



Factors Influencing LIS Academic Migration Decisions to Workplace Mobility and Overseas Departure



H.E.P. Mayuri^{a*} and J.A. Ajith^b

^aLibrary, Faculty of Allied Health Sciences, ^bLibrary, Faculty of Technology, University of Ruhuna, Sri Lanka.

Abstract

Recently, there has been an increase in university academics leaving their home countries and workplaces in quest of better overseas opportunities. Studying the factors influencing scholars' decisions to migrate is important because these decisions can directly affect parts of the knowledge-based economy, future research, and innovation. This study engages in an in-depth study of the factors observed by the literature review and whether they affect the migration intentions of Library and Information Science (LIS) academics. Regression analysis and basic statistical metrics have been utilized to present the survey results based on a randomly selected sample of 100 LIS academics at the universities in 2023. According to the LIS academics' perspectives, their job satisfaction has decreased over time, with the mean of the respondents' job satisfaction with their work experience ranking as less than 5 years (4.63), 6 to 10 (4.07), 11 to 15 (3.57), 16 to 20 (2.11), and more than 20 years (1.22). As a result, they are resigning from their jobs and

leaving the country in greater numbers. According to the study, three major factors influence the decision to migrate: career opportunities, income and cost of living, and higher studies. Opportunities for professional respect and motivation should be established to reduce university LIS academics' dissatisfaction with their employment. Also, it is better to introduce benefit packages such as research grants and funding based on the level of education, special skills, research, and professional experience. While local universities offer a high standard of education, it is important to ensure that they are affiliated with world-ranked international universities. As recommendations, the government should invest a greater percentage of GDP in education and research while addressing the socio-political challenges that have led to more professional migration.

Keywords: Academic Migration, Academic Mobility, Library and Information Science Academics, Job satisfaction, Brain Drain

*Corresponding Author: hepmayuri@lib.ruh.ac.lk