

**BRAIN DRAIN IN CHINA: INTENTION TO STAY IN
MALAYSIA AMONG CHINA'S STUDENTS IN UNIVERSITI
UTARA MALAYSIA (UUM)**

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UNIVERSITI UTARA MALAYSIA

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**Brain Drain in China: Intention to Stay in Malaysia among China's
Students in Universiti Utara Malaysia (UUM)**

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By

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ABSTRACT

Intention to stay abroad is usually seen around the world by different groups of people. One major case of the intention to stay happens when students from one country studying in another country decide not to return home after their studies. This issue also leads to the concept of “brain drain” as a phenomenon that people of a high level of skills, qualifications, and competence, leave their countries and emigrate. In this study, we examined the factors affecting international students’ intention to stay in their host countries in a sample of 189 China’s students who came to study in UUM of Malaysia. The results support a three-fold model of factors that influenced this intention. Students’ perceptions of ethnic differences and labor markets, their adjustment process to the host country, and their family ties in host and home countries all affect their intention to stay.

Keywords: brain drain, intention to stay, China’s students.

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LIST OF ABBREVIATIONS

Abbreviation	Description of Abbreviation
UUM	Universiti Utara Malaysia
USA	United States of America
UK	United Kingdom
SET	Social Exchange Theory
FT	Family Ties
CP	Career Perception
ITS	Intention To Stay

CHAPTER 1

INTRODUCTION

1.1 Background

For centuries, the international flow of talent is a noticeable phenomenon in the study of human resources management. In a long time, this flow acted as a one way flow which the talent moves from the sovereign states to the colonial states, from European countries to African, Asian and American countries, and from rich lands to poor lands. However, by the mid-20th century, this flow has been changed into a complex situation due to the current international system and environment (Wang, 2004). It can be characterized by three trends,

- 1) From the newly developed countries to the most developed countries. As several countries had great economic development forward into newly developed countries, more students went to the most developed countries and never come back. Huang (1995) indicates that from 1950 to 1988, Taiwan sent a total of 112,200 students study abroad, however, the return rate was only 11%.
- 2) From developing countries to developed countries. This kind of flow is more frequently appeared in most countries. By Thomason (1990) a research shows that only a decade from 1969-1979, the United States received 375,000 professional technicians from developing countries, and 50% of them are from Asia.
- 3) From developed countries to developed countries. After the World War II, the

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