice of marking only a single one or a combination of the above. The answers were analysed on the basis of how many times each option was marked and on the basis of what level of importance was attributed to each. The answers were weighted: If a certain option was marked as an only one from all options, or if it was marked as the most important one, it was given four points. If an option was marked as the second most important, it was given three points. An option marked as the third and fourth most important one, it was given two and one points, respectively. Since more than four options were marked in a very few cases, these were disregarded. By adding up the scores, it became clear which motivation factors proved to be the most important ones. As it can be seen in Figure 4, the reason for wanting to work abroad at both faculties was higher salaries, primarily. Graduate students at the Pedagogical Faculty see a lot of opportunities in working abroad, while a large proportion of business students would like to learn a foreign language while working abroad. In most cases the above answers were marked in second and third place of importance. The option of 'wanting to travel and getting to know other cultures' was marked a few times, and the option of 'not being able to find a job at home anyway' was chosen only a couple of times.



*Figure 4:
 Reasons for planning to work abroad - in order of importance*

The answers to the question how much time respondents would like to spend working abroad were also interesting. The graduate students could choose from five options: A few months, one or two years, three to five years, more than five years and the option of 'I may as well settle down there'.

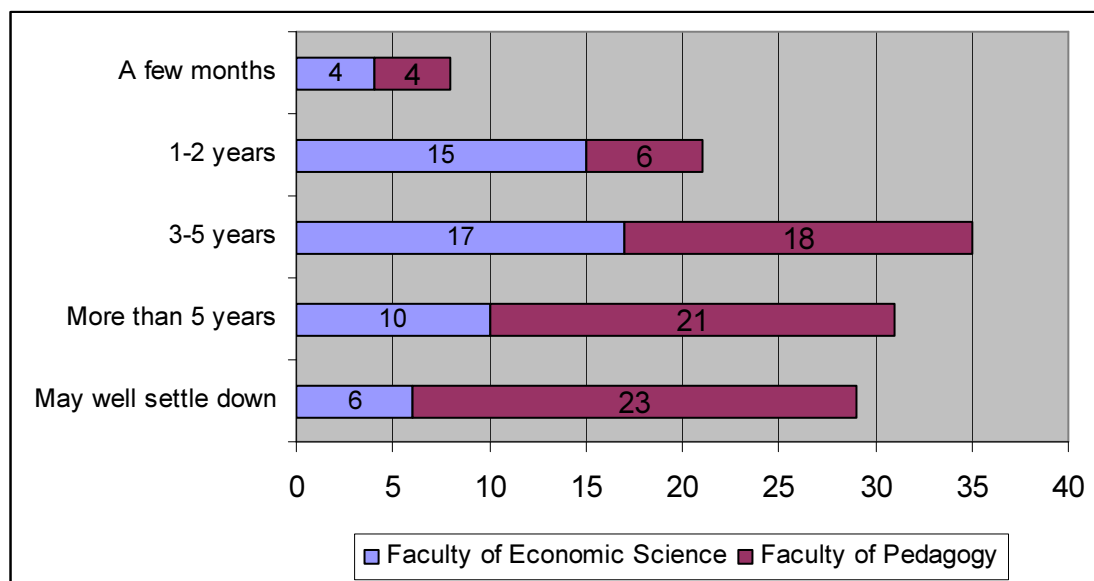


Figure 5: Planned duration of working abroad

Figure 5 indicates that the largest group of respondents would like to spend between three and five years abroad. Respondents at both faculties prefer a long-term stay abroad: more than half of all respondents willing to work abroad would spend more than five years in a foreign country or even would be willing to settle down there.

In the next question most respondents indicated that they would like to get employment in their own profession; however, the majority of them also stated they would be willing to do other jobs in case they do not find employment in their own trade. The second largest group of respondents was the one of those willing to do any job. Only three graduate students are willing to work exclusively in their own profession, but none of them have concrete plans or ideas.

The next question was aimed to find out which foreign country the respondents would like to work in.

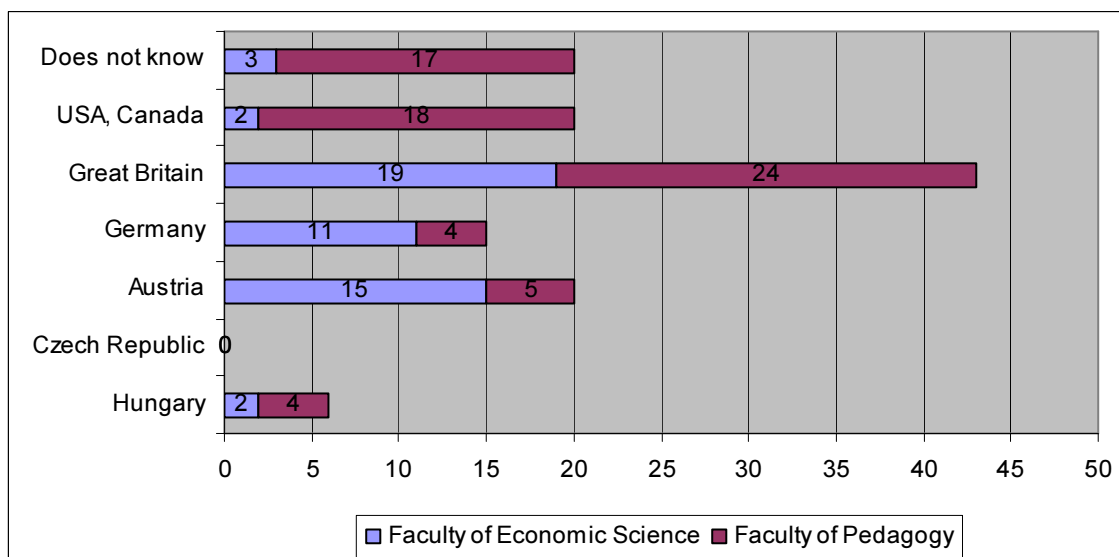


Figure 6: Countries, where graduate students would like to work

As it is shown in Figure 6, English speaking countries are the most popular destinations. Their popularity might lay in the fact that, as it has been described earlier, the importance of learning foreign languages among the respondents is rather high.

It is also interesting to point out that Austria and Germany were indicated as destinations in a low number. What is more, none of the respondents would like to be employed in the Czech Republic. During the analysis of questions regarding the place and the length of a possible stay abroad further interesting observations were made: several respondents stated that they would like to work abroad, but they have no specific ideas, which country to choose. In spite of this, they would be willing to even settle down there.

We also wanted to find out what kind of treatment respondents expect from their perspective colleagues and employers abroad. We were surprised to find out that even those who intend to work abroad are afraid of discrimination. The majority expressed their hopes that they will be accepted by their colleagues abroad. Still, 22% think that they will have to perform better in comparison to their colleagues.

Some of the respondents expect to be treated equally as their native-born colleagues, and none of them anticipate having easier life than native employees.

Those not planning to work abroad were also asked about the reason for their decision. They could choose from the six reasons below with the possibility of marking more than one and had to put them in order of importance:

- I do not want to leave my parents and friends.
- I don't want to leave my partner.
- There are opportunities at home too. There is no need to leave.
- I already have a job at home.
- I would like to start a family.
- I am afraid that I would be discriminated; that I would be looked down on.
- For other reasons

To our surprise, most respondents stated that there are opportunities at home too; therefore, there is no need to leave. A relatively lot of graduate students are afraid that they would be discriminated against in a foreign country. One of the respondents wrote down the following: "If I am in trouble, there will always be someone I can count on at home, but there will be nobody to help me abroad."

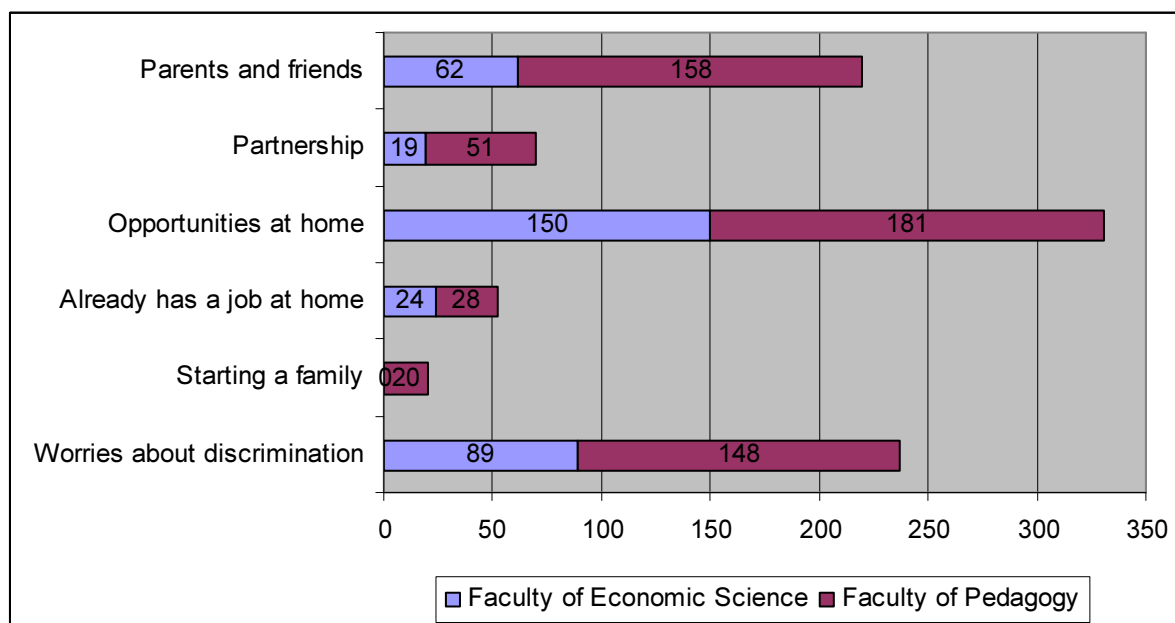


Figure 7: Reasons for staying at home - in order of importance

The second and third most important reasons were homesickness and the fact that the respondents would not want to leave their parents and friends. Only few graduate students indicated that they do not want to leave because of their partner. The possible reason for this might be that even if they have a partner they would leave together, or due to their young age they do not have a serious relationship yet that would make them stay at home. This survey also suggests that young people nowadays tend to start families at a later age. The average age of respondents was 24 and only a few of them indicated that they want to stay at home to start a family. The answers to this question also show that very few graduate students have already found a job, which would motivate them to stay at home.

Migration willingness was also analysed on the basis of permanent residence. Migration theories suggest that migration willingness tends to be higher in regions where salaries are generally lower. In spite of the fact that regional discrepancies are peculiar to Slovakia, i.e. the further one moves eastwards the worse macroeconomic indicators are and the higher unemployment is, differences in the migration willingness of respondents were not found in the framework of the survey. Willingness to work abroad proved to be equally characteristic of young people in western, central and eastern Slovakia. Our survey was also aimed to find out whether there are any differences between the migration willingness of those who reside in rural areas and those living in towns. No discrepancies were found in this respect either, i.e. 40% of respondents are planning to find work abroad from both urban and rural residential backgrounds. If we look at the responses in a breakdown according to faculties, it can be observed that the migration willingness of those with urban residential background at the Faculty of Pedagogy prevails the one of those having their permanent residence in villages. On the other hand, the corresponding distribution at the Faculty of Economics is of opposite nature.

If we look at migration willingness in a breakdown according to sex, it can be seen that more female respondents intend to find employment abroad. It must be noted that since the Faculty of Pedagogy traditionally has had more female students, they also outnumbered male respondents in the research sample. Their predominance in willingness to work abroad, however, exceeded their prevalence in numbers in the research sample. The migration willingness of female graduate students at the Faculty of Pedagogy and at the

Faculty of Economics is higher by two and five percentage points, respectively than their proportion in the research sample. This might be due to the fact that the proportion of male respondents wanting to start their own business at home is higher than the share of female respondents with similar plans.

Conclusion

This research was carried out to find out about the migration willingness of graduate students at the two biggest faculties of J Selye University. Our hypotheses were confirmed only partially.

- It was presumed that the majority of graduate students would like to work abroad at some point in the future. However, their proportion is only 40% according to the survey.
- It was also assumed that the neighbouring countries would be popular destinations to find employment. This hypothesis can be disproved entirely, since Great Britain, the USA and Canada proved to be the most popular destinations.
- The majority of respondents are planning to stay abroad for more than five years.
- Graduate students would like to get a job in their own profession; however, they are willing to take any jobs provided that they will not find employment in their own trade.
- A large proportion of respondents claim that there are opportunities to succeed on the labour market at home too and they also have concerns that they would be discriminated against if they worked abroad.

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