

## Factors Determining Migration Decisions of Polish Young Nurses\*

Grażyna KOWALEWSKA

ORCID ID: [orcid.org/0000-0003-4003-761X](https://orcid.org/0000-0003-4003-761X)  
Faculty of Economic Sciences, Faculty of Economic Sciences  
University of Warmia and Mazury in Olsztyn, Poland

Correspondence should be addressed to: Grażyna KOWALEWSKA; [grazyna.kowalewska@uwm.edu.pl](mailto:grazyna.kowalewska@uwm.edu.pl)

\* Presented at the 37th IBIMA International Conference, 30-31 May 2021, Cordoba, Spain

Copyright © 2021. Grażyna KOWALEWSKA

### Abstract

The emigration of young and educated people (for example nursing graduates) is a loss to the country, which has incurred the high cost of their education, while benefiting countries that receive the highly qualified personnel. The principal objective of this study was to identify and evaluate the factors affecting the decisions taken by young nursing to emigrate. The most of respondents studied and worked. This paper presents study which served as a pilot study for a doctoral thesis the survey involved 162 students of nursing the Lubelskie Voivodship, where educated are the highest numbers of nursing students (in state-run universities) in eastern Poland. Statistica software was used in the quantitative analysis. The maximum likelihood estimation of the logistic regression model was proposed in order to test the strength of association between the inclination to migrate, declared by the students, and factors encouraging leaving

The literature analysis and the study results led to the following conclusions: higher salaries as well as better work and promotion opportunities abroad affect emigration decisions. High salary was the most important for respondents. Other factors of migration, such as social safety, family reunification, the existence of migration networks were important for respondents too.

**Keywords:** Nurses, International Migration, Human Capital, Youth.