

# Mobility profiles of business students<sup>1</sup>

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## THE AIMS OF THE PAPER

Understanding influencing factors of mobility and migration is of paramount importance especially in cases where socially appropriate solutions need to be found since both mobility and migration have significantly affected highly skilled young people over the past few years. Young people feel compelled to move for a number of reasons. There are also regional differences in relation to migration. Thus, local investigations are desired due to the wide variety of personal motivations and huge territorial differences.

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## METHODOLOGY

This study carried out an extensive literature review on migration in order to identify factors that enhance and hinder labor mobility in Hungary. A questionnaire survey was conducted. Its empirical findings allow setting up the profile of labor force that moves to remote areas in Hungary or abroad to work. This study applies a statistical analysis, cross-tabulation and descriptives for presenting the characteristics of business students.

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## MOST IMPORTANT RESULTS

The survey conducted among Hungarian business students reveals that they are not really open to labor mobility, are extremely bound to Hungary and long-term work abroad is not typical of them. The survey also shows that there are significant differences in their relationship to personal contacts and the perception of others' experiences. These factors are more important to students who refuse labor mobility or to those who are uncertain. The limitation of this survey is that the data were collected at the Faculty of Economics, University of Miskolc in 2017. However, the study can be extended.

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## RECOMMENDATIONS

This study does not aim to determine what actions should be taken in order to discourage the youth workforce from leaving their counties because actions generally depend on actual economic and political interests. However, the results have a widespread utilization potential. Understanding the profiles of student mobility enable governments to control the process and enable companies to improve working conditions in order to convince the students to stay in their home country.

*Keywords:* labor mobility, intention to work abroad, mobility profiles, business students

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## INTRODUCTION

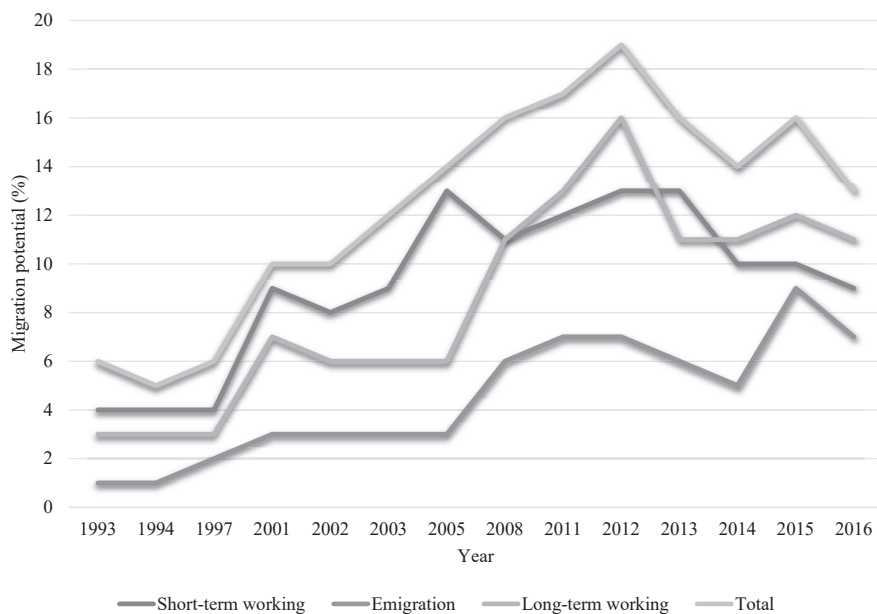
Labor mobility and migration have been a typical form of population movements over centuries (Geréb 2008). Researchers highlight that migration is both a driving force of globalization and also its consequence (Boswell 2005, Lipták 2015). However, territorial mobility is a global challenge, and understanding its reasons and patterns require local investigations because of differences in the national history, geographical location or the economic development of source and destination countries. The wide range of migration-related analyses at national levels in the literature promotes the integration of new influencing factors into local research efforts. In addition, the multifaceted and complex nature of factors requires a sophisticated approach to mobility processes, an elaboration of a comprehensive migration theory, and a development of a unified model, which is difficult (De Haas 2010).

Moreover, motivations and patterns of mobility may differ in terms of age, profession or even family situations within a country. Researchers point out that mobility of highly skilled people seemed to be a major problem that countries are facing in the 21<sup>st</sup> century (Blaskó et al. 2014; Hautzinger et al. 2014; Pitó 2015).

This paper aims to contribute to a better understanding of the youth mobility in Hungary by focusing on business students studying in higher education and by analyzing their intentions to labor mobility.

Sik & Simonovits (2002) estimated that the level of international mobility of Hungarians will amount to 6% of the population in the near future. They based their estimation on a panel-sample. Kapitány and Rorh (2013) calculated that 7.4% of the Hungarian people aged between 18 and 49 years are already living abroad. Sik & Szeitl (2016) concluded that migration and mobility potential significantly increased in the 1990s and in the 2000s in Hungary. Although there was a peak value of 19% in 2012, the potential fell back to the level of the mid-2000s afterward (Figure 1).

**Figure 1: Migration potential of Hungarian population between 1993 and 2016 (%)**



Source: Sik & Szeitl (2016, 547)

Kóródi and Siskáné (2016) found that 58.2% of people under 30 years plan their future outside Hungary but only 20.8% of the sample aged between 41 and 44 years had the same intentions. Thus, the share of middle-aged who are preparing to migrate tend to decrease. The younger the population is, the firmer the migration decision becomes. Also, there are significant territorial differences in actual mobility trends. The results confirm that eastern counties of Hungary showed a high value of potential but a very low ratio of actual mobility. For example, the potential ratio in Heves County accounted for 17.1% but less than 1% of the total population did actually leave Hungary and live abroad.

Honvári (2012) analyzed learning mobility among Hungarian students studying in higher education and found that 68% of responded students were considering participating in study abroad programs for a shorter period than one year and 37% of them were thinking of studying abroad for over one year. The decision on mobility is primarily motivated by the need for developing language skills and not for professional reasons.

There is an overrepresentation of people with academic degrees who leave the country. Special attention should be paid to the well-educated workforce, especially to the youth and their potential to move. The sample of this study consists of students studying business economics at the University of Miskolc, Hungary. The reasons for choosing this sample are as follows:

- Major shifts in industrial development towards adopting sophisticated technology and high-tech equipment and considerable investments in various mini and megaprojects require engineers, project managers, economists, organizational and administrative experts, and other experts with academic degrees who are capable of carrying out business and management tasks. Thus, there is a great demand for different professionals and skilled labor force in labor markets all over the world.
- The prospect of generating a higher income, which results in enjoying higher living standard is another migration factor.
- Intra-company transfers abroad and relocation possibilities offered to students after graduation who participate in dual education, do their internships with or working part-time for multinational and transnational companies are also migration drivers.

- Gaining experience by working for subsidiary plants of well-established major companies may be a prerequisite for career advancement (Berényi 2017).

This research is intended to be a pilot study of the MOVE project that investigates how young people's mobility can be 'beneficial' not only for both social and economic development of a country but also for individual development of the young population, and addresses enhancing and inhibiting factors of migration of young labor force (Dabasi-Halász 2015).

## **MOTIVATORS AND HINDERING FACTORS OF MOBILITY**

Macro-reasons of economic and political nature are crucial mobility drivers (Boswell 2005) in order to enhance personal living standard. Earning possibilities, unemployment and economic development may be considered as determining factors of mobility between regions or countries, however, mapping the impacts is complex.

Classical theories of migration focus on exploring psychological and social aspects of mobility and migration beyond push and pull factors (see e.g. Hautzinger et al. 2014). The differences in wages between the source and the target countries may be considered as the decisive reason which will explain migration at the macro level. Classic models have the assumption that when these wages have equalized, migration will cease (Wallace and Stola 2001). At the micro level, people compare the costs and benefits of moving in order to enhance their personal wealth (Massey et al. 1998). Besides financial issues, many others must be considered. Recent interest in migration research has by now gone beyond the level of legal and administrative issues since the role of individual abilities and competences is also decisive (Rédei 2007). Also, Rudzitis (1991) suggested that a special attention should be paid to new dominant factors like climate, access to services and the quality and quantity of the services. Although religious and environmental issues have a great influence on mobility worldwide (Black 1998, Reuveny 2007, Vág 2010), they do not belong to the relevant driving forces of mobility in Hungary. Therefore, mobility cannot be induced either only by economic, religious, political or even by environmental reasons at the macro-level. Mobility is rather a complex system of causes and effects, which is not independent of place or time.

Wallace and Stola (2001) emphasized the migration trends of post-communist countries and

pointed out that motivator and hindering forces of mobility are not independent of time and place, a complex system of reasons and impacts must be considered. They concluded that the size of the predicted East-West migration was far from the expectations established in the early 1990s. What is novel, these countries have themselves become the destination for significant population flows. They attract temporary laborers, migrant traders, tourists and business people from outside the region, as well as migrants trying to get into Western Europe.

## Mobility patterns and profiles in Hungary

Blaskó et al. (2014) summarized the characteristics of Hungarians living abroad:

- the majority of people who leave Hungary are male,
- the proportion of those aged between 26 and 50 years is high,
- the most popular destination countries are Germany and the United Kingdom,
- the proportion of those with tertiary education qualifications is high.

Czibik et al. (2014) gave a more detailed pattern of Hungarian people with labor mobility intentions based on the studies of the 2000s:

- the proportion of men with the intention to work abroad is more than twice as high as that of women,
- with the increase in age, the intention to work abroad is declining significantly; people over the age of 55 are reported to hardly have such ambitions,
- according to educational attainment levels, people with vocational secondary school certificates shows a dividing line. As for people with higher level of education, these ambitions are more dominant but not extremely high,
- the mobility ratio of those living in Western Transdanubia is above average, while the mobility ratio of Central Transdanubia labor force can be characterized by a lower than average labor mobility intentions,
- the rate of mobility intentions among unemployed people and students is far beyond the average.

Mobility patterns change in time. Szilágyi et al. (2017) summarized the decisive eras of the 20th century in Hungary. Before the First World War, the major source regions were the northeastern counties. Primarily young agricultural workers moved to

the USA to seek employment because the economic situation was hopeless and the living standard was low in Hungary at that time. Predominantly male workers left Hungary. During and after the Second World War, southern Hungarian regions gave the most emigrants, who moved to Germany, Israel, USA, Canada or Australia. As for the social situation of the population in Hungary, emigrants including well-skilled labor force and aristocrats as well as minorities (Jewish, German and Slovak people) lived in poverty and suffered social isolation. Thus, their migrations were prompted by both political and economic policy of the national government. The sex ratio was balanced among emigrants. After the revolution in 1956, primarily the white-collar labor force of Budapest and of the western regions left Hungary due to political reasons. The youth generation was overrepresented among emigrants who moved to USA, Canada or Western Europe. After the transition from a planned economy to a market economy in the early 1990s, the inhabitants of Budapest and of large industrial cities moved to Germany or Austria to work. The emigrant group included primarily those who lost their jobs, particularly young generations.

Consequently, the reason for mobility in the 21<sup>st</sup> century was to seek employment and to generate income. The target countries were Germany, Great Britain, Austria, Ireland, the Netherlands, and Sweden. People who moved were better educated than the average. There are some professions that still suffer from the crisis in Hungary (Eke et al. 2009, Pító 2015).

Szilágyi et al. (2017) clustered mobility intentions of Hungarians based on a large representative sample:

- soldiers of fortune are typically middle-aged inhabitants migrating from South-Danubian and North-Eastern areas to English-speaking countries,
- local patriots are typically the youth and a middle-aged intellectual layer of North-Hungary and the North-Eastern counties,
- potential emigrants are the youngest groups in the sample who are from North-Hungary and would like to move primarily to English-speaking countries,
- bounded people are middle-aged or senior inhabitants of southern counties, mostly women.

## THE COMPOSITION OF THE RESEARCH METHOD

### *Research goals*

Supporting student mobility and preparing students for work abroad are evident expectations in the 21st century higher education. In order to improve mobility support, it is necessary to coordinate the application of various mobility tools and methods including exchange programs, informative lectures, mobility good practices or customized curriculum. Also, it is essential to identify students' mobility and migration motivations and to map the actual characteristics of students. In order to discourage students from leaving the counties and from migrating abroad, efficient actions need to be taken, which requires the knowledge of students' personal motivations and their attitudes toward mobility. The relevant literature on students' mobility and migration suggests that local specialties are to be considered.

This study also aims to investigate whether special patterns and groupings of students' approach to mobility could be defined based on the research sample. The study hypothesis can be formulated that higher education students' characteristics significantly differs between sub-samples based on domestic and international mobility intentions. Although this study examines only business students of the University of Miskolc and the sample is statistically not representative, its findings can be well utilized and other target groups can be involved in the survey.

### *Survey design*

The survey was conducted online and supported by the EvaSys survey automation software. IBM SPSS Statistics Version 22 was used for data processing. Business students were asked to complete a questionnaire on the labor mobility intentions within Hungary and abroad. The participation in the survey was voluntary. Identification and grouping data included gender, level of studies, and the full-time and part-time programs. The questionnaire contained questions about the present and the future desired living environment. Former analyses of the survey responses confirmed that the satisfaction with the living environment had an impact on mobility intentions (Berényi 2017). Students were asked to evaluate push and pull factors of mobility on a 4-point scale, based on a list of factors including:

- earning opportunities,
- living standard,
- keeping contact with family,
- keeping contact with friends,
- public safety and reputation of the target area,
- adventure possibilities.

In addition, the survey also collected information about the potential target countries of mobility. A 4-point scale evaluation allows highlighting the most preferred target areas as well as the not desired ones. The list specified 27 countries but provided the students with the opportunity to mark other ones. A missing element of the prepared list is Great Britain. The responses mentioned Great Britain 23 times as the desired destination and 9 times as an undesirable one.

### *Research sample and limitations*

The data was collected in February and in March 2017. The analysis comprised a non-representative sample of the responses of students of economics at the University of Miskolc (n=184). From among the 184 respondents, 32.1% were studying towards their bachelor degrees and 67.9% were studying at the master's level. Also, 51.4% were full-time students and 48.6% were correspondent (part-time) students. As for the gender, 130 students (70.7%) were female and 54 students (29.4%) were male. The distribution of the research sample by their intention to move is summarized in Table 1.

**Table 1: Cross-tabulation analysis of domestic and foreign labor mobility potential**

		<b>Yes (abroad)</b>	<b>No (abroad)</b>	<b>Maybe (abroad)</b>	<b>Total</b>
Yes (within Hungary)	number of respondents	68	22	18	108
	outside Hungary	69.4%	45.8%	47.4%	
	within Hungary	63.0%	20.4%	16.7%	
No (within Hungary)	number of respondents	6	13	0	19
	outside Hungary	6.1%	27.1%	0.0%	
	within Hungary	31.6%	68.4%	0.0%	
Maybe (within Hungary)	number of respondents	24	13	20	57
	outside Hungary	24.5%	27.1%	52.6%	
	within Hungary	42.1%	22.8%	35.1%	
Total	number of respondents	98	48	38	184

Source: own edition

Of all respondents, 58.7% would move to a distant part of Hungary, 10.3% of them would not leave their place of living, while 31% were uncertain about the move. The reasons for movement were payment and the income opportunities, career prospects, and higher living standards. The past mobility experience of friends and acquaintances had a positive effect on movement intentions and in 67.8% of the answers, this factor appeared as an argument supporting the decision on movement. One of the factors hindering mobility was the limited possibility of keeping contact with family and friends.

Going abroad for a permanent job was planned by 15.2% of the respondents, while 38% considered it possible to work abroad for a short period. Those who were certain about not moving abroad to work accounted for 8.2%, while 20.7% of respondents were uncertain about this. About 17.9% considered working for a company in Hungary that offered a possibility of traveling abroad. The arguments for and against working abroad showed the same profile as the arguments for mobility within Hungary.

There are two serious limitations in terms of interpreting the findings. Since the sample is not representative and consists of the responses only from one institution and from one set of students,

an enhanced presentation of the conclusions is not possible, the findings may not be generalized to the mobility and migration intentions of other student population at other universities or countries.

### *Categorization of intentions to move*

The combinations of domestic and international intentions to labor mobility of students allow appointing basic profiles of mobility. A refined model of the mobility categorization (in Table 2 is available) is possible if both long-term mobility and short-term mobility are considered. The five profiles defined for further analyses are as follows:

- students with definite job mobility intentions: they intend to move to a distant part of Hungary or abroad to seek permanent employment,
- students with national job mobility intentions: they are attached to Hungary and are not against to work in distant parts of Hungary, but not abroad, for only a short or an uncertain period of time,
- students with international job mobility intentions: they do not wish or consider moving to distant parts of Hungary, but would rather work abroad (note: there are

- not students in the sub-sample who prefers working abroad permanently),
  - students without mobility intentions: they do not wish and do not consider moving to distant parts of Hungary, and are uncertain about working abroad,
  - students with uncertain job mobility intentions: they are not open to labor mobility either within Hungary or abroad.
- The composition of the profiles as sub-samples is summarized in Table 2.

**Table 2: Characteristics of groups formed by migration potential (data in % of the sub-sample)**

Sample characteristics		Definite job mobility intentions	National job mobility intentions	International job mobility intentions	Without job mobility intentions	Uncertain job mobility intentions
N (persons)		28	80	47	9	20
Sex	Female	64.3%	66.3%	74.5%	88.9%	80.0%
	Male	35.7%	33.8%	25.5%	11.1%	20.0%
Level	Bachelor	35.7%	31.3%	21.3%	33.3%	55.0%
	Master	64.3%	68.8%	78.7%	66.7%	45.0%
Program	Full-time	67.9%	46.3%	51.1%	33.3%	55.0%
	Part-time	32.1%	53.8%	48.9%	66.7%	45.0%

Source: own edition

The composition of the sub-samples is checked by the cross-tabulation analysis between the profiles designated and the mobility motivations based on the evaluation of push and pull factors. The significance of the results at a 95% reliability

level is tested by the Pearson Chi-square indicator. The test shows that there are different job mobility motivations. The proved hypotheses are marked “\*” in Table 3.

**Table 3: Significant relations between mobility potential and influencing factors of mobility (cross-tabulation results)**

Factor	$\chi^2$	$d_f$	Sig.
Mobility within Hungary for higher payment and income	29.473	12	0.003*
Move abroad for higher payment and income	17.783	12	0.122
Mobility within Hungary for a better living standard	24.811	16	0.073
Move abroad for a better living standard	49.813	16	0.000*
Mobility within Hungary, maintaining family ties	15.203	16	0.510
Move abroad, maintaining family ties	19.641	16	0.237
Mobility within Hungary, keeping contact with friends and acquaintances	24.731	16	0.075
Move abroad, keeping contact with friends and acquaintances	30.322	16	0.016*
Mobility within Hungary, the reputation of the destination region	26.337	16	0.049*
Mobility within Hungary, career opportunities	46.462	16	0.000*
Mobility within Hungary, experiences of others	23.793	16	0.094
Mobility within Hungary, adventure	28.571	16	0.027*
Move abroad, adventure	36.743	16	0.002*
Move abroad, public safety	33.256	16	0.007*

Source: own edition

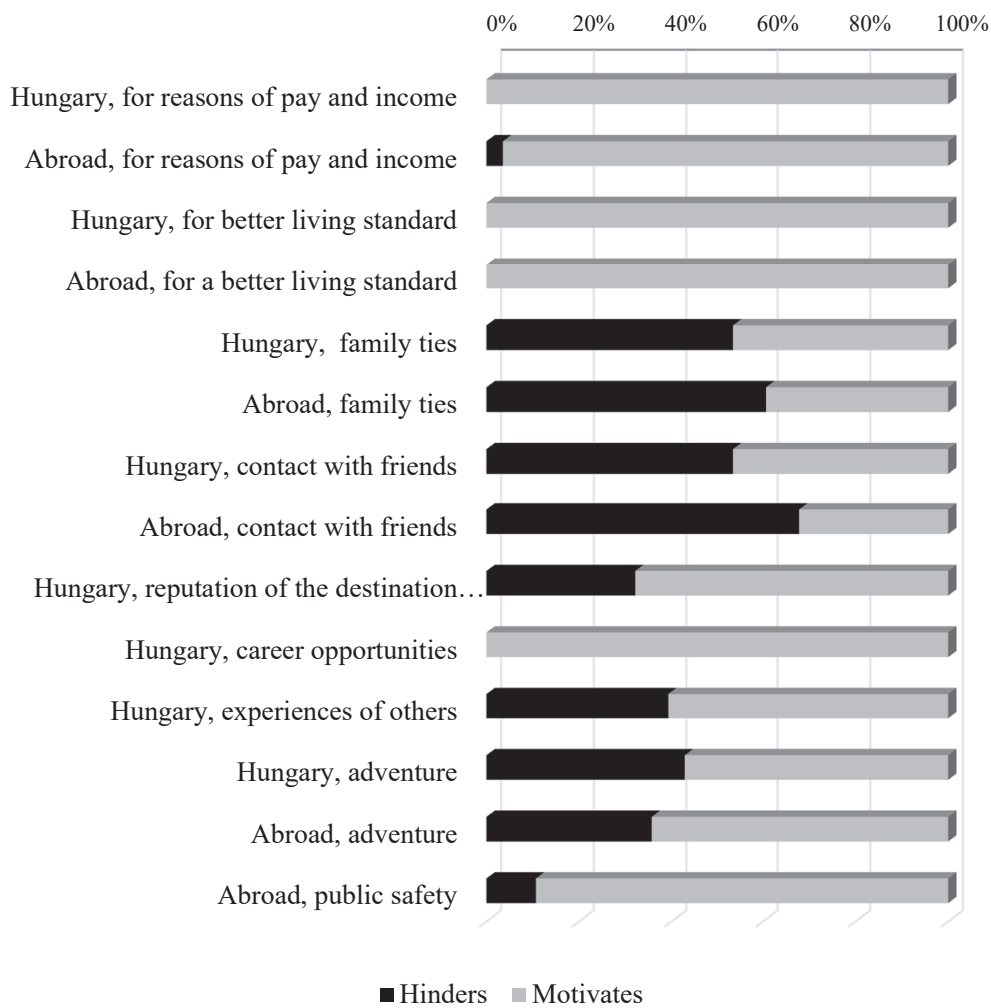
## RESULTS

### *Students with definite job mobility intentions*

*Motivations:* All respondents of the sub-sample consider better possibilities for higher income generation and higher living standard as a motivator or a mobility driver within Hungary and all but one respondent indicated the same mobility driving factors

regarding their migration abroad. Career opportunities are also motivators of mobility. Both family ties and keeping contact with friends as a barrier to mobility were marked by 53.6% of the respondents. As for barriers to international job mobility, the responses amounted to 60.7% (family ties) and 67.9% (friends) respectively. The reputation of the target area and the mobility experiences of others are rather positive examples for the respondents. So were (as well as) the challenge and the adventure. Figure 2 shows the distribution of the results.

**Figure 2: Motivation and hindering factors of mobility of students with definite job mobility intentions**



Source: own edition



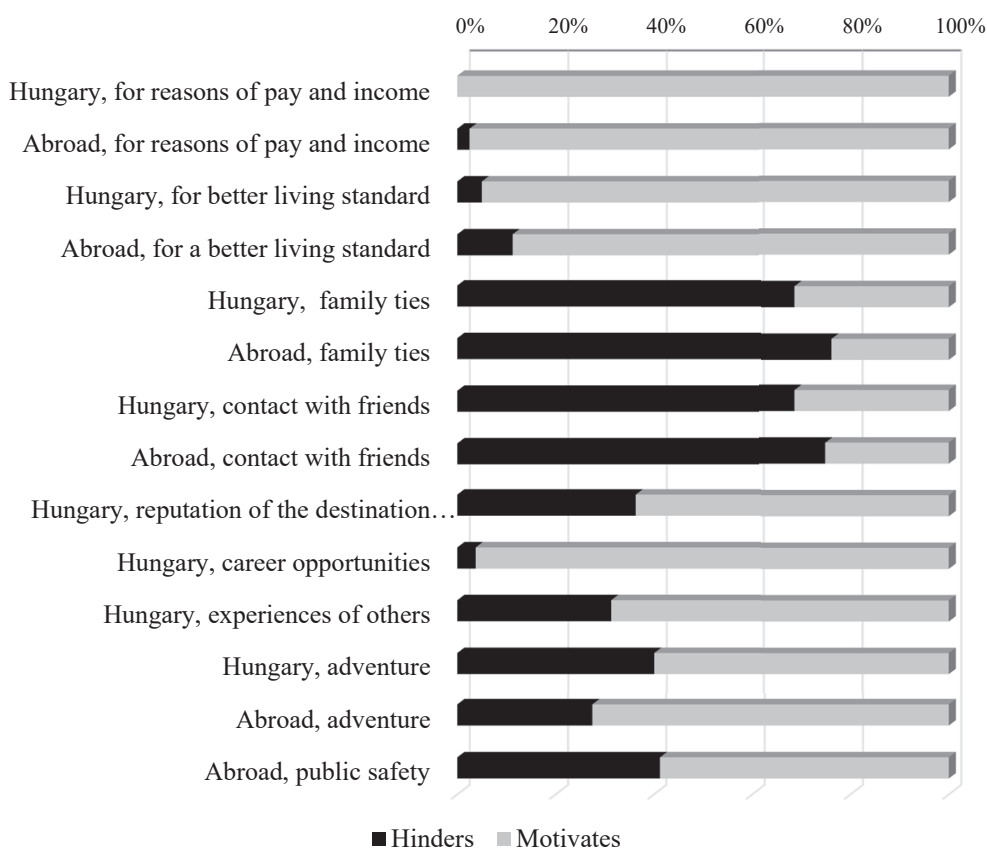
*Living environment:* about 78.6% of the respondents were city residents primarily from suburban areas or single-family homes (64.2%). The largest proportion of respondents (67.9%) would prefer to live in a city, especially in a suburban area (67.9%) and 75% of them would like to live in a single-family home.

*Preferred countries for living or working:* For students with international mobility intentions, Switzerland was the most popular choice (92.9%), followed by USA (92.9%), Austria (85.7%), Germany (78.6%) and Netherlands (67.9%). The list of the least preferred countries contains Kazakhstan (100%), Romania (100%), Serbia (100%), Ukraine (100%), Libya (96.4%). China, India and even Slovakia, a country neighboring with Hungary, were not considered as preferred destination countries either.

### ***Students with national job mobility intentions***

*Motivations:* A better opportunity to generate higher income is considered as a motivating factor of mobility by the members of the sub-sample. However, achieving a higher living standard was also a motivation driver for mobility. The results revealed that family ties and keeping contact with friends were considered as factors that hindered mobility intentions. Also, 58.8% of the respondents keep public safety a motivator for working abroad. Figure 3 shows the distribution of the mobility factors. According to the survey, 64.3% of the respondents keep Hungary a rather suitable place for living or working.

**Figure 3: Motivation and hindering factors of mobility, students with national job mobility intentions**



Source: own edition

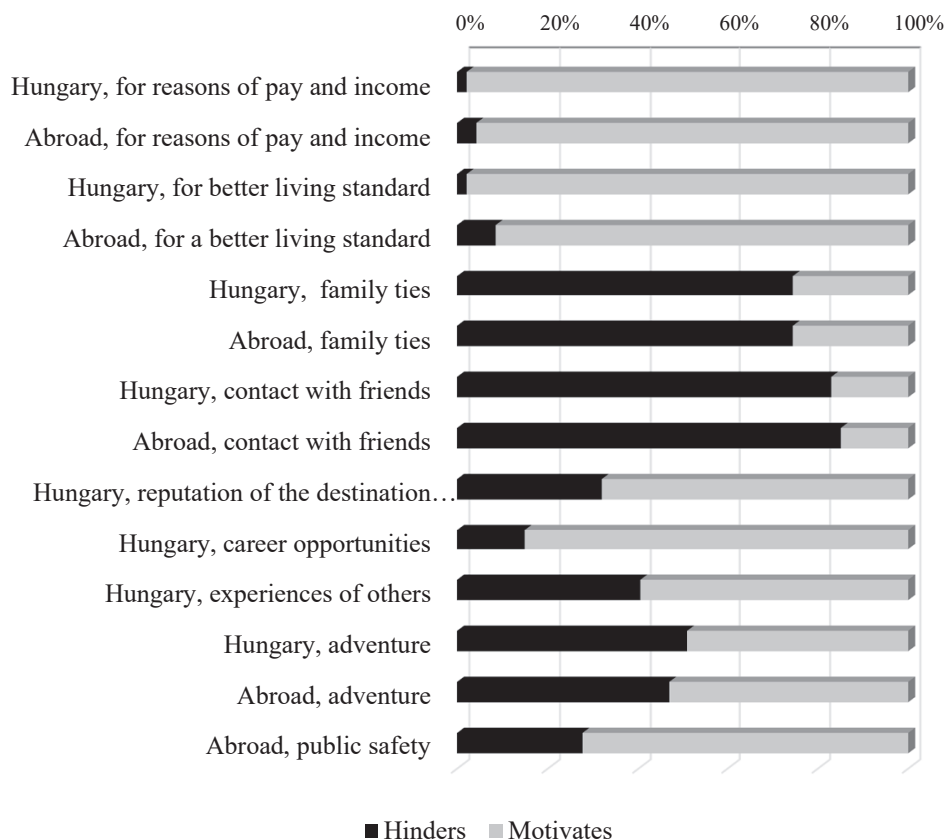
*Living environment:* About 77.5% lives in a city or town. Suburban areas or single-family homes are marked by 55%. The proportion of respondents who intend to live in the city in the future amounts to 71.3% and of those who prefer living in towns accounts for 26.3%. Suburban area is preferred by 66.3% and single-family homes by 58.8% of the respondents.

*Preferred countries for living or working:* According to the survey, 97.5% of the students who are attached to Hungary think that Hungary is a suitable place for living or working. Switzerland (78.5%), Austria (65%), USA (65%), Italy (57.5%), Sweden (56.5%) and Spain (51.25%) are rather suitable than not in their opinion. The less preferred countries are Egypt (98.9%), India (97.5%), Kazakhstan (97.5%), Romania (97.5%), Serbia (97.5%), Ukraine (97.5%), Libya (96.3%), Slovakia (93.75%) and China (92.5%).

## Students with international job mobility intentions

*Motivations:* The respondents of the survey represent a special group of students who would not like to move within Hungary but who are interested in working abroad. What is interesting about this group of respondents is that they did not intend to leave Hungary for a longer time, but were thinking of seeking employment outside Hungary. Family ties and friends were factors that more seriously hindered job mobility intentions than in other groups. Career opportunities in Hungary were considered mobility motivators by 85.1% of the respondents. Surprisingly, only about half of the respondents marked adventure as a motivation driver. Figure 4 shows the distribution of the results.

**Figure 4: Motivation and hindering factors of mobility, students with international job mobility intentions**



Source: own edition

*Living environment:* The distribution of the sample is uniform regarding the type of the settlement where the respondents intended to live (34% city, 32% town, 34% village respectively). Also, 23.4% came from suburban areas and 40.4% came from single-family homes. According to the survey, 51.1% of respondents would like to live in a city in the future, 31.9% in a town and 17% in a village. Also, 85.1% would prefer a non-city residential area for living.

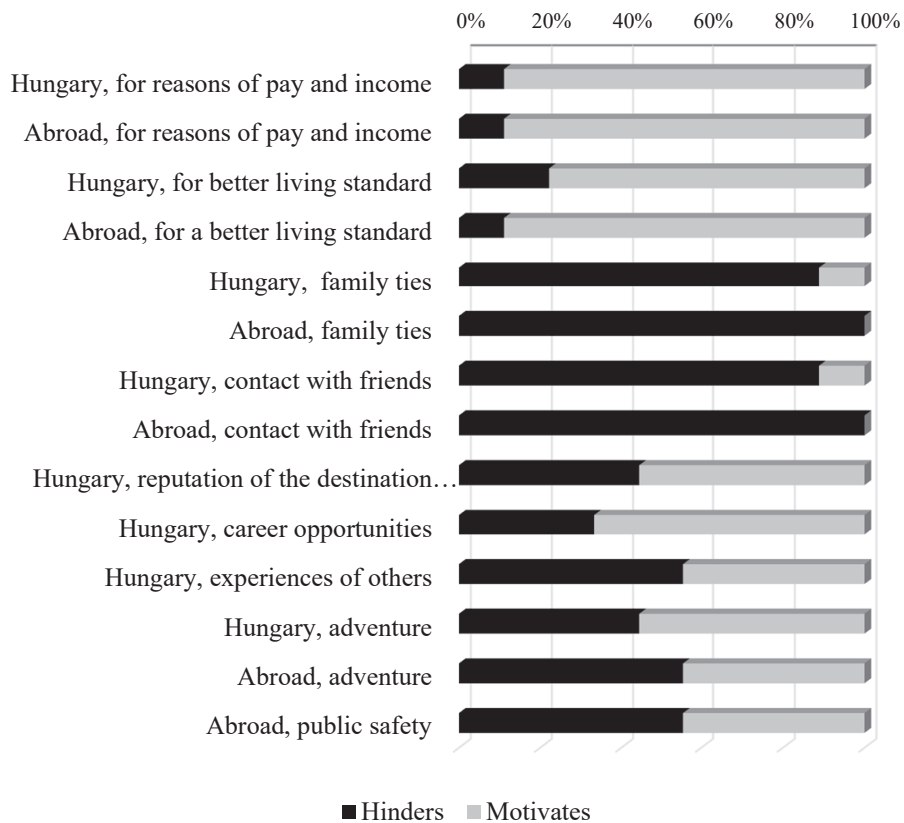
*Preferred countries for living or working:* The survey revealed that 95.7% of the sub-sample mentioned Hungary as a preferred country. Austria (85.1%), Switzerland (85.1%), USA (74.5%) and Sweden (72.3%) also belonged to the preferred destination countries. Both Germany and Italy

were chosen by the 61.7% of the respondents. The less preferred countries were Kazakhstan (100%), Libya (100%), Romania (100%), India (97.8%), Serbia (97.8%), Ukraine (97.8%), China (95.7%), Slovakia (95.7%) and Egypt (93.6%).

### **Students without mobility intentions**

*Motivations:* Results of the sub-sample allows a more limited presentation than other sub-samples since the sample size is much smaller (n=9). Financial issues were marked as motivation rather than hindering factors. The survey revealed that family and personal contacts were hindering factors. Other factors cannot be evaluated. Figure 5 shows the distribution of the results.

**Figure 5: Motivation and hindering factors of mobility, students without mobility intentions**



Source: own edition

*Living environment:* Results show a uniform distribution of the answers related to the characteristics of the present living environment. As for the responses regarding the future living environment, the proportion of students who preferred living in suburbs amounted to 55.6% and those who intended to live in single-family homes accounted for 66.7%.

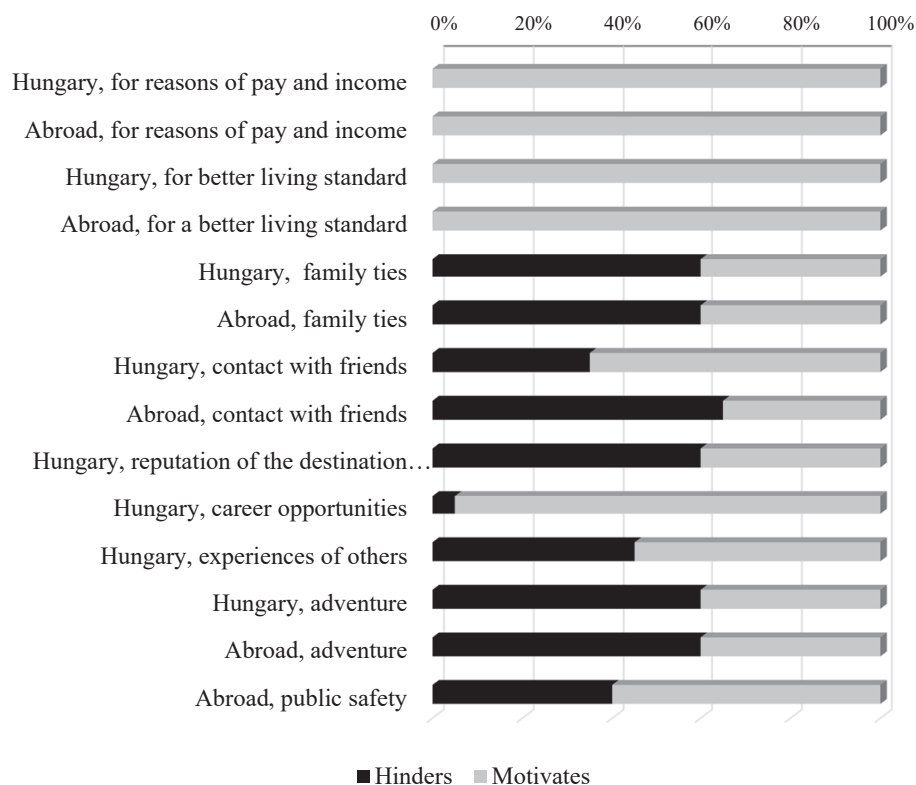
*Preferred countries for living or working:* Members of the sub-sample with no plans for the move clearly prefer Hungary as a country for living or working. Switzerland (77.8%), Austria (66.7%), Germany (55.6%) are rather preferred than not, but the ratings lag behind the results of other sub-samples. The list of not preferred countries contains 11 out of 29 elements with a 100% value.

### ***Students with uncertain job mobility intentions***

*Motivations:* The uncertain students do not intend to work either abroad or far from their place of

living in Hungary. Respondents consider better income opportunities to be mobility motivators. Career possibilities show a similar result with one exception. Also, 60% of respondents marked family ties and adventure as factors hindering mobility. Keeping contact with friends was marked as a mobility hindering factor by 35% (related to Hungary) and 65% (related to working abroad). Results of the survey show that former experiences of friends do not have an obvious effect on mobility intentions. It should be noted that the responses to these questions provided by other sub-samples show a more consistent picture. Non-parametric correlation between domestic and foreign aspects show a higher and a significant value in case of the previous sub-samples aggregated (coefficient=0.476, sig=0.000, n=164) than in case of uncertain students (coefficient=0.248, sig=0.292, n=20). Figure 6 shows the distribution of the results.

**Figure 6: Motivator and hindering factors of mobility students with uncertain job mobility intentions**



Source: own edition

*Living environment:* Most uncertain respondent come from single-family homes (45%) or from housing estates (30%). Also, 50% of the sub-sample would like to live in a city and 40% of them would prefer to live in a town. Suburban areas (50%) and single-family homes (85%) are desired in the future.

*Preferred countries for living or working:* Uncertain respondents prefer primarily Hungary (100%) to other countries. They marked the USA (85%), Switzerland (80%), Austria (70%) and Germany (70%) as countries of their choice. Whereas Brazil, Egypt, Kazakhstan, Libya, Serbia, and Ukraine are the less preferred destination countries (all of these countries have 100% of the markings).

## CONCLUSIONS

The goal of this study is to explore labor mobility profiles of the business students of the University of Miskolc. The implicit aim of this study was to contribute to a better understanding of the mobility intentions of young people. A large number of mobility inducing factors and their complexity require an inductive approach and several local studies in order to decide what kind of actions need to be taken considering the local economic and social expectations.

The survey conducted among business students revealed that the respondents were not really open to labor mobility. However, the opportunity to generate high income seems to be a powerful mobility driver. Also, personal contacts have a significant impact on mobility intentions of the respondents. There are respondents who are very attached to Hungary and long-term working abroad is not typical to them.

This study classified respondents into five groups by their mobility intentions:

- students with definite job mobility intentions,
- students with national job mobility intentions,
- students with international job mobility intentions,
- students without mobility intentions,
- students with uncertain job mobility intentions.

Although motivations show a relatively uniform picture, there are significant differences between the groups.

Personal contacts and the past experience of other people discourage some students to make a move, especially students who refuse labor mobi-

lity or who are uncertain whether to move to other places to seek employment or stay in their home place.

The survey includes questions about the present and future desired living environment. A majority of respondents would like to become city residents and wish to live in a single-family home in a suburb in the future. Differences are found in the type of settlement. About half of the students would like to live in a city and half of them in a smaller town. As for the Hungary-attached sub-sample, this proportion is 60% and 40% respectively.

Top destinations and the least favored destinations for work and living abroad vary between the sub-samples. Students with strong mobility intentions do not consider Hungary being a destination country for work and living, while others amounting to 92.4% would choose Hungary. Also, Western European countries are target countries, whereas Visegrad countries and some countries neighboring to Hungary are less popular job mobility destinations.

Taking into account the labor mobility trends described by the relevant literature, it can be concluded that job mobility intentions of the sampled business students do not show a general picture. The survey revealed that students are generally aware of numerous benefits they could get out of job mobility but they seem less likely to be aware that job mobility may be an opportunity of a lifetime that is worth seizing or a necessity.

The results of the survey outline various mobility-related tasks depending on the actual economic policy intents. A detailed analysis of intervention processes goes beyond the scope of this study and the author's intention. Assuming that mobility is expected to occur, education must prepare students for the working environment and working methods different from home. In addition, strong binding to homeland requires improving local working conditions in order to develop and maintain long-term satisfaction. Behaviour patterns defined in this paper may help to select a proper approach and a toolset for managing mobility processes.

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