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Connection between labor mobility potential and living environment among business students

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The labor mobility or migration is a typical form of population movements over centuries (Geréb, 2008). *Lipták* (2015) highlights that migration is a key driving force of globalization. On the other hand, considering the earning opportunities and living costs will lead to labor mobility is an oversimplification. Therefore, the pure economic interest influences personal decisions on the place of work but it is not enough for explaining the overall phenomenon.

However, the motivations, the trends and the possibilities are changing that requires the renewal of treatment tools. The effectiveness of any solutions or tools can be judged only based on the actual legal environment and the economic policy.

Relevant literature in the field focuses on exploring psychological and social aspects of mobility and migration beyond push and pull factors (see e. Hautzinger et al., 2014). I agree with the importance of finding root cause both on social and on individual levels. Understanding the processes needs diverse research activity, it is difficult to feasible a comprehensive work with general results. This study aims to awake awareness on the importance of analyzing an additional influencing factor, the living environment. However, the results are not far-reaching, it is pointed out that there is a connection between living environment and the intention to mobility and migration.

Environmental migration is a special field of migration research. The state of the environment is usually presented as a push factor of migration (Hautzinger et al., 2014) including environmental disasters and starvation. *Dunn and Gemenne* (2008) also mention climate change which has extensive literature on a local level (see e.g. Reuveny, 2007; Marino, 2012). The results of *Vág* (2010) must be highlighted in Hungary. He concludes that the reason for environmental migration is the vulnerability in case of environmental changes, including fast events (disasters) or slow changes (e.g climate change). Moreover, *Black* (1998) calls attention to that expressly environmental migration does not exist, political and social factors play also an important role.

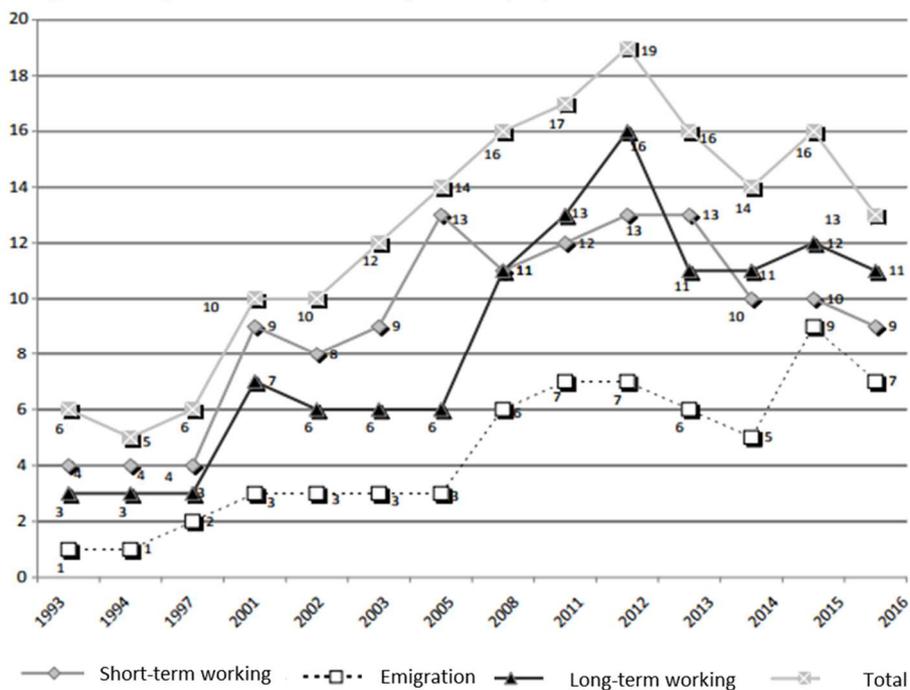
In my opinion, a wider approach to the environment is productive for exploring further influencing factors of mobility and migration potential. This paper investigates the topic in a limited approach. The research sample focuses on Hungarian higher education business studies from the University of Miskolc; another limitation is that the research subject is the labor mobility potential. *Massey et al. (1993)* and *De Haas (2010)* points out that potential does not necessarily lead to actual mobility. Nevertheless, analysis of the potential is inevitable both in understanding and in managing the processes.

The research is prepared as a supplementary pilot element to the MOVE project but it is out of its direct goals and liability. The MOVE project aims to explore the mobility patterns of the youth in Europe (Dabasi-Halász, 2015). Hungarian results show diverse patterns, it is not to simplify towering or learning intentions (Dabasi-Halász & Hegyi-Kéri, 2015).

Some empiric results in the field of Hungarian migration or mobility research

Sik and Simonovits (2002) estimated the level of migration at 6% of the Hungarian population in the near future based on a panel-sample. *Kapitány and Rohr (2013)* calculated that 7.4% of the 18-49-year-old people live abroad. *Sik and Szeitl (2016)* conclude that migration and mobility potential has a significant increase in the 1990S and 2000s. Although there was a peak value of 19% in 2012, thereafter the potential fell back to the level of the middle of the 2000s (Figure 1).

Figure 1. Migration potential of Hungarian population between 1993 and 2016



Source: *Sik and Szeitl (2016:547)*

The OTKA 109449 research, entitled 'The most recent trends of the Hungarian emigration' investigates the overall state of mobility and potential of mobility in territorial distribution. 58.2% of the people under 30 years do not plan his or her future in Hungary but only 20.8% of the sample has the same opinion between 41 and 44 years. Nevertheless, there are significant territorial differences, especially by considering also the actual mobility. Results confirm that eastern counties of Hungary show a high value of potential but a very low ratio of actual mobility. As an example, the ratio of the mobility potential in Heves County is 17.1% but less than 1% of the population did leave abroad.

However, *Honvári* (2012) analysis learning mobility in the target group, results contribute to understanding the processes. His research sample consists of higher education students. 68% of the respondents think of foreign studies within a year and 37% over a year. The decision on mobility is less motivated by professional reasons, it is more important to learn the language and familiar recommendations play a determinative role in choosing the country. It is to conclude, that rational interest cannot satisfactorily describe the background of their decisions.

Research goal and methods

Recent literature pays little attention to the living environment as an influencing factor of mobility. The results of *Földi* (2000) is outstanding that investigates the topic in the case of the Hungarian capital, Budapest. It is to note that living environment was the subject of the research, while it is a grouping factor in my approach. The research presented in this paper investigates the type of settlement, type of house or flat and the type of residential area.

The hypothesis of the analysis is that there is a connection between the mobility potential of business students and their actual and future expected living environment. I use cross-tabulation and its significance test at 95% confidence level for testing the hypothesis. The research goal is to explore possible connections in order to prepare further and more detailed research programs.

The research uses a self-filling survey. The survey is managed by the EVASYS Survey Maker and evaluation system of the University of Miskolc. The data processing and the statistical analysis is supported by IBM SPSS Statistics Version 22. Data processing is anonymous. Data collection period was in February and March in 2017.

There are 184 respondents who filled the survey entirely. 32.1% of them are at bachelor level, 67.9% at master level. The ratio full-time students are 51.4%. 70.7% of them are females.

Results

Living environment

39.7% of the respondents grew up in a large town, 33.7% in a small city and 26.6% in a village. However, 62% would like to live in a large town in 10-15 years. The ratios are 28.8% for a small city and only 9.2% for a village. 45.2% of the respondents from a small city and 40.8% from a village would like to move to a large town. At the same time, 9.6% from a big would like to change the type of the settlement. Considering the residential area, suburban areas are the most attractive (63.6% would like to live there in the future), followed by the non-urban housing environment. Housing estates are imagined by 4.3% of the respondents. Students of the survey clearly want to establish their self-determination.

Work intention within Hungary and abroad

58.7% of the respondents are ready to change the place of residence within Hungary for work reasons. 10.3% marked surely not and it is quite high the ratio of uncertain respondents (31%). The reason for mobility is to achieve a higher wage or a better standard of living. Working abroad is less popular, only 15.2% of the sample is ready to do this for a long-term period.

Nevertheless, 38% is open for a short-term abroad work period. The ratio of uncertain respondents is 20.7%. The cross-tabulation analysis between domestic and foreign labor mobility intentions shows that there is a significant relationship between the home and abroad intentions, even considering ($\chi^2=54.897$, $df=8$, $sig=0.000$) or excluding ($\chi^2=30.065$, $df=4$, $sig=0.000$) the planned time of staying abroad (Table 1).

Table 1. Cross tabulation analysis between domestic and foreign migration potential

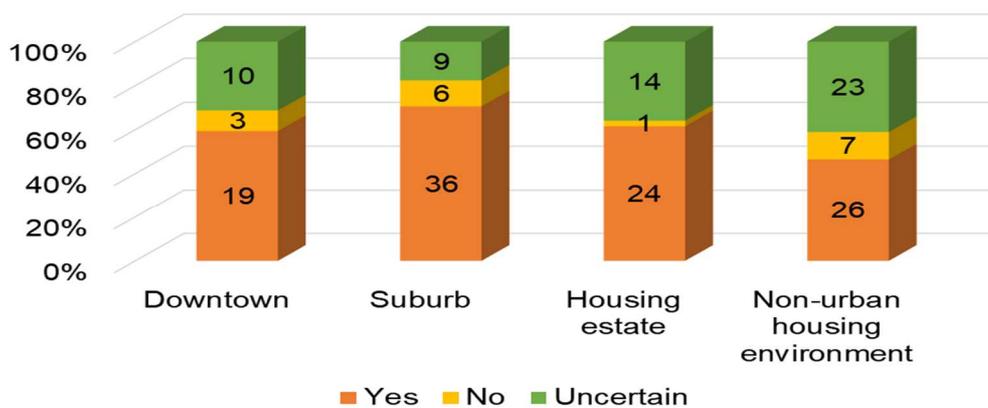
			(B) Would you like to work abroad?			Total
			yes	no	maybe	
(A) Would you move to a remote area of Hungary for work purposes?	yes	in persons	68	22	18	108
		% (A)	63.0%	20.4%	16.7%	100,0%
		% (B)	69.4%	45.8%	47.4%	58,7%
	no	in persons	6	13	0	19
		% (A)	31.6%	68.4%	0.0%	100,0%
		% (B)	6.1%	27.1%	0.0%	10,3%
	maybe	in persons	24	13	20	57
		% (A)	42.1%	22.8%	35.1%	100,0%
		% (B)	24.5%	27.1%	52.6%	31,0%
Total		in persons	98	48	38	184
		% (A)	53,3%	26.1%	20.7%	100.0%
		% (B)	100,0%	100.0%	100.0%	100.0%

Source: own survey

Connections

The hypothesis of the research is about the connection between the mobility potential and the living environment. There is not a significant relation considering the type of house or flat where the respondents grew up. Nevertheless, results of the cross-tabulation analysis show a significant connection only between the residential area of the parental home and the intention to move within Hungary.

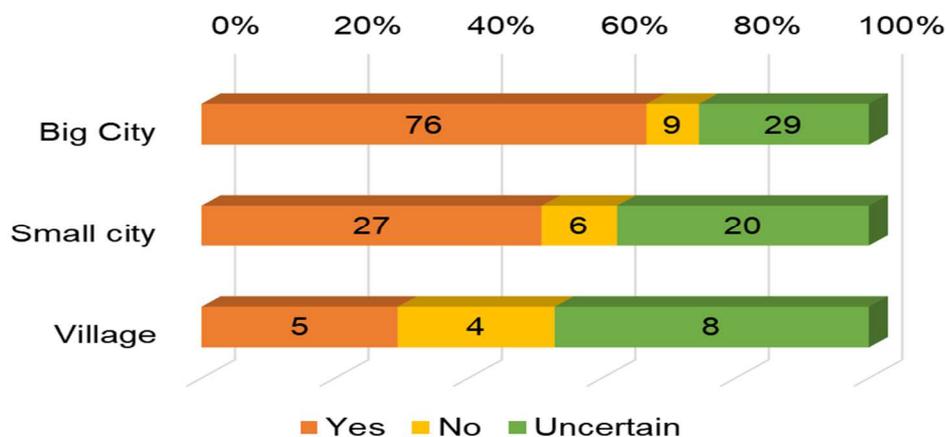
Figure 2. Migration potential within Hungary by the living environment (in persons)



Source: own survey

The proportion of the responses in the significant case is presented in Figure 2. Considering the future expectations about the living environment, a significant result is to find between the residential area and the potential for mobility within Hungary (Figure 3). Results show that respondents from the suburban living environment, and who would like to live in a large town are the most opened for mobility.

Figure 3. Migration potential within Hungary by the settlement type expected in the future (persons)



Source: own survey

The hypothesis must be rejected because it is only partially confirmed based on these results. Notwithstanding, a joint consideration of present and future expected living environment. 63.6% of the respondents who would like to stay in a large town show potential for mobility, and 71,9% of who would like to leave a large town in Hungary. *Horváth* marks the reason for this experience as the acceleration of the suburbanization process (see Rechnitzer, 2016). At the same time, only 41.9% of the respondents who would like to stay out of a large town thinks the same. The result is significant. In case of working abroad, the pattern is similar, but the result is not significant, changing or keeping the environment cannot be used as a grouping factor.

Conclusions

Consequently, *Black's* (1988) opinion about the complexity of environmental migration seems to be true even in case of the living environment based on the pilot survey. Since some results show significant relations between the factors of living environment and the potential to labor mobility, the generalization is not possible (even beyond the constraints of the sample characteristics). Results show that future expectations and the need for change may motivate mobility intentions. Assuming dissatisfaction behind the need for changes in living environment gives research opportunities. It is also to note that a special case of labor mobility, cross-border commuting (*Hardi & Lampl, 2008*) is excluded from the analysis. Moreover, the results allow the following additional conclusions:

- business students do not reject the idea of labor mobility, but there is a high ratio of uncertain persons,
- economic interest clearly supports mobility,
- familiar relations usually hinder the potential for mobility,
- respondents are primarily open to mobility within Hungary, working abroad is attractive only for a shorter period.

Considering the pilot nature of the survey, I can recommend for further researches to incorporate the topic by focusing on the need for changes and the personal satisfaction with the living environment.

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