

# Organizational-Level Factors Affecting Brain Drain in Highly-Skilled Industries in Developing Countries

H E Wanniarachchi

## Abstract

Brain drain is one of the major issues haunting the industries driven by knowledge workers in developing countries. Although brain drain represents an excessively large component of total international human migrations, the literature on the antecedents of brain drain is still emerging, and consideration of the organizational-level factors as antecedents of brain drain remains mostly unexplored. Thus, the aim of this paper is to explore the organizational-level factors that may lead to the migration intentions of skilled professionals. Based on the brain drain predictors theory, career growth, workload and incentives were identified as the organizational-level determinants of migration intention. Further, based on the literature, it is argued that the perceptions of organizational politics may have a moderating effect on the migration decision making process. This theoretical association between the organizational-level factors and migration intentions of skilled professionals will reveal significant managerial implications and insights for future research.

**Keywords:** Brain drain; Migration intention; Career growth; Workload; Financial incentives; Moral incentives; Perceptions of organizational politics