EFFECT OF PUSH-PULL FACTORS ON BRAIN DRAIN INTENTION AMONG DOCTORS IN IRAQ

By

BHA ALDAN MUNDHER ORAIBI

Thesis Submitted to the School of Graduate Studies, Universiti Putra Malaysia in Fulfilment of the Requirements for the Degree of Doctor of Philosophy

December 2021

SPE 2022 16

DEDICATION

For my father.

Abstract of thesis presented to the Senate of Universiti Putra Malaysia in fulfilment of the requirement for the degree of Doctor of Philosophy

EFFECT OF PUSH-PULL FACTORS ON BRAIN DRAIN INTENTION AMONG DOCTORS IN IRAQ

By

BHA ALDAN MUNDHER ORAIBI

December 2021

Chairman : Ho Jo Ann, PhD
School : Business and Economics

While one of the more devastating effects of organizational deterioration and crises is brain drain (BD), it has received only a cursory mention in organizational research. BD antecedents, especially from an organizational perspective, have remained largely unexplored. To address this void, the present study proposes a conceptual framework for BD in organizations. A model comprising the antecedents of BD and the BD intention, and an analysis of BD leavers' behavioral characteristics, is introduced and tested. This study, which draws from 450 doctors working in the public hospitals in Iraq, showed that the BD intention of the remaining doctors in Iraq is derived from autocratic management style, alternative job opportunities, upward comparison, opportunities for career advancement and success, attitude towards BD, descriptive norm, exposure to violence, intention to work abroad, and occupational distress. However, the perceived workload, injunctive norm, subjective norm, and perceived employability did not directly influence their BD intention. This study also found a significant mediating effect of occupational distress and attitude towards BD between the studied push-pull factors, social-behavioral processes of BD leavers, and their consequences. This study concludes by highlighting the theoretical implications of examining the effect of organizational/occupational level factors and leavers' behavioral characteristics to explain the BD from an organizational perspective. Several important implications for practice are also discussed.

Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah Doktor Falsafah

KESAN FAKTOR TOLAK-TARIK TERHADAP NIAT PENGHIJRAHAN DI KALANGAN DOKTOR DI IRAQ

Oleh

BHA ALDAN MUNDHER ORAIBI

Disember 2021

Pengerusi : Ho Jo Ann, PhD
Sekolah : Perniagaan dan Ekonomi

Walaupun penghijrahan cendekiawan adalah salah satu kesan negatif yang lebih buruk daripada kemerosotan dan krisis organisasi, namun hanya terdapat sedikit kajian organisasi mengenainya. Anteseden penghijrahan cendekiawan terutamanya dari segi organisasi masih belum banyak dikaji. Untuk mengisi jurang ini, kajian ini telah dijalankan dengan mencadangkan satu kerangka konsep untuk penghijrahan cendekiawan dalam organisasi. Model yang terdiri dari kedua-dua anteseden dan hasil penghijrahan cendekiawan, serta analisis ciri gelagat mereka yang meninggalkan organisasi, diperkenalkan dan diuji. Kajian ini, yang diambil dari 450 doktor yang bekerja di hospital awam di Iraq, menunjukkan bahawa kecenderungan penghijrahan cendekiawan doktor yang tinggal di Iraq berasal dari gaya penghijrahan cendekiawan, peluang pekerjaan alternatif, perbandingan ke atas, peluang untuk kemajuan dan kerjaya, sikap terhadap perletakan jawatan, norma deskriptif, pendedahan kepada keganasan, keinginan untuk bekerja di luar negara, dan masalah pekerjaan. Namun, bebanan kerja, norma injunctive, norma subjektif, dan perceived employability tidak langsung mempengaruhi kecenderungan penghijrahan cendekiawan. Di samping itu, kajian ini mendapati kesan mediasi yang signifikan dari tekanan pekerjaan dan sikap meninggalkan organisasi dengan faktor tolak-tarik dan proses sosial-gelagat mereka yang ingin meletak jawatan yang dikaji. Kajian ini diakhiri dengan mengetengahkan implikasi teori dari mengkaji pengaruh faktor tahap organisasi/pekerjaan dan tingkah laku mereka yang meninggalkan organisasi untuk menjelaskan penghijrahan cendekiawan dari perspektif organisasi. Implikasi penting dari segi amalan turut dibincangkan.

ACKNOWLEDGEMENTS

I have always thought of this day when I write words of thanks and gratitude to you, my supervisor. Thank you for every second you gave me, regardless of whether it was given to me through a WhatsApp message, phone call, or email. Thank you for every second you gave me while reading my work and thank you for every movement your fingers made as you wrote your comments on my drafts. I don't think I deserve it. Every second of your time is priceless. The feeling that I do not deserve all this has never left me. I was very lucky to have you, my supervisor. I have written words of thanks to you at different times during my PhD years, and I would like to share a few of them here, so that they can live on:

“Sometimes when I need an answer from you in particular, but I hesitate to ask, you answer a question that occupies me, but I didn't utter it as if it was already asked to you. You do all this scene on your own with tenderness leaving the person concerned speechless and can't help but silently appreciate you as a human being first and then as a teacher. And if a student had never been told that you're in safe or good hands, I would have been the first to say it today in this group to all the students under your supervision. Because you deserve a sentence similar to it, but it has never been said to anyone before. In other words, no one deserves it more than you.”

“All of your comments are I wish I could wrap them in silk, sprinkle them with the most precious perfumes and cherish them forever.”

“You're a kind, gentle soul but when it comes to your craft, it's all set aside, and that's what all the greats owe to their craft. It is precisely those "brutal comments" that made me (or in other words, force me) to say everything I say about you here, to my friends and family, and every time I had an opportunity to talk about you. Your giving captivates... and I cannot find the words to thank you. I am infinitely grateful to you. It was the greatest luck that you became my supervisor. It was a coincidence, luck and blessing. You are a treasure in this university and this school. There are not enough words of thanks for someone like me to say to you, Prof. Ho. It is a very great honour to know you and to learn from you, a very great honour to say that you are my supervisor. And I can't help but feel that I don't deserve it. May God bless you.”

“You are a fine teacher. But before all that, you are a fine, fine human being.”

There is a lot to be said about you and for you, but I will suffice with this much and keep the rest in my heart since not saying some words keeps them alive inside us. As the famous Arab poet Nizar Qabbani says, "for letters die when they are spoken". My supervisor, Prof. Ho Jo Ann, thank you.

Thank you to the members of the supervisory committee, Dr. Raja Nerina Binti Raja Yusof and Dr. Khairuddin Idris. Thanks for your support.

Thank you to all the remaining doctors in Iraq from all over the country who participated in the study. You made the data collection phase fun and full of meaning.

Thank you to all the friends and researchers I met and learned from on this PhD journey.

Thank you, Hatem Abdulaziz Alahmadi. You were one of those angels in human form who come to our aid when we are in need. And as they are more than one person, thank you to all of the angels in human form that I met on this journey.

Speaking of angels, thank you to my best friend. You know who you are. Until death.

Thank you, mom and dad, siblings, thank you for your love.

And I want to thank God first and foremost because He is the one who bestowed all this on me.

This thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as fulfilment of the requirement for the degree of the Doctor of Philosophy. The members of the Supervisory Committee were as follows:

Ho Jo Ann, PhD
Professor
School of Business and Economics
Universiti Putra Malaysia
(Chairman)

Raja Nerina binti Raja Yusof, PhD
Associate Professor
School of Business and Economics
Universiti Putra Malaysia
(Member)

Khairuddin bin Idris, PhD
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Member)

ZALILAH MOHD SHARIFF, PhD
Professor and Dean
School of Graduate Studies
Universiti Putra Malaysia

Date: 8 September 2022

Declaration by Graduate Student

I hereby confirm that:

- this thesis is my original work;
- quotations, illustrations and citations have been duly referenced;
- this thesis has not been submitted previously or concurrently for any other degree at any institutions;
- intellectual property from the thesis and the copyright of the thesis are fully-owned by Universiti Putra Malaysia, as stipulated in the Universiti Putra Malaysia (Research) Rules 2012;
- written permission must be obtained from the supervisor and the office of the Deputy Vice-Chancellor (Research and innovation) before the thesis is published in any written, printed or electronic form (including books, journals, modules, proceedings, popular writings, seminar papers, manuscripts, posters, reports, lecture notes, learning modules or any other materials) as stated in the Universiti Putra Malaysia (Research) Rules 2012;
- there is no plagiarism or data falsification/fabrication in the thesis, and scholarly integrity is upheld in accordance with the Universiti Putra Malaysia (Graduate Studies) Rules 2003 (Revision 2015-2016) and the Universiti Putra Malaysia (Research) Rules 2012. The thesis has undergone plagiarism detection software

Signature: _____ Date: _____

Name and Matric No.: Bha Aldan Mundher Oraibi

Declaration by Members of Supervisory Committee

This is to confirm that:

- the research and the writing of this thesis were done under our supervision;
- supervisory responsibilities as stated in the Universiti Putra Malaysia (Graduate Studies) Rules 2003 (Revision 2015-2016) are adhered to.

Signature: _____
Name of Chairman of Supervisory Committee: Professor Dr. Ho Jo Ann

Signature: _____
Name of Member of Supervisory Committee: Associate Professor Dr. Nerina Binti Raja Yusof

Signature: _____
Name of Member of Supervisory Committee: Associate Professor Dr. Khairuddin Idris

TABLE OF CONTENTS

LIST OF TABLES

LIST OF FIGURES

LIST OF ABBREVIATIONS

AJO	Alternative Job Opportunities
AMS	Autocratic Management Style
ATBD	Attitude Towards BD
AVE	Average Variance Extracted
BD	Brain Drain
CR	Composite Reliability
DN	Descriptive Norm
EV	Exposure to Violence
GOF	Goodness of Fit
HTMT	Heterotrait-Monotrait Ratio
IN	Injunctive Norm
IWA	Intention to Work Abroad
PE	Perceived Employability
PLS	Partial Least Squares
PW	Perceived Workload
OCAS	Opportunities for Career Advancement and Success
OD	Occupational Distress
SEM	Structural Equation Modeling
SN	Subjective Norm
SPSS	Statistical Package for the Social Sciences
SRMR	Standardized Root Mean Square Residual
UC	Upward Comparison
VIF	Variance Inflation Factor

CHAPTER 1

INTRODUCTION

1.1 Background of the Study

The phenomenon of brain drain (BD) has widely been studied at the national level, in the realm of people emigration or sub-cultural mobility (Chepurenko, 2015; Chikanda, 2011; Dequiedt & Zenou, 2013; Imran et al., 2011; Neubecker & Smolka, 2013; Paat, 2013; Raghuram, 2009; Suciu et al., 2017). But at the organizational level, there is not much literature on this subject, that is, regarding the departure of highly skilled employees from the organizations (Rosenblatt & Sheaffer, 2001). Within this frame of reference, the term “brain” would apply to any skills, proficiencies, talent, or personal characteristics and quality that organizations regard to be a sought-after asset, while “drain” would refer to the significant departure of such highly skilled personnel from the labor force (Rosenblatt & Sheaffer, 2001). And thus, “brain drain” (BD) is to be defined as the exodus of organization members who are regarded to be highly skilled and talented and who possess proficiencies, personal characteristic, and quality that makes them a highly wanted and valued asset by their organization (Rosenblatt & Sheaffer, 2001).

The economies of developing and developed countries alike are affected by the global phenomenon of BD, albeit in varying degrees and different ways (Docquier & Rapoport, 2012). In the last decades, BD has drawn worldwide attention as a significant phenomenon, particularly for underdeveloped countries (Galiano & Gabriel, 2018), because of their massive migration. Roughly started in the late 1960s and early 1970s, BD is a fairly recent phenomenon that developed with the new phase of globalization (Chaichian, 2011).

In the early 1960s, the term "brain drain" (BD) was coined to describe the exodus of British scientists to the United States and other countries. The initial generation of macroeconomic publications on the BD originates from the late 1960s and consists primarily of economic analyses inside traditional trade theoretical agendas (Docquier & Rapoport, 2012). Johnson (1965) posited that British scientists and educators leave their job in their country of origin in search of better pay in the US and Canada. Recent research on BD reveals that the phenomenon has remained persistent from the time it was initially observed, and even more so than it was before (Docquier & Rapoport, 2012; Mountford & Rapoport, 2011).

According to the United Nations Global Migration Database, from 1960 to 2010, international migration has surged from 75 to 214 million, respectively (Docquier, 2014). To illustrate, in the United States, the United Kingdom, Australia, New Zealand, and Canada, about one-quarter of practicing doctors are trained or

educated abroad, with 40-75 percent being from developing nations (Lofters, 2012). BD alludes to the flight of skilled employees leaving the organizations in their country of origin in quest of better job prospects and a higher standard of living in another country (Carr et al., 2005; McKenzie et al., 2013; Rosenblatt & Sheaffer, 2001; Wanniarachchi et al., 2020).

The developed countries have large numbers of health professionals. Nevertheless, they are not self-reliant. For example, the United States alone has over 870,900 active doctors (Statista Dossier, 2020). Roughly 217,725 of these 870,900 doctors in the United States are born and educated abroad, coming mostly from developing countries (Scheffler & Arnold, 2019; Statista Dossier, 2020). Similarly, Jenkins (2016) stated that of the 255,141 doctors registered in the UK, only 173,275 (or 63.3%) were trained in the UK while 36.7% were composed of doctors who qualified from other countries. It was further stated that from the 37% of doctors who qualified in another country than the UK, just over 3.5% of whose country of qualification was Iraq (Baker, 2019). Iraq is a major source of foreign doctors for the National Health Service (NHS) in the UK (Fitzgerald et al., 2020). According to Docquier & Rapoport (2012) and United Nations, Department of Economic and Social Affairs, Population Division (2019), since the mid-1980s, the doubling of the BD rate among skilled workers in developing countries has accompanied a doubling of the proportion of foreign-born skilled workers in developed countries. The reality of the health system and hospitals in Iraq reflects these numbers and statistics. Since 2003, the percentage of doctors leaving or intending to leave Iraq increased significantly; over 50% of the Iraqi practicing doctors lost to other countries, mostly to the developed countries (Kamimura et al., 2018; Webster, 2014). And this increase in BD among doctors in Iraq continues (Hoz et al., 2020).

Prior to Saddam Hussein's rule, numerous Iraqi doctors sought further medical training in the United Kingdom and many chose to settle there (Dewachi, 2017). Physicians traveling abroad were the norm, often with state grants (Amin & Khoshnaw, 2003; Dewachi, 2017). They then become the nucleus from which subsequent generations of Iraqi doctors emerge (Saraf & Garfield, 2008). During the reign of Hussein, Iraqi doctors continued to leave their country of origin, but in smaller numbers, mainly due to the strict ban imposed on doctors from leaving Iraq and the imposition of harsh penalties on those who violated (Dewachi, 2017). Following the first Gulf War, this group of professional workers became impoverished, with doctors' incomes dropping to as low as US$30 per month, not enough to cover basic living expenses (Akunjee & Ali, 2002). Iraqi intellectuals in general, and doctors in particular, endured unbearable levels of brutality and systematic targeting following the US-led invasion in 2003 (Iraq Body Count (IBC), 2017; WHO, 2017). While healthcare facilities were destroyed and robbed, doctors were compelled to protect them with their lives (Kapp, 2003). On the other hand, the of the reaction Iraqi government was poor, failing to conduct a thorough investigation and protect those who remained inside Iraq (Alwan, 2011). In 2010, the Iraqi government promised doctors improved security and protection on the one hand, as well as immediate employment upon their return to Iraq on the other, but those promises were insufficient to persuade doctors to return or stay in Iraq (Burnham et al., 2011).

Since the US-led invasion of Iraq in 2003, the Iraqi healthcare system has appeared to be in disarray; decision-makers have failed to address the issues of the Ministry of Health politicization, bad management, corruption, insufficient training, and lack of security (Alshawi et al. 2017; Dyer, 2008; IBC, 2017; Webster, 2009; WHO, 2017). This failure alienated doctors even more; the majority of Iraq's fully certified doctors fled the country (Burnham et al. 2009). Senior doctors are among those who are departing their positions, leaving a key leadership and mentoring deficit and, in certain circumstances, the full loss of certain specialties (Doocy et al., 2010). Of the number of doctors registered in Iraq before the 2003 US-led invasion, over 50 percent have left, over 5 percent have been murdered, and around 0.70 percent have been kidnapped (Iraq Body Count (IBC), 2017; Webster, 2011). These migrant doctors mainly leave for developed English-speaking countries (Al-khalisi, 2013; Antwi & Phillips, 2013), the United States, and the United Kingdom (Cuhls, 2007; Dewachi, 2017). About 40% of primary healthcare clinics in the country suffered from a lack of doctors (Webster, 2011).The World Health Organization (WHO)'s (2017) report on Iraq titled “Iraq Health Profile” suggested that among the encounters for the healthcare staffs in Iraq are the absence of coherent human resources management structures and capacity within the Ministry of Health and governorates to make strategic plans, mobilize and prioritize resources, and devise innovative and cost-effective solutions for the health workforce (WHO, 2017). According to WHO's (2017) “Iraq Health Profile” report, the internal and external BD of professional expertise and the need to progress the quality of health professionals’ training and education, especially healthcare workers, are other challenges (WHO, 2017). The WHO report then gives its recommendation to the Ministry of Health that it needs to plan and review the roles and responsibilities for healthcare delivery at all levels to facilitate the move towards a decentralized healthcare delivery system and to relaunch a national health policy for 2014–2023 that delivers a vision and roadmap for improving the healthcare sector over the next decade. Also, the WHO report recognizes the deficiency of the leadership and management of the healthcare system by suggesting or recommending that, priority should be given to the improvement of the management and leadership capacity at the central Ministry level and in the health directorates through an extensive range of specialized training programs in the home country and abroad (WHO, 2017).

Among the primary contributors to the increase in BD is the lack of obstacles to international trade in products and services, as well as human capital (Mills et al., 2011; Sager, 2014; Stilwell et al., 2004). Immigration policies targeting the recruitment and attraction of professional workers from developing countries have been implemented by countries including the United States, the United Kingdom, Australia, and Canada (Mills et al., 2011; Sager, 2014; Stilwell et al., 2004). The Australian Government, for example, has formed a Skilled Occupation List aimed at luring overseas qualified workforce by simplifying visa requirements for entry into Australia through the Department of Immigration and Border Protection (Ohr et al., 2014). The pattern of an exodus of skilled labor reported by Docquier & Rapoport (2012) suggests that the developed countries may benefit from BD at the expense of developing countries, making the benefits that may accrue from BD asymmetrical. WHO recommendations for international recruitment of healthcare personnel (WHO, 2010b) chastise high-income nations

for actively recruiting medical professionals trained in developing countries. Furthermore, the World Health Organization (WHO, 2010a) has issued various recommendations to promote healthcare worker retention, including some focused specifically on Iraq, as previously indicated (WHO, 2017).

1.2 Problem Statement

Retention of doctors is a major concern (Smith et al., 2013). Doctors leaving their jobs in the home country pose serious political, economic, social, safety, and health problems to nations that do not have specific policies in place to address BD (Santric-Milicevic et al., 2014). The Iraqi healthcare system's recovery plan appears to be tepid after the US-led Iraq invasion in 2003; with billions of dollars' worth of new Iraqi and foreign investment since 2003; the healthcare system reform in the country is long overdue (Kruk et al., 2010; Webster, 2011). Low job satisfaction, inadequate training, working over 40 hours on average weekly, perceived unsafe medical practice, and disagreeing with how managers conduct personnel are all factors contributing to Iraqi doctors' aversion to working in public hospitals in Iraq. (Jadoo et al., 2015; Alshawi et al., 2017; Webster, 2011). Because of this, in recent years, approximately 20,000 doctors have left the country in search of careers abroad (Al-khalisi, 2013; Dewachi, 2017). Of the number of doctors registered in Iraq before the 2003 US-led invasion, 70 percent of the national total have left, 5 percent have been murdered, and around 0.70 percent have been kidnapped (Al-khalisi, 2013; Webster, 2014). And this estimation of the Iraqi doctors' exodus (number around 20,000) could be the highest percentage of medical doctors in recent history leaving one single country (Al-khalisi, 2013; Dewachi, 2017). Besides, the majority of the remaining doctors in Iraq are actively seeking alternative employment elsewhere (Jadoo et al., 2015). Also, Iraqi doctors that left the country to work abroad described better work atmospheres, training quality, and job satisfaction in their destination countries (Al-khalisi, 2013).

The BD phenomenon has been widely studied at the national level, in the realm of people emigration (Chikanda, 2011; Dequiedt & Zenou, 2013; Imran et al., 2011; Neubecker & Smolka, 2013; Raghuram, 2009; Suciu et al., 2017), or sub-cultural mobility (Chepurenko, 2015). While BD is an adverse implication of organizational deterioration and crises, the subject was only discussed fleetingly at the organizational level, the exodus of the most qualified and talented workers from the organization (Ariu et al., 2016; Nifo & Vecchione, 2014; Orlowski et al., 2018; Rosenblatt & Sheaffer, 2001), among doctors in particular (Dohlman et al., 2019). A rising rate of employee turnover may lead to a slew of challenges, one of which is BD (Wienke & Kuss, 2009). The only effective and long-term sustainable policy to address BD among doctors appears to be one that tackles the inherent organizational pull-and-push forces (Rutten, 2009) since BD at the national level is contingent upon vulnerability to BD at the organizational level (Gaiduk et al., 2009; Semela, 2011). Besides, not dealing well with push-pull factors will lead to more BD among doctors (Wang et al., 2017). Thus, healthcare institutions are faced with the dual challenge of retaining personnel while also combating BD (Henry & Henry, 2007). Interventions to address BD among

doctors have been constrained by the lack of research on systematic factors that influence the intention of doctors to leave their job in their country of origin (Botezat & Ramos, 2020; Kaushik et al., 2008). This prevalent phenomenon among doctors is insufficiently understood (Dohlman et al., 2019). Besides, there is a lack of evidence to inform policy development on the reasons why health workers leave (Wuliji et al., 2009). This study seeks to remedy this situation by conceptualizing BD in organizations and presenting and testing a theoretically based framework, comprising of the following components: organizational and contextual BD predictors, and social-behavioral processes of BD leavers, in relation to BD.

Previous studies largely focused on financial drivers, education, or quality of life (Benamer et al., 2009; Gauld & Horsburgh, 2015; Kazemi et al., 2018) that push-pull highly skilled from their country of origin to other destinations; while organizational and social push-pull factors underlying BD were largely neglected (George et al., 2013; Goštautaitė et al., 2018; Mellin-Olsen, 2017). However, health workers are not a homogenous group, and many factors cause them to leave, not only remuneration (Mellin-Olsen, 2017). Besides, the motivations and factors driving doctors' intention to leave their job in their country of origin are complex and continuously evolving (Schumann et al., 2019). As a result, little knowledge exists about the nonfinancial factors that influence healthcare workers' choice of the employer or their choice of work location (country of origin, or abroad), this area is under-researched (George et al., 2013). Therefore, to boost the retention of highly skilled workers, effective non-monetary measures are required (Goštautaitė et al., 2018). Also, BD predictors, specifically among doctors in Iraq, switched from monetary concerns during the Hussein era to other job-related issues after the US-led invasion in 2003 (Al-khalisi, 2013). Based on the foregoing, this study felt the need to introduce several nonfinancial, and work-related push-pull factors (e.g., autocratic management style, perceived workload, exposure to violence, opportunities for career advancement, and alternative job opportunities) in an attempt to bridge this vast gap within BD studies.

According to Orosová & Gajdošová (2017), the current line of thinking emphasizes that the driving force for making decisions to leave lies not so much in the lack of personal and social resources but contrary in its presence and potential, therefore, when addressing vulnerability to BD on an individual level the psychological aim should be to identify and understand interpersonal variables which play an important role during the BD process and perhaps beyond it, and reveal the mechanisms of their interplay. Theories of Reasoned Action and Planned Behavior support this line of thinking by emphasizing the social environment rather than stable personality traits (Olga Orosová & Gajdošová, 2017). These theories focus on the importance of normative social influence (Deutsch & Gerard, 1955), and particularly the role of normative beliefs (Ajzen, 2011). Different types of norms have been distinguished, namely injunctive (behaviors perceived as morally approved), descriptive (behavior of most people), subjective (how significant others think one should behave). The normative approach might be highly relevant because it enables the analysis of the current social perceptions of BD intentions, especially concerning the

reference group and significant others such as family and peers. This is following Jauhar et al.'s (2016) statement, “As a result of social norms coupled with curiosity, the BD continues” (p. 88). However, studies on this subject within the scope of BD are scarce. To date, the researcher has found only one study (Orosová et al. 2018) that have examined the three normative beliefs (descriptive, injunctive, subjective), as separate variables in one study addressing BD. However, their study addressed the phenomenon at the national level, among university students who are not working at the moment they have conducted the study. Hence, this study comes as an attempt to bridge this gap in the literature by examining normative beliefs (subjective, descriptive, and injunctive) concerning BD intentions among doctors currently working in public hospitals.

In addition, employees often engage in social comparison processes (Adams, 1965). Earlier studies revealed that social comparison, namely, upward comparison possesses either an unfavorable effect (Son et al., 2018; Sumelius et al., 2019; Treadway et al., 2019; Veiga et al., 2014) or a positive effect on career satisfaction and turnover intentions (Eddleston, 2009). Rosenblatt & Sheaffer (2001) suggested for future research to examine upward social comparison in the context of organizational BD. However, so far, there have been very limited studies addressing this issue. Instead, upward social comparisons have been addressed in organization studies to explain procedural justice on pay satisfaction, and job satisfaction (Bordia & Blau, 1998; Lange et al., 2010; Mamman, 1990; Schreurs et al., 2015; Tremblay & Roussel, 2001), work time control and work stress (Weiß, 2017), career derailment and intentions to stay (Breitenmoser & Bader, 2018), talent management, and organizational performance (Son et al., 2018), psychological contract breach (Cassar et al., 2016), career-related self-efficacy (Rigotti et al., 2018), HRM practices and employee creativity (Jiang et al., 2012; Sanders et al., 2019), follower narcissism and workplace envy (Treadway et al., 2019; Veiga et al., 2014), leader-member exchange (Lai et al., 2018) and workplace ostracism (Chang et al., 2019). This study answers Rosenblatt & Sheaffer’s calls by examining the relationship between upward comparison and BD intention (vulnerability to BD) and attempts to identify the type of referent used for the comparison i.e. with whom individuals compared their situations (Weiß, 2017). By answering this question, this study hopes to show that highly talented professionals in the country of origin can go beyond the boundaries of one organization and even one country to make social comparisons with counterparts in the destination countries (i.e. similar others in a different organization, system, and country) that lead to unfavorable outcome (i.e. BD) for the country of origin and the healthcare organizations within it.

In essence, the push-pull theory is built based on positive and negative factors driving individuals from the countries of origin to the destination countries, in this sense the theory helps in understanding international migrations (Lee, 1966). Previous studies have also shown the application of the theory to explain BD as a turnover at the organizational level (Geun et al., 2018; Goh & Lopez, 2016; Wanniarachchi et al., 2020). The scenario at the organizational level will be such that push-pull factors at the current organization (moving from) and the destination organization (moving to), bring pressure, and jointly create a

turnover. Neither the theory nor the model, however, showed any intermediating mechanisms that might serve to explain how the pull-and-push- factors affect the outcome. For this and other reasons, previous studies have criticized the theory as being limited and simplistic (Lehmann et al., 2008; Seet et al., 2015; Tharenou & Caulfield, 2010). As a result, we have an insufficient understanding of why and how does that relationship exists, what is the variable that might explain this relationship, or under what condition does that relationship between the push-pull factors and the outcome work (Wanniarachchi et al., 2020). This study attempts to shed light on this knowledge gap and bridge it by including mediating variables, namely occupational distress and attitude toward BD to explain why and how the relationship between the push-pull factors and BD works, i.e., to understand the underlying mechanisms of the relationship.

Finally, to date, BD in Iraq has widely been studied at the national level, from a macroeconomic or national perspective (Akunjee & Ali, 2002; Al-khalisi, 2013; Al-shamsi, 2017; Alshawi et al., 2017; Alwan, 2011; Burnham et al., 2009; Burnham et al., 2011; Donaldson et al., 2012; Doocy et al., 2010; Dyer, 2008; Hilfi, Lafta, & Burnham, 2013; Jadoo et al., 2015; Kapp, 2003; Lafta et al., 2018; Levy & Sidel, 2013; Malik et al., 2014; Saraf & Garfield, 2008; Steele, 2006; Webster, 2009b; Webster, 2011; Wilson, 2004). Research on BD among doctors in Iraq has been mostly descriptive; focusing on the failing healthcare in Iraq, what is BD, the deficiency of a desirable quality in healthcare as a result of BD and the common features of BD, the health consequences of US-led invasion in 2003 and efforts of reconstruction, political instability, and violence against doctors (Alwan, 2011; Bou-Karroum et al., 2019; Burnham et al., 2011; Donaldson et al., 2012; Herfs, 2014; Hilfi et al., 2013; Hoz et al., 2020; Kapp, 2003; Kron et al., 2019; Levy & Sidel, 2013; Morton & Burnham, 2008; Shukor et al., 2017; Webster, 2009b, 2009a; Webster, 2011, 2014; Younis & Khunda, 2020). Only a few studies are known to the researcher that have looked into BD in Iraq from an organizational perspective. This study bridges the gap that exists in the BD studies within the context of Iraq by looking at one of the more damaging consequences of organizational decline, the BD intentions of doctors, from an organizational perspective. That is to say, examining BD at the organizational level, i.e., as concerns the exit of highly qualified personnel from organizations.

1.3 Research Objectives

Overall, this study aims to examine the influence of push-pull factors and BD intention among doctors in Iraq. More precisely, the present study intends to:

1. Examine the relationship between the push factors (e.g. autocratic management style, exposure to violence, perceived workload, opportunities for career advancement and success) and pull factors (e.g. alternative job opportunities, perceived employability, intention to work abroad) and BD intention.

2. Examine the relationship between normative beliefs (subjective, injunctive, and descriptive) and BD intention.

3. Examine the relationships between upward comparison and BD intention.

4. Determine the mediating mechanisms between upward comparison, the push factors, and BD intention.

1.4 Research Questions

The following questions were intended to address the study's objectives, and to test the proposed model:

1. Are there any significant relationships between the push factors (i.e., autocratic management style, exposure to violence, perceived workload, opportunities for career advancement and success) and pull factors (i.e., alternative job opportunities, perceived employability, intention to work abroad) and BD intention?

2. Are there any significant relationships between normative beliefs (subjective, injunctive, and descriptive) and BD intention?

3. Does upward comparison influence BD intention?

4. Does attitude towards BD mediate the relationship between upward comparison and BD intention?

5. Does occupational distress mediate the relationships between each of the push factors (i.e., autocratic management style, perceived workload, exposure to violence) and BD intention?

1.5 Scope of the Study

BD among doctors is determined by personal and organizational factors (Davda et al., 2018). Therefore, BD among those highly skilled health workers in the countries of origin must be addressed concerning retention policies at the organizational level (Walton-Roberts et al., 2017). Following the above, the primary purpose of the present study was to examine the effect of an integrative theoretical framework based on the interaction between the push-pull factors from an organizational perspective i.e., organizational, contextual (environmental, individual, psychological), and social-behavioral processes of BD leavers through attitude towards BD and occupational distress on BD intention. This was accomplished using quantitative methods on a sample of Iraqi doctors of all specialties and career stages working in Iraqi public hospitals. The hospitals are listed under the directorates of the health of the Iraqi healthcare

system in nine major governorates located in Baghdad; the three governorates: Erbil, Sulaymaniyah, and Duhok in the Kurdistan federal region and five selected governorates from Northern, Western, and Southern Iraq (Al-Anbar, Babylon, Basra, Najaf, and Salah ad-Din). The governorates and health directorates chosen for this study account for the majority of the country's doctors and public hospitals, and they not only have more doctors and hospitals than other governorates, but they also serve a larger population, as citizens from other governorates travel to these governorates for medical treatment. In addition, the governorates chosen cover the majority of the distinguishing characteristics associated with the various regions/parts of the country, such as those associated with the Kurdistan federal region, which has had the same federal government since before the US invasion, and has been spared the ravages of the civil war that followed the US-led invasion in 2003. The selected governorates also encompass aspects relating to religious denominations, i.e. sectarian concentration of Sunni and Shiite Muslims. Finally, with regard to the exclusion criterion, it was the Iraqi doctors who were not located in the selected governorates.

1.6 Significance of the Study

1.6.1 Theoretical Significance

In the "push and pull" approach, organizational factors are not recognized as causes of BD, and this is an important limitation of this approach (Guo & Ariss, 2015). This contains contemporary theories e.g., the structural approach, the New Marxist macro-level approach, or the human capital theory, in addition to the pull-and-push approach among others, that do not take into account the institutional factors (Iredale, 2001). And that is especially true from the standpoint of the country of origin (Wanniarachchi et al., 2020). According to Wanniarachchi et al. (2020), two reasons make this omission a noticeable gap in the BD literature, the first of which is that currently employed individuals represent a significant share of BD worldwide. Second, the evidence (Akl et al. 2007; Alonso-Garbayo & Maben, 2009; Gouda et al., 2017; Klein et al., 2009; Remhof et al., 2015; Schumann et al., 2019; Tharenou & Seet, 2014; Orlowski et al., 2018), although limited, indicates that factors at the organizational level in both countries of origin and destination affect BD. It must be pointed out here that these studies are experimental in which there is no sound theoretical basis, which calls for the urgent need to support these experimental studies by developing a sound theoretical framework (Wanniarachchi et al., 2020). With this need in mind, Rosenblatt and Sheaffer's (2001) BD Predictors theoretical framework (BDP) is notable because it attempts to pinpoint the organizational factors affecting BD (Wanniarachchi et al., 2020). This study is among the very few studies that have responded to Rosenblatt & Sheaffer's (2001) explicit call toward a research agenda that addresses the phenomenon of BD from the organizational perspective. From this standpoint, most of the factors studied in this study derive their theoretical significance, since they are mostly at the organizational level which has only been fleetingly addressed in BD studies. Furthermore, the relevance of this work is derived from the shift in focus from

financial factors that have been extensively examined by BD studies, to focus on non-financial factors that have not received sufficient attention from researchers (Goštautaitė et al., 2018).

To address the collective contexts of BD and the loss of critical human assets, studies must also examine the social behavioral processes of BD leavers (Rosenblatt & Sheaffer, 2001; Volpe & Murphy, 2011; Weiß, 2017). To such end, a variety of social comparisons and social contagion theories are useful in explaining why skilled and eminently needed personnel exit healthcare institutions in large numbers (Rosenblatt & Sheaffer, 2001). Rosenblatt and Sheaffer (2001) emphasized in their BD Predictors theoretical framework (BDP) the importance of this social aspect of leavers' behavior, namely, social referents and bandwagoning (which are matched in this study by both upward social comparison and descriptive norm). They did not, however, test it. Rather, they set it as an agenda for future research. In previous studies, the researcher did not find any study among BD studies that tested this aspect of Rosenblatt and Sheaffer's (2001) theoretical framework. This study took upon itself this task. One objective of this study is to verify the possibility for social comparisons to occur between skilled workers (doctors), in their country of origin, Iraq, and similar others in different hospitals, healthcare systems and, countries.

Besides, this study is significant because it is one of the few studies that examined whether the highly talented in the country of origin make social comparisons with their counterparts in the destination countries. Thus, it is through this attempt that this study hopes to provide new insights into the type of social referent used for the comparison; that is, with whom individuals compare their situations, which is considered, according to Weiß (2017), the central question when dealing with social comparisons.

This study is significant because it distinguished between different types of norms, namely, injunctive (behaviors perceived as morally approved), descriptive (behavior of most people), and subjective (how significant others think one should behave). Understanding human behavior requires distinguishing between descriptive, injunctive, and subjective norms because it is mostly based on distinct sources of human motivation (Deutsch & Gerard, 1955). This normative approach might be highly relevant because it enables the analysis of the current social perceptions of BD intentions, especially concerning the significant others and reference group (family and peers) as indicated by Jauhar et al. (2016).

The research provides a scientific contribution that advances an understanding of organizational BD by constructing and assessing an overarching interconnected framework to explicate why and how BD tends to occur. To explain “why”, this study examined the overlooked impact of social behavioral processes (social referents and peer influence) by assessing the descriptive power of upward comparison, which is new to BD research, along with the descriptive norm. Besides, this research also contributes to our understanding

of “how” BD develops by exploring the sequential mediating effect that attitude toward BD and occupational distress have on BD. Despite attitude towards BD and occupational distress are likely to transmit the effect of push and pull factors, their mediating effects in the BD literature have not been examined. This is an unsubstantiated piece of the puzzle that this research examines. Further, the push-pull theory/model has specified no mediating relationships or variables to explain the relationship between the push-pull factors and the outcome, and therefore, the theory has been criticized (Lehmann et al., 2008; Seet et al., 2015; Tharenou & Caulfield, 2010). To my knowledge, this is the first to incorporate the studied mediating effects of occupational distress and attitude towards BD in a BD model, addressing the echoes of (Rosenblatt & Sheaffer, 2001) for expanding and deepening our knowledge in such areas.

Lastly, the current study is among few studies to integrate the Pull-and-Push Theory and the TPB along in an attempt to unveil the underlying mechanism in which push-pull factors, individual factors, and social-behavioral processes of BD leavers including an analysis of leavers' behavioral characteristics are translated into BD intention among the highly skilled workers (Ho et al., 2015). Hence, this study also expands on the literature regarding the push-pull factors-BD linkages.

1.6.2 Managerial Significance

The results of the study are beneficial to both institutions and countries. Because the findings of this research may improve decision-makers knowledge of self-distortive and inefficient practices that push out or overlook qualified and urgently needed professionals amid downturns and crises. Recognizing such a mechanism will very certainly make it easier and faster to implement HRM measures to combat such tendencies while maintaining competent people with the skills, abilities, and relevant qualifications for revival.

Researchers have long recognized that hospitals rate among the highest in stress (Buttigieg & West, 2013; Firth-Cozens, 2003; Hayes et al., 2015; Rickard et al., 2012; Saijo et al., 2013). This study is significant in providing information about the work-related distress of Iraqi doctors that could be used to plan individual and organizational interventions. By exploring the mediating effect of occupational distress, this research would form a more solid empirical basis for the design and operation of human resource practices pertaining to how BD occurs among doctors. Specifically, it would add new insights into whether occupational distress would transmit the influence of push and pull factors to BD intention.

Developing countries produce highly driven and motivated healthcare workers. This study is significant in helping national leaders realize their responsibility in stemming the doctors’ BD through motivating professional practice in Iraq and diminishing the appeal of other destinations with bolder interventions targeting

primarily early careers. For example, this study emphasizes that policies aimed at mediating BD should take social comparison and behavioral processes into consideration and should be geared towards creating working conditions matching those of destination countries to close the gap between Iraq and the upward referent's destinations. By highlighting social comparisons, the remaining doctors in Iraq make with similar others in destination countries, this study stresses the need to benchmark those destinations to rectify the push factors in a way that narrows the gap between destination countries and country of origin to reduce the appeal of other destinations.

The high number of doctors intending to leave their job in their country of origin requires a reassessment of the effectiveness of retention strategies if they have ever been in place for doctors in the Iraqi healthcare system. In this context, we seek immediate action in order to keep or considerably reduce the number of doctors leaving the country. It is necessary to identify and execute various motivation and retention techniques. Different types of doctor development programs should also be implemented. This study will illustrate the urges of the ministry to review its policies based on the push-pull factors studied and accordingly submit a national strategic plan with combined actions to prevent the imminent human desertification of Iraqi healthcare through a further loss of its highly needed human resources. This strategic plan and policy actions should make a deliberate effort to address the underlying causes of what is known as "push factors", including the ones examined in this study which instigate the BD among doctors in Iraq in the first instance.

This study may highlight the need to provide insights, suggestions, and measures aimed at Iraqi public hospitals to pay more attention to the non-financial factors such as recognition, giving doctors a higher level of control over their jobs, and providing support from the management, considering their opinions in decisions making (especially those related to their jobs), ensuring the personal safety of doctors in hospital facilities and wards to reduce doctors' exposure to violence and reduce doctors' perceived workload to decrease work-related stressors of Iraqi doctors.

This study contributes to the regional managerial studies regarding leadership and BD intention. Notably, the research on the studied management style and BD intention have been widely neglected in regional literature (Tung, 2016). In this respect, this study helps to investigate the applicability of the Western-developed leadership style to a local developing sitting (Iraq sitting), which differs from the developed sitting (Marchal & Kegels, 2008). Marchal & Kegels (2007) stated that in publicly oriented services there is a lack of knowledge of what best management practices are; and what has not been particularly well studied are the operational aspects of health worker management at the provision level, especially more so for developing countries. Accordingly, a foundation for future research on the applications of the Push-Pull Theory, management style, and BD intention in the region is established.

1.7 Definition of Terms

1.7.1 Occupational Distress

It is the doctors' reaction to the pressure and demand of their that are not commensurate with the level of their abilities and knowledge, which in turn creates significant challenges to their ability to cope in the workplace (Zainal et al., 2017).

1.7.2 Social Referent

It is the “similar others” to whom the remaining doctors in Iraq are comparing themselves when determining personal perceptions of leaving the healthcare institutions (hospitals) in their home country, Iraq (Tyvand, 2017).

1.7.3 Push-Pull Factors

The factors contributing to BD are generally classified into two groups, pull factors or push factors (Baruch & Forstenlechner, 2017; Chand, 2012). Pull factors refer to alternative job opportunities (Lang et al., 2016; McKenzie et al., 2013) that attract Iraqi doctors to other countries. Push factors are the unfavorable conditions in the home country, which motivate the remaining doctors to leave the homeland (Dewachi, 2017; Yabuuchi & Chaudhuri, 2007). Push factors may include management style (Jadoo et al., 2015; Ramos et al., 2016), and exposure to violence (Fares & Fares, 2017).

1.7.4 Organizational BD

Exit and unexpected and considerable loss of doctors and the skills they symbolize through voluntary turnover of those who are regarded highly valuable and sought-after institutional assets, who perceive the direction and management of the healthcare system/institution to be dysfunctional, or stagnant, and thus unable to keep pace with their ambitions on a personal and professional level (Rosenblatt & Sheaffer, 2001).

1.7.5 Social Processes

Refers to the process through which groups and individuals engage, adjust, readjust, and form new patterns of behavior and relationships that are modified once more as a result of social interactions (Bardis, 1979).

1.7.6 Opportunities for Career Advancement and Success

Based on the definition provided by Lin et al. (2012), the definition for opportunities for career advancement and success adapted for this study is the healthcare institution's ability to provide opportunities for career growth and success and thus it is the healthcare institutions' attractiveness which translates through its ability to lead the remaining doctors in Iraq to foster optimistic career success expectations.

1.7.7 Autocratic Style of Management

Autocratic management extends past decision-making as to what could appear to be ways of controlling or imposing opinions and beliefs on subordinates (Yukl, 2006). Autocratic managers aren't interested in cultivating connections with their subordinates; rather, they see everyone as simply contributions or barriers to achieving their objectives (Luque et al., 2008). Besides, under this management style, there is a high bureaucracy level and associated lack of opportunities for doctors to have a say on hospital policy, that gives doctors a very minimum direct influence over their practice, much less over the healthcare management policies, having high power dependence and lack of being autonomous.

1.7.8 Alternative Job Opportunities

Alternative job opportunities are job opportunities for the Iraqi doctor in a destination located outside the geographical boundaries of their home country (Tabor et al., 2015).

1.7.9 Perceived Employability

Perceived employability pertains to doctors' perception of the easiness to get an alternative job with another employer in a destination located outside the geographical boundaries of their home country, given their qualifications and background (De Cuyper & Witte, 2010; Rothwell & Arnold, 2007).

1.7.10 BD Intention

BD intention refers to the doctors' beliefs that they will leave the hospitals in their home country, Iraq, in the future (S. Taylor & Todd, 1995). In other words, it is the BD vulnerability of hospitals in the home country, Iraq.

1.7.11 Subjective Norm

Subjective norm refers to the remaining doctors' perception regarding important others' expectations for the remaining doctor's BD (Park & Smith, 2007).

1.7.12 Injunctive Norm

An injunctive norm involves the remaining doctors' perception of social approval or disapproval of the BD (Cialdini et al., 1990).

1.7.13 Descriptive Norm

Descriptive norm refers to norms that characterize the remaining doctors' perception of the popularity of BD and provides "evidence as to what will probably be effective and adaptive action" for these remaining doctors (Cialdini et al., 1990 p. 1015).

1.7.14 Attitude towards BD

Attitude towards BD refers to the remaining doctors' judgment on whether it is good to leave their job inside their country of origin (Taylor & Todd, 1995).

1.7.15 Intention to Work Abroad

Intention to work abroad is the predictor of the remaining doctors' subsequent behavioral intention of leaving the hospitals in their home country, Iraq, to work in another country/destination (Van Dalen & Henkens, 2013). That is to say, an intention to leave (BD intention) precedes an intention to work abroad.

1.7.16 Perceived Workload

Perceived workload also described as mental or personal workload, relates to how the remaining doctors cope on a psychological level with the workload (Groenewegen & Hutten, 1991). It has ramifications such as the feeling of having the ability to cope with work and pressure (Groenewegen & Hutten, 1991). Task interaction with the doctor (performance and effort) and demands placed on the doctors (mental, temporal, physical) are two possible sources of categorizing perceived workload (Hart & Staveland, 1988).

1.7.17 Upward Comparison

It is the social comparison with positive role models a remaining doctor (remaining in the country of origin) makes with a similar other (other doctors) in the destination countries for the sake of self-improvements and self-evaluation (Zander et al., 2019).

1.8 Organization of the Thesis

The study is organized as follows. Chapter 1 is the introductory chapter which illustrates the context in which the study was placed, the problem statement, and the study objective. Chapter 2 contains a review of the literature relating to the study. Chapter 3 discusses the research framework, underpinning theories, and hypotheses development. Chapter 4 presents the methodology used to attain results. Chapter 5 contains data analysis and the findings of this study. Finally, Chapter 6 presents the discussion, recommendations, and conclusion based on the findings of this study.

1.9 Chapter Summary

This chapter has presented the proposed study. Specifically, this introductory chapter comprises the background of the study, problem statement, research questions, and significance of the study, followed by the definition of terms, and ends with the organization of the study. The next chapter provides a review of the related literature.

REFERENCES

Abdul Rehman, C., Ahmad, H. K., Ilyas, M., Maqbool, S. K., & Rshid, M. T. (2011). Impact of Attitudes, Organization Characteristics and External Market on Employee Turnover Intentions in Private Sector Universities of Lahore. *European Journal of Social Sciences*, *21*(1), 88–93.

Aboulenein, A., & Levinson, R. (2020, March 2). Broken Health: The medical crisis that's aggravating Iraq's unrest. *Reuters*.

Abrahamson, E., & Rosenkopf, L. (1993). Institutional and Competitive Bandwagons: Using Mathematical Modeling As a Tool To Explore Innovation Diffusion. *Academy of Management Review*, *18*(3), 487–517.

Aceituno-Aceituno, P., Melchor, L., Danvila-Del-Valle, J., & Bousoño-Calzón, C. (2017). Cumulative advantages and social capabilities in scientific mobility in the Health Sciences: The Spanish case. *PLoS ONE*, *12*(3), 1–23.

Adams, J. S. (1965). Inequity In Social Exchange. *Advances in Experimental Social Psychology*, *2*, 267–299.

Adler, M. G., & Fagley, N. S. (2005). Appreciation: Individual differences in finding value and meaning as a unique predictor of subjective well-being. *Journal of Personality*, *73*(1), 79–114.

Afzal, S., Masroor, I., & Shafqat, G. (2012). Migration of Health Workers: A Challenge for Health Care System. *Journal of the College of Physicians and Surgeons Pakistan*, *22*(9), 586–587.

Aguirre-Urreta, M. I., & Hu, J. (2019). Detecting common method bias: Performance of the Harman's single-factor test. *Data Base for Advances in Information Systems*, *50*(2), 45–70.

Ahmad, T., & Riaz, A. (2011). Factors Affecting Turn-Over Intentions of Doctors in Public Sector Medical Colleges and Hospitals. *Interdisciplinary Journal of Research in Business*, *1*(10), 57–66.

Ainuddin, R. A., Beamish, P. W., Hulland, J. S., & Rouse, M. J. (2007). Resource attributes and firm performance in international joint ventures. *Journal of World Business*, *42*(1), 47–60.

Ajzen, I. (1987). Attitudes, traits and actions: dispositional prediction of behaviour in social pshychology. *Advances in Experimental Social Psychology*, *20*, 1–63.

Ajzen, I. (1991). The Theory of Planned Behavior. *Organizational Behavior and Human Decision Processes*, *50*, 179–211.

Ajzen, I. (2002). Perceived Behavioral Control, Self-Efficacy, Locus of Control, and the Theory of Planned Behavior1. *Journal of Applied Social Psychology*, *32*(4), 665–683.

Ajzen, I. (2011). The theory of planned behaviour: Reactions and reflections. *Psychology and Health*, *26*(9), 1113–1127.

Ajzen, I., & Fishbein, M. (2000). Attitudes and the Attitude-Behavior Relation: Reasoned and Automatic Processes. *European Review of Social Psychology*, *11*(1), 1–33.

Akl, E. A., Maroun, N., Major, S., Afif, C., Chahoud, B., Choucair, J., Sakr, M., & Schünemann, H. J. (2007). Why are you draining your brain? Factors underlying decisions of graduating Lebanese medical students to migrate. *Social Science and Medicine*, *64*(6), 1278–1284.

Akunjee, M., & Ali, A. (2002). Healthcare under sanctions in Iraq : An elective experience. *Medicine, Conflict and Survival*, *18*(3), 249-257 (2002).

Al-khalisi, N. (2013). The Iraqi Medical Brain Drain: A Cross-Sectional Study. *International Journal of Health Services*, *43*(2), 363–378.

Al-shamsi, M. (2017). Medical education in Iraq : issues and challenges. *International Journal of Medical Education*, *8*, 88–90.

Alarcon, G. M. (2011). A meta-analysis of burnout with job demands, resources, and attitudes. *Journal of Vocational Behavior*, *79*(2), 549–562.

Alonso-Garbayo, Á., & Maben, J. (2009). Internationally recruited nurses from India and the Philippines in the United Kingdom: The decision to emigrate. *Human Resources for Health*, *7*(37), 1–11.

Alshawi, A. F., Tawfeeq, W. A., Dhiaa, S., & Lafta, R. K. (2017). The Impact of Violence on Iraqi Junior Doctors. *MOJ Public Health*, *5*(1), 1–6.

Alwan, N. A. (2011). The killing of doctors in Iraq must stop. *BMJ*, *343*(d4467), 1–2.

Amin, N. M. M., & Khoshnaw, M. Q. (2003). Medical education and training in Iraq. *The Lancet*, *362*(9392), 1326.

Antwi, J., & Phillips, D. C. (2013). Wages and health worker retention: Evidence from public sector wage reforms in Ghana. *Journal of Development Economics*, *102*, 101–115.

Ariu, A., Docquier, F., & Squicciarini, M. P. (2016). Governance quality and net migration flows. *Regional Science and Urban Economics*, *60*, 238–248.

Artelaris, P. (2017). Geographies of crisis in Greece: A social well-being approach. *Geoforum*, *84*, 59–69.

Assalahi, H. (2015). The Philosophical Foundations of Educational Research: A Beginner's Guide. *American Journal of Educational Research*, *3*(3), 312–317.

Babakus, E., & Mangold, W. G. (1992). Adapting the SERVQUAL scale to hospital services: an empirical investigation. *Health Services Research*, *26*(6), 767–786.

Bacha, N. S. (2016). *Antecedents and Consequences Employee Attrition: A Review of Literature*. SSRN.

Bagdanavičius, J., & Jodkoniene, Z. (2008). Brain Drain from Lithuania: The Attitude of Civil Servants. *Engineering Economics*, *2*(57), 55–60.

Baker, C. (2019). NHS Staff From Overseas: Statistics. In *Bmj* (Issue 7783).

Bakker, A. B., & Demerouti, E. (2017). Job Demands–Resources Theory: Taking Stock and Looking Forward. *Journal of Occupational Health Psychology*, *22*(3), 273–285.

Bakker, A. B., Demerouti, E., & Euwema, M. C. (2005). Job resources buffer the impact of job demands on burnout. *Journal of Occupational Health Psychology*, *10*(2), 170–180.

Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. I. (2014). Burnout and Work Engagement: The JDR Approach. *Annual Review of Organizational Psychology and Organizational Behavior*, *1*, 389–411.

Bandura, A. (1977). Self-efficacy: Toward a Unifying Theory of Behavioral Change. *Psychological Review*, *84*(2), 191–215.

Bandura, A. (1982). Self-Efficacy Mechanism in Human Agency. *American Psychologist*, *37*(2), 122–147.

Bandura, A. (1986). The Explanatory and Predictive Scope of Self-Efficacy Theory. *Journal of Social and Clinical Psychology*, *4*(3), 359–373.

Bandura, A. (1991). Social cognitive theory of self-regulation. *Organizational Behavior and Human Decision Processes*, *50*(2), 248–287.

Bang, J. T., & Mitra, A. (2011). Brain drain and institutions of governance: Educational attainment of immigrants to the US 1988-1998. *Economic Systems*, *35*(3), 335–354.

Bardis, P. D. (1979). Social Interaction and Social Processes. *Source: Social Science*, *54*(3), 147–167.

Baridam, D. M., & Don-Baridam, L. (2020). University Administration and the Challenges of Brain Drain in Nigeria. *Journal of Business and Management*, *22*(4), 57–65.

Barling, J., Kelloway, E. K., & Frone, M. R. (2005). *Handbook of work-stress*. SAGE Publications, Inc.

Barnett-vanes, A., Hassounah, S., Shawki, M., Ismail, O. A., Fung, C., Kedia, T., Rawaf, S., & Majeed, A. (2016). Impact of Conflict on Medical Education: A Cross-sectional survey of Students and Institutions in Iraq. *BMJ Open*, *6*(2), 1–11.

Baruch, Y. (2004). Transforming careers: From linear to multidirectional career paths: Organizational and individual perspectives. *Career Development International*, *9*(1), 58–73.

Baruch, Y. (2015). Organizational and Labor Market as Career Ecosystem. In A. De Vos & B. I. J. . Van der Heijden (Eds.), *Handbook of Research on Sustainable Careers* (pp. 346–375). Edward Elgar Publishing Limited.

Baruch, Y., Budhwar, P. S., & Khatri, N. (2007). Brain drain: Inclination to stay abroad after studies. *Journal of World Business*, *42*, 99–112.

Baruch, Y., & Forstenlechner, I. (2017). Global careers in the Arabian Gulf: understanding motives for self-initiated expatriation of the highly skilled, globally mobile professionals. *Career Development International*, *22*(1), 1–34.

Baruch, Y., & Holtom, B. C. (2008). Survey response rate levels and trends in organizational research. *Human Relations*, *61*(8), 1139–1160.

Baruch, Y., & Reis, C. (2015). How Global Are Boundaryless Careers and How Boundaryless Are Global Careers? Challenges and a Theoretical Perspective. *Thunderbird International Business Review*, *49*(5), 630–631.

Benamer, H. T. S., Bredan, A., & Bakoush, O. (2009). The Libyan doctors' brain drain: An exploratory study. *BMC Research Notes*, *2*(242), 1–6.

Bhattacharya, I., & Ramachandran, A. (2015). A path analysis study of retention of healthcare professionals in urban India using health information technology. *Human Resources for Health*, *13*(1), 1–14.

Bhattacharya, I., Ramachandran, A., Suri, R. K., & Gupta, S. L. (2011). Attrition of knowledge workforce in healthcare in northern parts of India - Health Information Technology as a plausible retention strategy. *Journal on Systemics, Cybernetics and Informatics*, *10*(3), 1–11.

Bidwell, P., Laxmikanth, P., Blacklock, C., Hayward, G., Willcox, M., Peersman, W., Moosa, S., & Mant, D. (2014). Security and skills: The two key issues in health worker migration. *Global Health Action*, *7*(1), 1–10.

Biondo, A. E., Monteleone, S., Skonieczny, G., & Torrisi, B. (2012). The propensity to return: Theory and evidence for the Italian brain drain. *Economics Letters*, *115*(3), 359–362.

Birkinshaw, J., Morrison, A., & Hulland, J. (1995). Structural and Competitive Determinants of a Global Integration Strategy. *Strategic Management Journal*, *16*(8), 637–655.

Blacklock, C., Ward, A. M., Heneghan, C., & Thompson, M. (2014). Exploring the migration decisions of health workers and trainees from Africa: A meta-ethnographic synthesis. *Social Science and Medicine*, *100*, 99–106.

Blau, P. (1964). *Power and exchange in social life* (2nd ed.). Wiley.

Blythe, J., Baumann, A., Zeytinoglu, I. U., Denton, M., Akhtar-Danesh, N., Davies, S., & Kolotylo, C. (2008). Nursing generations in the contemporary workplace. *Public Personnel Management*, *37*(2), 137–159.

Bober, B., & Matuska, E. (2017). *Business Entities in the Face of Contemporary Economics* (A. Sokół, A. Drab-Kurowska, & A. Budziewicz-Guźlecka (eds.)). Editorial office for the scientific literature.

Bonanno, G. A., Galea, S., Bucciarelli, A., & Vlahov, D. (2007). What Predicts Psychological Resilience After Disaster? The Role of Demographics, Resources, and Life Stress. *Journal of Consulting and Clinical Psychology*, *75*(5), 671–682.

Bordia, P., & Blau, G. (1998). Pay referent comparison and pay level satisfaction in private versus public sector organizations in India. *International Journal of Human Resource Management*, *9*(1), 37–41.

Botetzagias, I., Dima, A. F., & Malesios, C. (2015). Extending the Theory of Planned Behavior in the context of recycling: The role of moral norms and of demographic predictors. *Resources, Conservation and Recycling*, *95*, 58–67.

Botezat, A., & Ramos, R. (2020). Physicians' Brain Drain - A Gravity Model of Migration Flows. *Globalization and Health*, *16*(7), 1–13.

Bou-Karroum, L., Daou, K. N., Nomier, M., El Arnaout, N., Fouad, F. M., El-Jardali, F., & Akl, E. A. (2019). Health Care Workers in the Setting of the "Arab Spring": A Scoping Review for the Lancet-AUB Commission on Syria. *Journal of Global Health*, *9*(1), 1–11.

Bowers, C. A., & Jentsch, F. (2005). Team Workload. In *N. Stanton, A. Hedge, K. Brookhuis, E. Salas, & H. Hendrick, Handbook of human factors and ergonomic methods* (Eds., pp. 1–3). CRC Press.

Brand, M. (1982). Cognition and Intention. *Erkenntnis*, *18*(2), 165–187.

Breitenmoser, A., & Bader, A. K. (2018). Retaining repatriates—the role of career derailment upon repatriation and how it can be mitigated. *International Journal of Human Resource Management*, *29*, 1–28.

Brewer, C. S., & Kovner, C. T. (2014). Intersection of migration and turnover Theories-What can we learn? *Nursing Outlook*, *62*(1), 29–38.

Briker, R., Walter, F., & Cole, M. S. (2020). Hurry up! The role of supervisors' time urgency and self-perceived status for autocratic leadership and subordinates' well-being. *Personnel Psychology*, *74*(1), 1–22.

Brock, G. (2017). Just responses to problems associated with the brain drain: Identity, community, and obligation in an unjust world. *South African Journal of Philosophy*, *36*(1), 156–167.

Brown, J. D. (2011). Likert items and scales of measurement? *SHIKEN: JALT Testing & Evaluation SIG Newsletter*, *15*(1), 10–14.

Buengeler, C., Astrid c, H., & Voelpel, S. C. (2016). The challenge of being a young manager: The effects of contingent reward and participative leadership on team-level turnover depend on leader age. *Journal of Marriage and Family*, *37*(8), 1224– 1245.

Burch, V. C., McKinley, D., van Wyk, J., Kiguli-Walube, S., Cameron, D., Cilliers, F. J., Longombe, A. O., Mkony, C., Okoromah, C., Otieno-Nyunya, B., & Morahan, P. S. (2011). Career intentions of medical students trained in six Sub-Saharan African countries. *Education for Health: Change in Learning and Practice*, *24*(3), 1–16.

Burnham, G. M., Lafta, R., & Doocy, S. (2009). Doctors Leaving 12 Tertiary Hospitals in Iraq, 2004–2007. *Social Science & Medicine*, *69*(2), 172–177.

Burnham, G., Malik, S., Dhari, A. S., Shibli, A., Mahjoub, A. R., Baqer, Q., & Baqer, Z. Q. (2011). Understanding the Impact of Conflict on Health Services in Iraq: information from 401 Iraqi Refugee Doctors in Jordan. *Int J Health Plann Mgmt*, *27*, 51–64.

Burnham, G., Response, D., Hoe, C., Response, D., Hung, Y. W., Response, D., Ferati, A., Corps, I. M., Dyer, A., Corps, I. M., Hifi, T. Al, Aboud, R., Technologies, B., Hasoon, T., & Corps, I. M. (2012). Perceptions and Utilization of Primary Healthcare Services in Iraq: Findings from a National Household Survey. *World Health & Population*, *13*(3), 68–79.

Butkus, R., Serchen, J., Moyer, D. V., Bornstein, S. S., & Hingle, S. T. (2018). Achieving gender equity in physician compensation and career advancement: A position paper of the American College of Physicians. *Annals of Internal Medicine*, *168*(10), 721–723.

Buttigieg, S. C., & West, M. A. (2013). Senior management leadership, social support, job design and stressor-to-strain relationships in hospital practice. *Journal of Health Organization and Managemen*, *27*(2), 171–192.

Buunk, A. P., & Gibbons, F. X. (2007). Social comparison: The end of a theory and the emergence of a field. *Organizational Behavior and Human Decision Processes*, *102*(1), 3–21.

Calantone, R. J., Graham, J. L., & Mintu-Wimsatt, A. (1998). Problem-solving approach in an international context: Antecedents and outcome. *International Journal of Research in Marketing*, *15*(1), 19–35.

Campbell, E. K. (2007). Brain drain potential in Botswana. *International Migration*, *45*(5), 115–145.

Carr, S. C., Inkson, K., & Thorn, K. (2005). From global careers to talent flow: Reinterpreting "brain drain." *Journal of World Business*, *40*(4), 386–398.

Cartledge, S. (2001). Factors Influencing the Turnover of Intensive Care Nurses. *Intensive and Critical Care Nursing*, *17*(6), 348–355.

Carvalho, L., Mavlutova, I., Lesinskis, K., & Dias, R. (2021). Entrepreneurial perceptions of students regarding business professional career: The study on gender differences in Latvia. *Economics and Sociology*, *14*(3), 220–241.

Cassar, V., Briner, R. B., & Buttigieg, S. (2016). What's in a broken promissory obligation? Developing and testing a multiple component form measure of psychological contract breach. *International Journal of Human Resource Management*, *27*(5), 567–592.

Castro-Palaganas, E., Spitzer, D. L., Kabamalan, M. M. M., Sanchez, M. C., Caricativo, R., Runnels, V., Labonté, R., Murphy, G. T., & Bourgeault, I. L. (2017). An examination of the causes, consequences, and policy responses to the migration of highly trained health personnel from the Philippines: The high cost of living/leaving-a mixed method study. *Human Resources for Health*, *15*(1), 1–14.

Chacko, E. (2007). From brain drain to brain gain: Reverse migration to Bangalore and Hyderabad, India's globalizing high tech cities. *GeoJournal*, *68*(2–3), 131–140.

Chaichian, M. A. (2011). The new phase of globalization and brain drain. *International Journal of Social Economics*, *39*(1/2), 18–38.

Challoner, K. R., & Forget, N. (2011). Effect of civil war on medical education in Liberia. *International Journal of Emergency Medicine*, *4*(1), 6–9.

Chand, M. (2012). Diasporas, migration, and trade: the Indian diaspora in North America. *Journal of Enterprising Communities: People and Places in the Global Economy*, *6*(4), 383–396.

Chand, M. (2019). Brain Drain, Brain Circulation, and the African Diaspora in the United States. *Journal of African Business*, *20*(1), 6–19.

Chang, K., Kuo, C. C., Quinton, S., Lee, I., Cheng, T. C., & Huang, S. K. (2019). Subordinates' competence: a potential trigger for workplace ostracism. *International Journal of Human Resource Management*, *30*, 1–27.

Chatty, D., & Mansour, N. (2012). Displaced Iraqis: Predicaments and perceptions in exile in the Middle East. *Refuge*, *28*(1), 97–107.

Chen, C. A., & Bozeman, B. (2014). Am I a public servant or am I a pathogen? Public managers' sector comparison of worker abilities. *Public Administration*, *92*(3), 549–564. https://doi.org/10.1111/padm.12034

Chen, C. C., Kraemer, J., & Gathii, J. (2011). Understanding locals' compensation fairness vis-à-vis foreign expatriates: The role of perceived equity. *International Journal of Human Resource Management*, *22*(17), 3582–3600.

Chen, M. F., & Tung, P. J. (2014). Developing an extended Theory of Planned Behavior model to predict consumers' intention to visit green hotels. *International Journal of Hospitality Management*, *36*, 221–230.

Chen, W., & Hirschheim, R. (2004). A paradigmatic and methodological examination of information systems research from 1991 to 2001. *Information Systems Journal*, *14*, 197–235.

Chen, Y., & Rosenthal, S. S. (2008). Local amenities and life-cycle migration: Do people move for jobs or fun? *Journal of Urban Economics*, *64*(3), 519–537.

Chepurenko, A. (2015). The role of foreign scientific foundations' role in the cross-border mobility of Russian academics. *International Journal of Manpower*, *36*(4), 562–584.

Cheung, T., Lee, P. H., & Yip, P. S. F. (2017). Workplace violence toward physicians and nurses: Prevalence and correlates in Macau. *International Journal of Environmental Research and Public Health*, *14*(8), 1–15.

Chew, H. G., Ng, K. Y. N., & Fan, S.-W. (2016). Effects of Alternative Opportunities and Compensation on Turnover Intention of Singapore PMET. *World Academy of Science, Engineering and Technology*, *10*(3), 720–728.

Chieh-Peng Lin, Tsai, Y.-H., Sheng-Wuu Joe, & Chiu, C.-K. (2012). Modeling the Relationship among Perceived Corporate Citizenship, Firms' Attractiveness, and Career Success Expectation. *Journal of Business Ethics*, *105*(1), 83–93.

Chikanda, A. (2011). The changing patterns of physician migration from Zimbabwe since 1990. *International Journal of Migration, Health and Social Care*, *7*(2), 77–92.

Chin, W. W. (1998). Commentary Issues and Opinion on Structural Equation Modeling. *MIS Quarterly*, *22*(1), 7–16.

Chin, W. W., Marcolin, B. L., & Newsted, P. R. (2003). A partial least squares latent variable modeling approach for measuring interaction effects: Results from a Monte Carlo simulation study and an electronic-mail emotion/adoption study. *Information Systems Research*, *14*(2), 189–217.

Choudrie, J., & Dwivedi, Y. K. (2005). Investigating the Research Approaches for Examining Technology Adoption Issues. *Journal of Research Practice*, *1*(1), 1–12.

Chua, W. F. (1986). Radical Developments in Accounting Thought. *The Accounting Review, 61*(4), 601–632.

Cialdini, R. B. (1988). *Influence: Science and practice* (2nd ed.). Scott, Foresman.

Cialdini, R. B., & Trost, M. R. (1998). Social influence: Social norms, conformity and compliance. In D. T. Gilbert, S. T. Fiske, & G. Lindzey (Eds.), *The handbook of social psychology* (2nd ed., pp. 151–192). McGraw-Hill.

Cialdini, Robert B., Kallgren, C. A., & Reno, R. R. (1991). A Focus Theory of Normative Conduct: A Theoretical Refinement and Reevaluation of the Role of Norms in Human Behavior. *Advances in Experimental Social Psychology*, *24*(6), 201–234.

Cialdini, Robert B., Reno, R. R., & Kallgren, C. A. (1990). A focus theory of normative conduct: Recycling the concept of norms to reduce littering in public places. *Journal of Personality and Social Psychology*, *58*(6), 1015–1026.

Cieslik, A. (2011). Where Do You Prefer to Work? How the Work Environment Influences Return Migration Decisions from the United Kingdom to Poland. *Journal of Ethnic and Migration Studies*, *37*(9), 1367–1383.

Clemens, M. A. (2009). Skill Flow: A Fundamental Reconsideration of Skilled-Worker Mobility and Development. In *SSRN Electronic Journal* (No. 180).

Coetzee, M., Ferreira, N., & Potgieter, I. L. (2021). Exploring the construct validity of the Career Well-being Scale for its potential application as a career development tool in the coronavirus disease 2019 pandemic career space. *African Journal of Career Development*, *3*(1), 1–9.

Connell, J., Zurn, P., Stilwell, B., Awases, M., & Braichet, J. M. (2007). Sub-Saharan Africa: Beyond the health worker migration crisis? *Social Science and Medicine*, *64*(9), 1876–1891.

Conner, M., & Armitage, C. J. (1998). Extending the theory of planned behavior: A review and avenues for further research. *Journal of Applied Social Psychology*, *28*(15), 1429–1464.

Conway, J. M., & Lance, C. E. (2010). What reviewers should expect from authors regarding common method bias in organizational research. *Journal of Business and Psychology*, *25*(3), 325–334.

Cook, K. S., Cheshire, C., Rice, E. R. C., & Nakagawa, S. (2013). *Social exchange theory* (2nd ed). Springer Science+Business Media.

Couto, M. T., & Lawoko, S. (2011). Burnout, workplace violence and social support among drivers and conductors in the road passenger transport sector in Maputo city, Mozambique. *Journal of Occupational Health*, *53*(3), 214–221.

Cox, T. (1993). Stress Research and Stress Management: Putting Theory to Work. In *Health and Safety Executive*.

Creighton, M. J. (2013). The role of aspirations in domestic and international migration. *Social Science Journal*, *50*(1), 79–88.

Crotty, M. (1998). *The Foundations of Social Research: Meaning and Perspective in the Research Process*. SAGE Publications Inc.

Cuhls, K. (2007). The brain drain problem. *Technological Forecasting and Social Change*, *74*(5), 708–714.

Daugėlienė, R. (2007). The position of knowledge workers in knowledge-based economy: migration aspect. *European Integration Studies : Research and Topicalities*, *1*, 103–112.

Davda, L. S., Gallagher, J. E., & Radford, D. R. (2018). Migration motives and integration of international human resources of health in the United Kingdom: Systematic review and meta-synthesis of qualitative studies using framework analysis. *Human Resources for Health*, *16*(1), 1–13.

Davison, A. C., & Hinkley, D. V. (2013). *Bootstrap Methods and their Application*. Cambridge University Press.

Dawes, J. (2008). Do data characteristics change according to the number of scale points used? *International Journal of Market Research*, *50*(1), 61–78.

De Cauwer, H., Somville, F., Sabbe, M., & Mortelmans, L. J. (2017). Hospitals: Soft target for terrorism? *Prehospital and Disaster Medicine*, *32*(1), 94–100.

De Cuyper, N., & De Witte, H. (2010). Temporary Employment and Perceived Employability : Mediation by Impression Management. *Journal of Career Development*, *37*(3), 1–18.

De Cuyper, N., Mauno, S., Kinnunen, U., & Mäkikangas, A. (2011). The role of job resources in the relation between perceived employability and turnover intention: A prospective two-sample study. *Journal of Vocational Behavior*, *78*(2), 253–263.

De Vries, H., Backbier, E., Kok, G., & Dijkstra, M. (1995). The Impact of Social Influences in the Context of Attitude, Self-Efficacy, Intention, and Previous Behavior as Predictors of Smoking Onset. *J Appl Soc Psychol*, *25*(1995), 237–257.

Degen, C., Weigl, M., Glaser, J., Li, J., & Angerer, P. (2014). The impact of training and working conditions on junior doctors ' intention to leave clinical practice. *BMC Medical Education*, *14*, 1–9.

Dequiedt, V., & Zenou, Y. (2013). International migration, imperfect information, and brain drain. *Journal of Development Economics*, *102*, 62–78.

Deressa, W., & Azazh, A. (2012). Attitudes of undergraduate medical students of Addis Ababa University towards medical practice and migration, Ethiopia. *BMC Medical Education*, *12*(1), 1–11.

Deutsch, M., & Gerard, H. B. (1955). A study of normative and informational social influences upon individual judgment. *The Journal of Abnormal and Social Psychology*, *51*(3), 629–636.

Dewachi, O. (2017). *Ungovernable Life: Mandatory Medicine and Statecraft in Iraq* (1st ed.). Stanford University Press.

Ding, X., Li, Q., Zhang, H., Sheng, Z., & Wang, Z. (2017). Linking transformational leadership and work outcomes in temporary organizations : A social identity approach. *International Journal of Project Management*, *35*(4), 543–556.

Docquier, F. (2014). The brain drain from developing countries The brain drain produces many more losers than winners in developing countries. *IZA World of Labor*, *31*, 1–10.

Docquier, F., & Rapoport, H. (2012). Globalization, Brain Drain, and Development. *Journal of Economic Literature*, *50*(2012), 681–730.

Doherty, N., Dickmann, M., & Mills, T. (2010). Mobility attitudes and behaviours among young Europeans. *Career Development International*, *15*(4), 378–400.

Dohlman, L., Dimeglio, M., Hajj, J., & Laudanski, K. (2019). Global Brain Drain: How Can the Maslow Theory of Motivation Improve our Understanding of Physician Migration? *International Journal of Environmental Research and Public Health*, *16*(7).

Donaldson, R. I., Shanovich, P., Shetty, P., Clark, E., Aziz, S., Morton, M., Hasoon, T., & Evans, G. (2012). A Survey of National Physicians Working in an Active Conflict Zone: The Challenges of Emergency Medical Care in Iraq. *Prehospital and Disaster Medicine*, *27*(2), 153–161.

Doocy, S., Malik, S., & Burnham, G. (2010). Experiences of Iraqi doctors in Jordan during conflict and factors associated with migration. *American Journal of Disaster Medicine*, *5*(1), 41–47.

Dorfman, P., Javidan, M., Hanges, P., Dastmalchian, A., & House, R. (2012). GLOBE: A twenty year journey into the intriguing world of culture and leadership. *Journal of World Business*, *47*(4), 504–518.

Dwyer, J. (2008). Whatever happened to the brain drain? *Engineering and Technology*, *3*(5), 82–83.

Dyer, O. (2008, January 19). Iraqi Healthcare Still Crippled Five Years After Invasion. *BMJ*, *336*, 113.

Dywili, S., Bonner, A., & O'Brien, L. (2013). Why do nurses migrate? - a review of recent literature. *Journal of Nursing Management*, *21*(3), 511–520.

Eagly, A. H., & Johnson, B. T. (1990). Gender and Leadership Style: A Meta-Analysis. *Psychological Bulletin*, *108*(2), 233–256.

Easterby-Smith, M., Thorpe, R., & Jackson, P. R. (2015). *Management and Business Research* (5th Editio). SAGE.

Ebuehi, O. M., & Campbell, P. C. (2011). Attraction and retention of qualified health workers to rural areas in Nigeria: A case study of four LGAs in Ogun State, Nigeria. *Rural and Remote Health*, *11*(1), 1–11.

Eddleston, K. A. (2009). The effects of social comparisons on managerial career satisfaction and turnover intentions. *Career Development International*, *14*(1), 87–110.

Edwards JR (2008) To prosper, organizational psychology should . . . overcome methodological barriers to progress. Journal of Organizational Behavior 29: 469–491.

El-Jardali, F., Alameddine, M., Dumit, N., Dimassi, H., Jamal, D., & Maalouf, S. (2011). Nurses' work environment and intent to leave in Lebanese hospitals: Implications for policy and practice. *International Journal of Nursing Studies*, *48*(2), 204–214.

El-jardali, F., Dumit, N., Jamal, D., & Mouro, G. (2008). Migration of Lebanese nurses : A questionnaire survey and secondary data analysis. *International Journal of Nursing Studies 45*, *45*, 1490–1500.

El-Jardali, F., Merhi, M., Jamal, D., Dumit, N., & Mouro, G. (2009). Assessment of nurse retention challenges and strategies in Lebanese hospitals: The perspective of nursing directors. *Journal of Nursing Management*, *17*(4), 453–462.

Elgaaied-Gambier, L., Monnot, E., & Reniou, F. (2018). Using descriptive norm appeals effectively to promote green behavior. *Journal of Business Research*, *82*(September 2017), 179–191.

Emerson, R. M. . (1976). Social Exchange Theory. *Annual Review of Sociology*, *2*, 335–362.

Fares, Y., & Fares, J. (2017). Neurosurgery in Lebanon: History, Development, and Future Challenges. *World Neurosurgery*, *99*, 524–532.

Faye, A., Fournier, P., Diop, I., Philibert, A., Morestin, F., & Dumont, A. (2013). Developing a tool to measure satisfaction among health professionals in sub-Saharan Africa. *Human Resources for Health*, *11*(1), 1–11.

Ferrario, E., & Price, M. (2014). Should I stay or should I go? Alpine brain drain and brain gain: the reasons behind the choices of young mountain people. *Revue de Géographie Alpine*, *102*(4).

Ferris, G. R., Russ, G. S., & Fandt, P. M. (1989). Politics in Organizations. In P. Giacalone, R.A. and Rosenfeld (Ed.), *Impression Management in the Organization* (Eds, pp. 143–170). Erlbaum.

Festing, M., & Schäfer, L. (2014). Generational challenges to talent management: A framework for talent retention based on the psychological-contract perspective. *Journal of World Business*, *49*(2), 262–271.

Festinger, L. (1954). A Theory of Social Comparison Processes. *Human Relations*, *7*, 117–140.

Firth-Cozens, J. (2003). Doctors, their wellbeing, and their stress. *British Medical Journal*, *326*, 670–671.

Fishbein, M., & Ajzen, I. (1975). Belief, Attitude, Intention, and Behavior: An Introduction to Theory and Research. In *Wesley Publishing Company*. Addison.

Fitzgerald, D., Hinterberger, A., Narayan, J., & Williams, R. (2020). Brexit as heredity redux: Imperialism, biomedicine and the NHS in Britain. *The Sociological Review*, *68*(6), 1–18.

Fitzgerald, L. F., & Cherpas, C. C. (1985). On the reciprocal relationship between gender and occupation: Rethinking the assumptions concerning masculine career development. *Journal of Vocational Behavior*, *27*(1), 109–122.

Flowers, E. P., Freeman, P., & Gladwell, V. F. (2017). The development of three questionnaires to assess beliefs about green exercise. *International Journal of Environmental Research and Public Health*, *14*(10).

Foddy, W. (1993). *Constructing questions for interviews and questionnaires*. Cambridge University Press.

Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, *18*(1), 39–50.

Forstenlechne, I. (2010). Brain drain in developed countries: Can governments do anything to bring expatriates back? *Public Policy and Administration*, *25*(2), 156–174.

Freeman, M., Baumann, A., Akhtar-Danesh, N., Blythe, J., & Fisher, A. (2012). Employment goals, expectations, and migration intentions of nursing graduates in a Canadian border city: A mixed methods study. *International Journal of Nursing Studies*, *49*(12), 1531–1543.

Frenk, S. M., Mustillo, S. A., Hooten, E. G., & Meador, K. G. (2013). The Clergy Occupational Distress Index (CODI): Background and Findings from Two Samples of Clergy. *Journal of Religion and Health*, *52*(2), 397–407.

Fuller CM, Simmering MJ, Atinc G, et al. (2016) Common methods variance detection in business research. Journal of Business Research 69: 3192–3198.

Fu, P. P., Kennedy, J., Tata, J., Yukl, G., Bond, M. H., Peng, T.-K., Srinivas, E. S., Howell, J. P., Prieto, L., Koopman, P., Boonstra, J. J., Pasa, S., Lacassagne, M.-F., Higashide, H., & Cheosakul, A. (2004). The impact of societal cultural values and individual social beliefs on the perceived effectiveness of managerial influence strategies: a meso approach. *Journal of International Busi- Ness Studies*, *35*, 284–305.

Gaiduk, R., Gaiduk, J., & Fields, D. (2009). Limiting the brain drain: Determinants of employee organizational attachment in Lithuania. *Baltic Journal of Management*, *4*(2), 149–168.

Galiano, A., & Gabriel, J. (2018). Brain drain and income distribution. *Journal of Economics*, *124*(2), 1–25. https://doi.org/10.1007/s00712-017-0576-y

Gao, L., Wang, S., Li, J., & Li, H. (2017). Application of the extended theory of planned behavior to understand individual's energy saving behavior in workplaces. *Resources, Conservation and Recycling*, *127*, 107–113.

Garnett, S. T., Coe, K., Golebiowska, K., Walsh, H., Zander, K. K., Guthridge, S., L. S., & Malyon, R. (2008). *Attracting and keeping nursing professionals in an environment of chronic labour shortage: A study of mobility among nurses and midwives in the Northern Territory of Australia*. Charles Darwin University Press.

Gauld, R., & Horsburgh, S. (2015). What motivates doctors to leave the UK NHS for a "life in the sun" in New Zealand; and, once there, why don't they stay? *Human Resources for Health*, *13*(1), 1–9.

Geisser, S. (1975). The Predictive Sample Reuse Method with Applications. *Journal of the American Statistical Association*, *70*(350), 37–41.

Gelderen, M. Van, Brand, M., Praag, M. Van, Bodewes, W., & Gils, A. Van. (2008). Explaining entrepreneurial intentions by means of the theory of planned behaviour. *Career Development International*, *13*(6).

George, G., Gow, J., & Bachoo, S. (2013). Understanding the factors influencing health-worker employment decisions in South Africa. *Human Resources for Health*, *11*(1), 1–7.

George, G., & Reardon, C. (2013). Preparing for export? Medical and nursing student migration intentions post-qualification in South Africa Authors. *African Journal of Primary Health Care and Family Medicine*, *5*(1), 1–9.

Geun, H. G., Redman, R. W., & McCullagh, M. C. (2018). Predictors of Turnover among Asian Foreign-Educated Nurses in their 1st Year of US Employment. *Journal of Nursing Administration*, *48*(10), 519–525.

Ghetta, A., Hirschi, A., Herrmann, A., & Rossier, J. (2018). A psychological description of the swiss labor market from 1991 to 2014. *Swiss Journal of Psychology*, *77*(2), 83–94.

Gibson, J., & McKenzie, D. (2011). The microeconomic determinants of emigration and return migration of the best and brightest: Evidence from the Pacific. *Journal of Development Economics*, *95*(1), 18–29.

Giurgiuca, A., Rosca, A. E., Matei, V. P., Giurgi-Oncu, C., Zgarbura, R., Szalontay, A. S., & Pinto Da Costa, M. (2018). European Union mobility, income and brain drain. The attitudes towards migration of Romanian psychiatric trainees. *Revista de Cercetare Si Interventie Sociala*, *63*, 268–278.

Gkolfinopoulos, A. (2016). The Migration of Greek Physicians to Germany: Motivations, Factors and the Role of National Health Sectors. *European Policy Analysis*, *2*(2), 136–157. https://doi.org/10.18278/epa.2.2.8

Goh, Y. S., & Lopez, V. (2016). Job satisfaction, work environment and intention to leave among migrant nurses working in a publicly funded tertiary hospital. *Journal of Nursing Management*, *24*(7), 893–901.

Goštautaitė, B., Bučiūnienė, I., Mayrhofer, W., Bareikis, K., & Bertašiūtė, E. (2019). Using embeddedness theory to explain self-initiated expatriation intention of entry-level job applicants. *Career Development International*, *25*(2).

Goštautaitė, B., Bučiūnienė, I., Milašauskienė, Ž., Bareikis, K., Bertašiūtė, E., & Mikelionienė, G. (2018). Migration intentions of Lithuanian physicians, nurses, residents and medical students. *Health Policy*, *122*(10), 1126–1131.

Gouda, P., Kitt, K., Evans, D. S., Goggin, D., McGrath, D., Last, J., Hennessy, M., Arnett, R., O'Flynn, S., Dunne, F., & O'Donovan, D. (2015). Ireland's medical brain drain: Migration intentions of Irish medical students. *Human Resources for Health*, *13*(1), 1–9.

Gouda, P., Kitt, K., Evans, D. S., Goggin, D., McGrath, D., Last, J., Hennessy, M., Arnett, R., O'Flynn, S., Dunne, F., & O'Donovan, D. (2017). Push and stay factors affecting Irish medical student migration intentions. *Irish Journal of Medical Science*, *186*(1), 25–31.

Graneheim, U. H., & Lundman, B. (2004). Qualitative content analysis in nursing research: Concepts, procedures and measures to achieve trustworthiness. *Nurse Education Today*, *24*(2), 105–112.

Granovetter, M. (1978). Threshold Models of Collective Behavior1. *American Journal of Sociology*, *83*(6), 1420–1443.

Greenberg, J., Ashton-james, C. E., & Ashkanasy, N. M. (2007). Social comparison processes in organizations. *Organizational Behavior and Human Decision Processes*, *102*, 22–41.

Greenhouse, J., H., Callanan, G., A., & Godshalk, V., M. (2010). *Career Management* (4th editio). Sage Publications.

Griffeth, R. W., Steel, R. P., Allen, D. G., & Bryan, N. (2005). The Development of a Multidimensional Measure of Job Market Cognitions: The Employment Opportunity Index (EOI). *Journal of Applied Psychology*, *90*(2), 335–349.

Groenewegen, P. P., & Hutten, J. B. F. (1991). Workload and job satisfaction among general practitioners: A review of the literature. *Social Science & Medicine*, *32*(10), 1111–1119.

Grubbs, F. E. (1969). Procedures for Detecting Outlying Observations in Samples. *American Statistical Association and American Society for Quality*, *11*(1), 1–21.

Guan, Y., Arthur, M. B., Khapova, S. N., Hall, R. J., & Lord, R. G. (2019). Career boundarylessness and career success: A review, integration and guide to future research. *Journal of Vocational Behavior*, *110*(November 2017), 390–402.

Guba, E. ., & Lincoln, Y. . (1994). Competing paradigms in qualitative research. In I. N. K. Denzin & Y. S. Lincoln (Eds.), *Handbook of qualitative research* (Eds., pp. 105–117). SAGE.

Guo, C., & Al Ariss, A. (2015). Human resource management of international migrants: current theories and future research. *International Journal of Human Resource Management*, *26*(10), 1287–1297.

Guo, L., Lei, Y., Li, N., Yan, T., & Li, N. (2018). Machinery health indicator construction based on convolutional neural networks considering trend burr. *Neurocomputing*, *292*, 142–150.

Gupta, A., Li, H., & Sharda, R. (2013). Should I send this message? Understanding the impact of interruptions, social hierarchy and perceived task complexity on user performance and perceived workload. *Decision Support Systems*, *55*(1), 135–145.

Hagander, L. E., Hughes, C. D., Nash, K., Ganjawalla, K., Linden, A., Martins, Y., Casey, K. M., & Meara, J. G. (2013). Surgeon migration between developing countries and the United States: Train, retain, and gain from brain drain. *World Journal of Surgery*, *37*(1), 14–23.

Hagger, M. S., & Chatzisarantis, N. L. D. (2005). First- and higher-order models of attitudes, normative influence, and perceived behavioural control in the theory of planned behaviour. *British Journal of Social Psychology*, *44*, 513–535.

Hagopian, A., Zuyderduin, A., Kyobutungi, N., & Yumkella, F. (2009). Job Satisfaction and Morale in the Ugandan Health Workforce. *Health Affairs*, *28*(5).

Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (2nd ed.). SAGE Publications, Inc.

Hair, J. F., Hult, J. G. T. M., Ringle, C. M., & Sarstedt, M. (2014). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. SAGE Publications, Inc.

Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2019). When to use and how to report the results of PLS-SEM. *European Business Review*, *31*(1), 2–24.

Hakim, A., Dardar, A., Jusoh, A., & Rasli, A. (2012). The Impact of Job Training, Job Satisfaction and Alternative Job Opportunities on Job Turnover in Libyan Oil Companies. *Procedia - Social and Behavioral Sciences*, *40*, 389–394.

Harms, P. D., Credé, M., Tynan, M., Leon, M., & Jeung, W. (2017). Leadership and stress: A meta-analytic review. *Leadership Quarterly*, *28*(1), 178–194.

Harms, P. D., Wood, D., Landay, K., Lester, P. B., & Vogelgesang Lester, G. (2018). Autocratic leaders and authoritarian followers revisited: A review and agenda for the future. *Leadership Quarterly*, *29*(1), 105–122.

Hart, S. G., & Staveland, L. E. (1988). Development of NASA-TLX (Task Load Index): Results of empirical and theoretical research. In P. A. H. & N. M. (Eds.) (Ed.), *Human Mental Workload* (pp. 139–183). Elsevier Science Publishers.

Harvey, W. (2012). Brain circulation to the UK?: Knowledge and investment flows from highly skilled British expatriates in Vancouver. *Journal of Management Development*, *31*(2), 173–186.

Häusser, J. A., Mojzisch, A., Niesel, M., & Schulz-Hardt, S. (2010). Ten years on: A review of recent research on the Job Demand-Control (-Support) model and psychological well-being. In *Work and Stress* (Vol. 24, Issue 1).

Hayes, B., Fitzgerald, D., Doherty, S., & Walsh, G. (2015). Quality care, public perception and quick-fix service management: a Delphi study on stressors of hospital doctors in Ireland. *BMJ Open*, *5*(e009564), 1–10.

Helgesen, Y., Nesset, E., & Strand, I. (2013). “Brain Drain” or “Brain Gain”? Students’ Loyalty to their Student Town: Field Evidence from Norway. *European Planning Studies*, *21*(6), 909–943.

Henry, L. S., & Henry, J. D. (2007). Using a strengths-based approach to build caring work environments. *AAOHN Journal : Official Journal of the American Association of Occupational Health Nurses*, *55*(12), 501–503.

Henseler, Jo¨ rg, Ringle, C. M., & Sinkovics, R. R. (2009). The Use of Partial Least Squares Path Modeling in International Marketing. *Advances in International Marketing*, *20*, 277–319.

Henseler, Jörg, Hubona, G., & Ray, P. A. (2016). Using PLS path modeling in new technology research: updated guidelines. *Industrial Management & Data Systems*, *116*(1), 2–20.

Henseler, Jörg, Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, *43*, 115–135.

Herfs, P. G. P. (2014). Aspects of Medical Migration with Particular Reference to the United Kingdom and the Netherlands. *Human Resources for Health*, *12*(1), 1–7.

Herrbach, O., Mignonac, K., & Richebé, N. (2011). Undesired side effect? The promotion of non-commitment in formal vs. Informal mentorships. *International Journal of Human Resource Management*, *22*(7), 1554–1569.

Herzberg, F., Mausner, B., & Snyderman, B. (1959). *The Motivation to Work*. John Wiley and Sons Inc.

Hilfi, T. K. Al, Lafta, R., & Burnham, G. (2013). Health Services in Iraq. *The Lancet*, *381*(9870), 939–948.

Hiro, H., Kawakami, N., Tanaka, K., & Nakamura, K. (2007). Association between job stressors and heavy drinking: Age differences in male Japanese workers. *Industrial Health*, *45*(3), 415–425.

Hirschheim, R., & Klein, H. K. (1992). Paradigmatic Influences on Information Systems Development Methodologies: Evolution and Conceptual Advances. *Advances in Computers*, *34*, 293–392.

Ho, N. T. T., Seet, P. S., & Jones, J. (2015). Understanding re-expatriation intentions among overseas returnees – an emerging economy perspective. *International Journal of Human Resource Management*, *27*(17), 1938–1966.

Hobfoll. (2001). The Influence of Culture, Community, and the Nested-Self in the Stress Process: Advancing Conservation of Resources Theory. *Applied Psychology*, *50*(3), 338–369.

Hobfoll, S. E. (1989). Conservation of Resources: A New Attempt at Conceptualizing Stress. *American Psychologist*, *44*(3), 513–524.

Hobfoll, S. E., & Lilly, R. S. (1993). Resource Conservation as a Strategy for Community Psychology. *Journal of Community Psychology*, *21*, 128–147.

Hobfoll, S. E., Palmieri, P. A., Johnson, R. J., Canetti-Nisim, D., Hall, B. J., & Galea, S. (2009). Trajectories of Resilience, Resistance, and Distress During Ongoing Terrorism: The Case of Jews and Arabs in Israel. *Journal of Consulting and Clinical Psychology*, *77*(1), 138–148.

Hofhuis, J., Van Der Zee, K. I., & Otten, S. (2014). Comparing antecedents of voluntary job turnover among majority and minority employees. *Equality, Diversity and Inclusion*, *33*(8), 735–749.

Hofstede, G. H. (2001). *Culture's Consequences, Comparing Values, Behaviors, Institutions, and Organizations Across Nations* (2nd Editio). Sage Publications.

Hoogh, A. H. B. De, & Hartog, D. N. Den. (2009). Neuroticism and Locus of Control as Moderators of the Relationships of Charismatic and Autocratic Leadership With Burnout. *Journal of Applied Psychology*, *94*(4), 1058–1067.

Hooks, J., Edgar, F., Inkson, K., Carr, S. C., Edwards, M., Jackson, D., Thorn, K., & Allfree, N. (2007). Building Organisational Commitment to Counteract Brain Drain from Southern Hemisphere Accountancy Firms. *Research and Practice in Human Resource Management*, *15*(1), 1–21.

Hoppe, A., & Fujishiro, K. (2015). Anticipated job benefits, career aspiration, and generalized self-efficacy as predictors for migration decision-making. *International Journal of Intercultural Relations*, *47*, 13–27.

Hoz, S. S., Al-Sharshahi, Z. F., Al-Juboori, Z., Albanaa, S. A., & Al-Awadi, O. M. (2020). The History and Current Status of Neurosurgery in Iraq. *World Neurosurgery*, *140*, 353–356.

Hu, Q., Dinev, T., Hart, P., & Cooke, D. (2012). Managing Employee Compliance with Information Security Policies. *Decision Sciences*, *43*(4), 615–659.

Hu, S., Shen, X., Creed, P. A., & Hood, M. (2020). The relationship between meritocratic beliefs and career outcomes: The moderating role of socioeconomic status. *Journal of Vocational Behavior*, *116*(December 2019), 103370.

Huang, X., Xu, E., Chiu, W., Lam, C., & Farh, J.-L. (2015). When Authoritarian Leaders Outperform Transformational Leaders: Firm Performance in a Harsh Economic Environment. *Academy of Management Discoveries*, *1*(2), 180–200.

Humphries, N., McAleese, S., Matthews, A., & Brugha, R. (2015). 'Emigration is a matter of self-preservation. The working conditions . . . are killing us slowly': qualitative insights into health professional emigration from Ireland. *Human Resources for Health*, *13*(1), 1–13.

Humphries, N., Tyrrell, E., McAleese, S., Bidwell, P., Thomas, S., Normand, C., & Brugha, R. (2013). A cycle of brain gain, waste and drain - a qualitative study of non-EU migrant doctors in Ireland. *Human Resources for Health*, *11*(1), 1–10.

Hurrel, J. J., & Mclaney, M. A. (1988). Exposure to job stress — A new psychometric instrument. *Scandinavian Journal of Occupational Health*, *14*(1), 27–28.

Iacob, R. (2018). Brain Drain Phenomenon in Romania: What Comes in Line after Corruption? A Quantitative Analysis of the Determinant Causes of Romanian Skilled Migration. *Romanian Journal of Communication and Public Relations*, *20*(2), 53–78.

Idrees, S., & Abdul-Sattar. (2015). Nurses' Burnout: An Impact of Prolonged Stress. *I-Manager's Journal on Nursing*, *5*(2), 20–28.

Imran, N., Azeem, Z., Haider, I. I., Amjad, N., & Bhatti, M. R. (2011). Brain Drain: Post Graduation Migration Intentions and the influencing factors among Medical Graduates from Lahore, Pakistan. *BMC Research Notes*, *4*, 2–6.

Inkpen, A. C., & Birkenshaw, J. (1994). International joint ventures and performance: an interorganizational perspective. *International Business Review*, *3*(3), 201–217.

Iraq Body Count (IBC). (2017). *Documented civilian deaths from violence, 2003 onwards*.

Jadoo, S. A. A., Aljunid, S. M., Dastan, I., Tawfeeq, R. S., Mustafa, M. A., Ganasegeran, K., & AlDubai, S. A. R. (2015). Job satisfaction and turnover intention among Iraqi doctors - A descriptive cross-sectional multicentre study. *Human Resources for Health*, *13*(1), 1–11.

Jauhar, J. B., Ghani, A. B. A., & Islam, R. (2016). Brain drain: Propensity for Malaysian Professionals to Leave for Singapore. In *Springer Nature* (Vol. 314, Issue 3). Springer Nature.

Jauhar, J., & Mohd Yusoff, Y. (2011). Brain Drain: Propensity to Leave by Malaysian Professionals. *International Journal of Innovation, Management and Technology*, *2*(2), 119–122.

Jenkins, R. (2016). Brain drain. *BJPsych International*, *13*(3), 53–55.

Jex, S. M., & Bliese, P. D. (1999). Efficacy beliefs as a moderator of the impact of work-related stressors: A multilevel study. *Journal of Applied Psychology*, *84*(3), 349–361.

Jiang, J., Wang, S., & Zhao, S. (2012). Does HRM facilitate employee creativity and organizational innovation? A study of Chinese firms. *International Journal of Human Resource Management*, *23*(19), 4025–4047.

Jo, V. H. (2008). Voluntary turnover and women administrators in higher education. *Higher Education*, *56*(5), 565–582.

John W. Creswell. (2014). *Research Design: Qualitative, Quantitative and Mixed methods Approaches* (fourth). SAGE Publications, Inc.

Johnson, H. G. (1965). The Economics of the "Brain Drain": the Canadian Case. *Minerva*, *3*(3), 299–311.

Jordan, P. J., & Troth, A. C. (2020). Common method bias in applied settings: The dilemma of researching in organizations. *Australian Journal of Management*, *45*(1), 3–14.

Joudrey, R., & Robson, K. (2010). Practising medicine in two countries: South African physicians in Canada. *Sociology of Health and Illness*, *32*(4), 528–544.

Joy, S., Game, A. M., & Toshniwal, I. G. (2018). Applying Bourdieu's capital-field-habitus framework to migrant careers: taking stock and adding a transnational perspective. *International Journal of Human Resource Management*, *31*(20), 2541–2564.

Judge, T. A., Piccolo, R. F., & Ilies, R. (2004). The Forgotten Ones? The Validity of Consideration and Initiating Structure in Leadership Research. *Journal of Applied Psychology*, *89*(1), 36–51.

Kadiri-Eneh, N. P., Uzochukwu, B. S., Tobin-West, C., & Azuike, E. C. (2018). An Assessment of the Potentials for Retention of Primary Health Care Workers in Rivers State, Nigeria. *The Nigerian Journal of Medicine*, *27*(3), 282–291.

Kamimura, A., Chen, J., Nourian, M. M., Stoddard, M., & Sarray, A. Al. (2018). Stress, Depression and Job Satisfaction among Physicians in Iraq. *Diversity & Equality in Health and Care*, *15*(2), 71–76.

Kaplan, S., Grünwald, L., & Hirte, G. (2016). The effect of social networks and norms on the inter-regional migration intentions of knowledge-workers: The case of Saxony, Germany. *Cities*, *55*, 61–69.

Kapp, C. (2003). Anarchy pushes Iraqi health system to brink of collapse. *The Lancet*, *361*(9366), 1351.

Karasek, R. A. (1979). Job Demands, Job Decision Latitude, and Mental Strain: Implications for Job Redesign. *Adm Sci*, *24*(2), 285–308.

Karthikeyan, J. (2017). Influencers of Stress Level among Working Women in Chennai City. *SUMEDHA Journal of Management*, *6*(1), 103–108.

Kasnauskiene, G., & Budvytyte, A. (2013). Economic challenges of brain circulation: The small country case. *Mediterranean Journal of Social Sciences*, *4*(9), 740–747.

Kaushik, M., Roy, A., Bang, A. A., & Mahal, A. (2008). Quality of medical training and emigration of physicians from India. *BMC Health Services Research*, *8*(279).

Kazemi, A., Baghbanian, A., Maymand, M. M., & Rahmani, H. (2018). Contributing Factors to Migration Growth Among Iranian Students: Drivers of Migration to Malaysia. *Journal of International Migration and Integration*, *19*(3), 757–770.

Kim, H. K., Kim, S., & Niederdeppe, J. (2015). Scientific uncertainty as a moderator of the relationship between descriptive norm and intentions to engage in cancer risk-reducing behaviors. *Journal of Health Communication*, *20*(4), 387–395.

Kim, S. (2015). The influence of social relationships on international students' intentions to remain abroad: multi-group analysis by marital status. *International Journal of Human Resource Management*, *26*(14), 1848–1864.

King, L. A., & Mcinerney, P. P. (2006). Hospital workplace experiences of registered nurses that have contributed to their resignation in the Durban metropolitan area. *Curationis*, *29*(4), 70–81.

Kizito, S., Mukunya, D., Nakitende, J., Nambasa, S., Nampogo, A., Kalyesubula, R., Katamba, A., & Sewankambo, N. (2015). Career intentions of final year medical students in Uganda after graduating: The burden of brain drain Career choice, professional education and development. *BMC Medical Education*, *15*(1), 1–7.

Klabunde, A., Zinn, S., Willekens, F., & Leuchter, M. (2017). Multistate modelling extended by behavioural rules: An application to migration. *Population Studies*, *71*(S1), S51–S67.

Klein, D., Hofmeister, M., Lockyer, J., Crutcher, R., & Fidler, H. (2009). Push, pull, and plant: The personal side of physician immigration to Alberta, Canada. *Family Medicine*, *41*(3), 197–201.

Kley, S. (2011). Explaining the stages of migration within a life-course framework. *European Sociological Review*, *27*(4), 469–486.

Kniveton, D. R., Smith, C. D., & Black, R. (2012). Emerging migration flows in a changing climate in dryland Africa. *Nature Climate Change*, *2*(6), 444–447.

Kowalenko, T., Gates, D., Gillespie, G. L., Succop, P., & Mentzel, T. K. (2013). Prospective study of violence against ED workers. *American Journal of Emergency Medicine*, *31*(1), 197–205.

Krackhardt, D., & Porter, L. W. (1986). The Snowball Effect. Turnover Embedded in Communication Networks. *Journal of Applied Psychology*, *71*(1), 50–55.

Krajewski-Siuda, K., Szromek, A., Romaniuk, P., Gericke, C. A., Szpak, A., & Kaczmarek, K. (2012). Emigration preferences and plans among medical students in Poland. *Human Resources for Health*, *10*(8), 1–6.

Krejcie, R. V, & Morgan, D. W. (1970). Determining Sample Size For Research Activities. *Educational and Psychological Measurment*, *30*, 607–610.

Kron, M., Roenius, M., Alqortasi, M. A. M., Alhaidari, T., Hussein, M., Hameed, E. K., & Salih, I. K. (2019). Academic Medicine and Science Diplomacy: Medical Education in Iraq. *Academic Medicine*, *94*(12), 1884–1890.

Kruk, M. E., Freedman, L. P., Anglin, G. A., & Waldman, R. J. (2010). Rebuilding health systems to improve health and promote statebuilding in post-conflict countries: A theoretical framework and research agenda. *Social Science and Medicine*, *70*(1), 89–97.

Kurek, B., & Górowski, I. (2020). Determinants of Salary Expectations – A Survey of Accounting and Controlling Students. *Horyzonty Polityki*, *11*(37), 15–28.

Kuusio, H., Heponiemi, T., Aalto, A. M., Elovainio, M., VÃnskÃ, J., & Ruskoaho, J. (2013). Psychosocial stress factors and intention to leave job: Differences between foreign-born and Finnish-born general practitioners. *Scandinavian Journal of Public Health*, *41*(4), 405–411.

Kuvaas, B., Buch, R., & Dysvik, A. (2013). Happy together, or not? Balanced perceived investment in standard and nonstandard employees. *International Journal of Human Resource Management*, *24*(1), 94–109.

Lafta, R., Al-Ani, W., Dhiaa, S., Cherewick, M., Hagopian, A., & Burnham, G. (2018). Perceptions, experiences and expectations of Iraqi medical students. *BMC Medical Education*, *18*(1), 1–8.

Lafta, R. K., Saba Dhiaa, Tawfeeq, W. A., & Al-Shawi, A. F. (2016). Association of Violence with Anxiety and Depression among Iraqi Junior Doctors. *International Journal of Applied Psychology*, *6*(6), 163–170.

Lai, J. Y. M., Chow, C. W. C., & Loi, R. (2018). The interactive effect of LMX and LMX differentiation on followers' job burnout: evidence from tourism industry in Hong Kong. *International Journal of Human Resource Management*, *29*(12), 1972–1998.

Lang, J., Kern, M., & Zapf, D. (2016). Retaining High Achievers in Times of Demographic Change. The Effects of Proactivity, Career Satisfaction and Job Embeddedness on Voluntary Turnover. *Psychology*, *7*, 1545–1561.

Lange, T., Pacheco, G., & Shrotryia, V. K. (2010). Culture, industrialisation and multiple domains of employees' job satisfaction: A case for HR strategy redesign in India. *International Journal of Human Resource Management*, *21*(13), 2438–2451.

Lee, C. H., & Bruvold, N. T. (2003). Creating value for employees: Investment in employee development. *International Journal of Human Resource Management*, *14*(6), 981–1000.

Lee, E., & Moon, M. (2013). Korean nursing students' intention to migrate abroad. *Nurse Education Today*, *33*(12), 1517–1522.

Lee, E. S. (1966). A Theory of Migration. *Journal of the Royal Statistical Society*, *3*(1), 47–57.

Lehmann, U., Dieleman, M., & Martineau, T. (2008). Staffing remote rural areas in middle- and low-income countries: A literature review of attraction and retention. *BMC Health Services Research*, *8*(19), 1–10.

Leiter, M. P., Jackson, L., Bourgeault, I., Price, S., Kruisselbrink, A., Barber, P. G., & Nourpanah, S. (2018). The relationship of safety with burnout for mobile health employees. *International Journal of Environmental Research and Public Health*, *15*(7), 1–11.

Leka, S., Griffiths, A., & Cox, T. (2003). *Work Organisation & Stress: Systematic Problem Approaches for Employers, Managers and Trade Union Representatives. Protecting Workers' Health Series: No. 3.* WHO Library Cataloguing-in-Publication Data.

Leone, C., Bruyneel, L., Anderson, J. E., Murrells, T., Dussault, G., Henriques de Jesus, É., Sermeus, W., Aiken, L., & Rafferty, A. M. (2015). Work environment issues and intention-to-leave in Portuguese nurses: A cross-sectional study. *Health Policy*, *119*(12), 1584–1592.

Leung, K., Wang, Z., & Smith, P. B. (2001). Job attitudes and organizational justice in joint venture hotels in China: The role of expatriate managers. *International Journal of Human Resource Management*, *12*(6), 926–945.

Levy, B. S., & Sidel, V. W. (2013). Adverse Health Consequences of the Iraq War. *The Lancet*, *381*, 949–958.

Lewin, K. (1951). *Field Theory in Social Science*. Harper and Row.

Lewis, T. (2011). Assessing social identity and collective efficacy as theories of group motivation at work. *International Journal of Human Resource Management*, *22*(4), 963–980.

Lewiss, R. E., Silver, J. K., Bernstein, C. A., Mills, A. M., Overholser, B., & Spector, N. D. (2020). Is Academic Medicine Making Mid-Career Women Physicians Invisible? *Journal of Women's Health*, *29*(2), 187–192.

Li, H., Zhang, J., & Sarathy, R. (2010). Understanding compliance with internet use policy from the perspective of rational choice theory. *Decision Support Systems*, *48*(4), 635–645.

Likupe, G. (2013). The skills and brain drain what nurses say. *Journal of Clinical Nursing*, *22*, 1372–1381.

Liñán, F., Urbano, D., & Guerrero, M. (2011). Regional variations in entrepreneurial cognitions: Start-up intentions of university students in Spain. In *Entrepreneurship and Regional Development* (Vol. 23, Issues 3–4).

Lindsay, V., Sharma, R. R., & Rashad, S. (2019). How likely am I to return home? A study of New Zealand self-initiated expatriates. *Asia Pacific Journal of Human Resources*, *57*(1), 57–84.

Liu, S. (2015). Searching for a sense of place: Identity negotiation of Chinese immigrants. *International Journal of Intercultural Relations*, *46*, 26–35.

Lockwood, P., & Kunda, Z. (1997). Superstars and Me: Predicting the Impact of Role Models on the Self. *Journal of Personality and Social Psychology*, *73*(1), 91–103.

Lofters, A. K. (2012). The "Brain Drain" of Health Care Workers: Causes, Solutions and the Example of Jamaica. *Can J Public Health*, *103*(5), 376–378.

Lowe, M., & Chen, D. R. (2016). Factors influencing the migration of West African health professionals. *Pan African Medical Journal*, *24*, 1–10.

Lozano, F., & Gandini, L. (2012). Skilled-Worker Mobility and Development in Latin American: Between Brain Drain and Brain Waste. *Journal of Latino-Latin American Studies*, *4*(1), 7–26.

Lu, H., Yue, A., Chen, H., & Long, R. (2018). Could smog pollution lead to the migration of local skilled workers? Evidence from the Jing-Jin-Ji region in China. *Resources, Conservation and Recycling*, *130*, 177–187.

Luque, M. S. De, Washburn, N. T., Waldman, D. A., & House, R. J. (2008). Unrequited Profit: How Stakeholder and Economic Values Relate to Subordinates' Perceptions of Leadership and Firm Performance. *Administrative Science Quarterly*, *53*, 626–654.

Maertz, C. P., & Campion, M. A. (1998). 25 Years of Voluntary Turnover Research : A Review and Critique. In *International review of industrial and organizational psychology* (eds, pp. 49–81). Wiley.

Maertz, C. P., Griffeth, R., & Campbell, N. S. (2007). The Effects of Perceived Organizational Support and Perceived Supervisor Support on Employee Turnover. *Journal of Organizational Behavior*, *28*(8), 1059–1075.

Malik, S., Doocy, S., & Burnham, G. (2014). Future Plans of Iraqi Physicians in Jordan: Predictors of Migration. *International Migration*, *52*(4).

Mamman, A. (1990). Employees' preferences for payment systems: Theoretical approaches and an empirical test. *The International Journal of Human Resource Management*, *1*(3), 329–340.

Marchal, B., & Kegels, G. (2008). Focusing on the software of managing health workers: what can we learn from high commitment management practices? *International Journal of Health Planning and Management*, *23*, 357–359.

Marchetti-Mercer, M. C. (2012). Is it just about the crime? A psychological perspective on South African emigration. *South African Journal of Psychology*, *42*(2), 243–254.

Marken, G. A. (1999). Improving your leadership skills. *Public Relations Quarterly*, *5*, 40–41.

Martineau, T., Decker, K., & Bundred, P. (2004). "Brain drain" of health professionals: from rhetoric to responsible action. *Health Policy*, *70*(1), 1–10.

Marusic, M. (1994). War and medical education in Croatia 1994. *Academic Medicine*, *69*(2), 111–113.

Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job Burnout. *Annual Review of Psychology*, *52*, 397–422.

Matier, M. W. (1989). Retaining Faculty: A Tale of Two Campuses. *Research in Higher Education*, *31*(1), 4–57.

Mcewen, B. S. (2008). Central effects of stress hormones in health and disease : Understanding the protective and damaging effects of stress and stress mediators. *European Journal of Pharmacology*, *583*, 174–185.

McKenzie, D., Gibson, J., & Stillman, S. (2013). A land of milk and honey with streets paved with gold: Do emigrants have over-optimistic expectations about incomes abroad? *Journal of Development Economics*, *102*, 116–127.

Mekonnen, M. A. (2011). Exploring the link between development and migration in Ethiopia. *International Journal of Green Economics*, *5*(1), 65–74.

Mellin-Olsen, J. (2017). Migration and workforce planning in medicine with Special Focus on anesthesiology. *Frontiers in Medicine*, *4*, 1–5.

Mertens, D.M. (2015). *Research methods in education and psychology: Integrating diversity with quantitative, qualitative, and mixed methods* (4th ed.). SAGE Publications Inc.

Mertens, Donna M. (1998). *Research Methods in Education and Psychology: Integrating Diversity with Quantitative and Qualitative Approaches*. SAGE Publications.

Mills, E. J., Kanters, S., Hagopian, A., Health, N. B., Nachega, J., Alberton, M., Au-Yeung, C. G., Research, A. M., Bourgeault, I. L., Luboga, S., Hogg, R. S., & Ford, N. (2011). The financial cost of doctors emigrating from sub-Saharan Africa : Human capital analysis. *BMJ*, *343*, 1–13.

Mingers, J. (2003). The paucity of multimethod research: a review of the information systems literature. *Information Systems Journal*, *13*(3), 233–249.

Ministry of Health. (2018). *Annual Statistical Report*.

Mintu-Wimsatt, A., & Graham, J. L. (2004). Testing a negotiation model on Canadian anglophone and Mexican exporters. *Journal of the Academy of Marketing Science*, *32*(3), 345–356.

Mitsakis, F. (2017). From "Brain-Drain" to "Brain-Retain": Can Human Resource Development (HRD) turn human capital outflow to retention? *18th International Conference on Human Resource Development Research and Practice across Europe (UFHRD 2017)*.

Mitsakis, F., & Mendonca, P. (2017). "Brain-Drain" in an era of business and socio-economic uncertainty: the role of diversity training in managing social integration at the workplace. The case of Greece and Portugal. *10th Equality, Diversity and Inclusion International Conference (EDI 2017)*, 2–16.

Moan, I. S., & Rise, J. (2011). Predicting intentions not to "drink and drive" using an extended version of the theory of planned behaviour. *Accident Analysis and Prevention*, *43*(4), 1378–1384.

Moore, J. E. (2000). One road to turnover: An examination of work exhaustion in technology professionals. *MIS Quarterly: Management Information Systems*, *24*(1), 141–168.

Moriano, J. A., Gorgievski, M., Laguna, M., Stephan, U., & Zarafshani, K. (2012). A Cross-Cultural Approach to Understanding Entrepreneurial Intention. *Journal of Career Development*, *39*(2), 162–185.

Morrow, P. C. (2011). Managing organizational commitment: Insights from longitudinal research. *Journal of Vocational Behavior*, *79*(1), 18–35.

Morton, M. J., & Burnham, G. M. (2008). Iraq's Internally Displaced Persons: A Hidden Crisis. *American Medical Association*, *300*(6), 727–729.

Mountford, A., & Rapoport, H. (2011). The brain drain and the world distribution of income. *Journal of Development Economics*, *95*(1), 4–17.

Muller, S. M. (2017). The economics and philosophy of the brain drain: A critical perspective from the periphery. *South African Journal of Philosophy*, *36*(1), 115–132.

Muthanna, A., & Sang, G. (2018). Brain drain in higher education: Critical voices on teacher education in Yemen. *London Review of Education*, *16*(2), 296–307.

Myers, B., Inkson, K., & Pringle, J. (2017). Self-Initiated Expatriation (SIE) by Older Women: an exploratory study. *Journal of Global Mobility*, *5*(2), 158–173.

Naqvi, A. A., Zehra, F., Naqvi, S. B. S., Ahmad, R., Ahmad, N., Usmani, S., Badar, S., Younus, I., & Khan, S. J. (2017). Migration trends of pharmacy students of Pakistan: A study investigating the factors behind brain drain of pharmacy professionals from Pakistan. *Indian Journal of Pharmaceutical Education and Research*, *51*(2), 192–206.

Naumann, S. E., & Ehrhart, M. G. (2011). Moderators of the relationship between group helping norms and individual helping. *Small Group Research*, *42*(2), 225–248.

Nelson, M., Judith, O., Okurut, D., Ewk, N., Metto, E., Sammy, K., Gracie, C., & Makewa, L. N. (2017). Brain Drain in Private Universities in Kenya: Seeking for an Innovative Solution. *Journal of Advance in Social Science and Humanities*, *2*(12).

Neubecker, N. (2014). Two new datasets on south-north migration by occupational category. *International Journal of Manpower*, *35*(6), 834–872.

Neubecker, N., & Smolka, M. (2013). Co-national and cross-national pulls in international migration to Spain. *International Review of Economics and Finance*, *28*, 51–61.

Neves, P., & Eisenberger, R. (2012). Management Communication and Employee Performance: The Contribution of Perceived Organizational Support. *Human Performance*, *25*(5), 452–464.

Ng, E. S., & Parry, E. (2017). Authentic Leadership and High-Performance Human Resource Practices: Implications for Work Engagement. *Research in Personnel and Human Resources Management*, *35*, 103–153.

Nifo, A., & Vecchione, G. (2014). Do Institutions Play a Role in Skilled Migration? The Case of Italy. *Regional Studies*, *48*(10), 1628–1649.

Nwankpa, C. S., & Onuoha, B. C. (2020). Organizational Culture, the Role and Challenges of Leaders in the Nigerian Banking Sector: A Study of Zenith Bank PLC. *International Journal of Advanced Academic Research*, *6*(11), 53–67.

Oberoi, S. S., & Lin, V. (2006). Brain drain of doctors from southern Africa: brain gain for Australia. *Australian Health Review*, *30*(1), 25–33.

Ogu, R. N., Ntoimo, L. F. C., & Okonofua, F. E. (2017). Perceptions of women on workloads in health facilities and its effect on maternal health care: A multi-site qualitative study in Nigeria. *Midwifery*, *55*, 1–6.

Ohr, S. O., Jeong, S., Parker, V., & McMillan, M. (2014). Organizational support in the recruitment and transition of overseas-qualified nurses: Lessons learnt from a study tour. *Nursing and Health Sciences*, *16*, 255–261.

Oman, K. M., Moulds, R., & Usher, K. (2009). Professional satisfaction and dissatisfaction among Fiji specialist trainees: What are the implications for preventing migration? *Qualitative Health Research*, *19*(9), 1246–1258.

Omolayo, B. (2007). Effect of Leadership Style on Job-Related Tension and Psychological Sense of Community in Work Organizations: A Case Study of Four Organizations in Lagos. *Bangladesh E-Journal of Sociology*, *4*(2), 30–37.

Opoku, S. T., & Apenteng, B. A. (2014a). Career satisfaction and burnout among Ghanaian physicians. *International Health*, *6*(1), 54–61.

Opoku, S. T., & Apenteng, B. A. (2014b). Seeking greener pastures? The relationship between career satisfaction and the intention to emigrate: A survey of Ghanaian physicians. *International Health*, *6*(3), 208–212.

Orlikowski, W. J., & Baroudi, J. J. (1991). Studying Information Technology in Organizations: Research Approaches and Assumptions. *Information Systems Research*, *2*(1), 1–28.

Orlowski, J., Wicker, P., & Breuer, C. (2018). Labor migration among elite sport coaches: An exploratory study. *International Review for the Sociology of Sport*, *53*(3), 335–349.

Orosová, Oľga, Benka, J., Hricová, L., & Kulanová, M. (2018). Gender, Rootedness, Normative Beliefs and Emigration Intentions of Slovak University Students. *International Migration*, *56*(4), 172–196.

Orosová, Olga, & Gajdošová, B. (2017). *Emigration intentions and risk behaviour among university students* (Cs. Eva Žiaková, M. Frankovský, & B. Ráczová (eds.); Eds). P.J. Šafárik University in Košice.

Otley, D. T., & Pierce, B. J. (1995). The control problem in public accounting firms: An empirical study of the impact of leadership style. *Accounting, Organizations and Society*, *20*(5), 405–420.

Paat, Y. (2013). Working with Immigrant Children and Their Families: An Application of Bronfenbrenner's Ecological Systems Theory. *Journal of Human Behavior in the Social Environment*, *23*, 954–966.

Palanski, M. E., Kahai, S. S., Yammarino, F. J., & Palanski, M. E. (2016). Team Virtues and Performance: An Examination of Transparency, Behavioral Integrity, and Trust. *Journal of Business Ethics*, *99*(2), 201–216.

Palau-Saumell, R., Forgas-Coll, S., Sánchez-García, J., & Robres, E. (2019). User Acceptance of Mobile Apps for Restaurants: An Expanded and Extended UTAUT-2. *Sustainability*, *11*(4), 1210.

Palmieri, P. A., Canetti-Nisim, D., Galea, S., Johnson, R. J., & Hobfoll, S. E. (2008). The psychological impact of the Israel-Hezbollah War on Jews and Arabs in Israel: The impact of risk and resilience factors. *Social Science and Medicine*, *67*(8), 1208–1216.

Pande, V. (2014). A comparative study of reciprocity in international physician licensing. *International Journal of Pharmaceutical and Healthcare Marketing*, *8*(3), 265–283.

Park, H. S., Klein, K. A., Smith, S., & Martell, D. (2009). Separating Subjective Norms, University Descriptive and Injunctive Norms, and U.S. Descriptive and Injunctive Norms for Drinking Behavior Intentions. *Health Communication*, *24*(8), 746–751.

Park, H. S., & Smith, S. W. (2007). Distinctiveness and influence of subjective norms, personal descriptive and injunctive norms, and societal descriptive and injunctive norms on behavioral intent: A case of two behaviors critical to organ donation. *Human Communication Research*, *33*(2), 194–218.

Park, J., & Kim, S. (2017). Pay Dispersion and Organizational Performance in Korea: Curvilinearity and the Moderating Role of Congruence with Organizational Culture. *International Journal of Human Resource Management*, *28*(9), 1291–1308.

Pavlou, P. A., & Fygenson, M. (2006). Understanding and Predicting Electronic Commerce Adoption: An Extension of the Theory of Planned Behaviour. *MIS Quarterly*, *30*(1), 115–143.

Peñaloza, B., Pantoja, T., Bastías, G., Herrera, C. A., & Rada, G. (2012). Interventions to reduce emigration of healthcare professionals from low- and middle-income countries. *International Journal of Evidence-Based Healthcare*, *10*(3), 229–230.

Pierro, A., Raven, B. H., Amato, C., & Belanger, J. J. (2013). Bases of social power, leadership styles, and organizational commitment. *International Journal of Psychology*, *48*(6), 1122–1134.

Pillay, R. (2009). Retention strategies for professional nurses in South Africa. *Leadership in Health Services*, *22*(1), 39–57.

Podsakoff, P. M., MacKenzie, S. B., Lee, J. Y., & Podsakoff, N. P. (2003). Common Method Biases in Behavioral Research: A Critical Review of the Literature and Recommended Remedies. *Journal of Applied Psychology*, *88*(5), 879–903.

Poppe, A., Wojczewski, S., Taylor, K., Kutalek, R., & Peersman, W. (2016). The views of migrant health workers living in Austria and Belgium on return migration to sub-Saharan Africa. *Human Resources for Health*, *14*(27), 126–144.

Poudel, C., Ramjan, L., Everett, B., & Salamonson, Y. (2018). Exploring migration intention of nursing students in Nepal: A mixed-methods study. *Nurse Education in Practice*, *29*, 95–102.

Prescott, M., & Nichter, M. (2014). Transnational nurse migration: Future directions for medical anthropological research. *Social Science and Medicine*, *107*, 113–123.

Price, M. S., & Weiss, M. R. (2000). Relationships among coach burnout, coach behaviors, and athletes' psychological responses. *Sport Psychologist*, *14*(4), 391–409.

Puteh, F., Nor, F. M., & Zulkifli, S. H. N. (2012). Determinants of employment mobility trend among Malaysian young talents. *ISBEIA 2012 - IEEE Symposium on Business, Engineering and Industrial Applications*, 102–107.

Quick, J. C., & Gavin, J. . (2001). Four perspectives on conservation of resources theory: A commentary. *Applied Psychology: An International Review*, *50*(3), 392–400.

Quinn, J., Mensah, E., Hnilicova, H., & Bencko, V. (2011). Iraqi physician brain drain in prolonged conflict. *New Iraqi Journal of Medicine*, *7*(1), 88–98.

Qureshi, K., Varghese, V. J., & Osella, F. (2013). Indian Punjabi skilled migrants in Britain: Of brain drain and under-employment. *Journal of Management Development*, *32*(2), 182–192.

Raddon, A. (2010). *Early Stage Research Training: Epistemology & Ontology in Social Science Research*. Generic Skills Training for Research Students.

Raghuram, P. (2009). Caring about "brain drain" migration in a postcolonial world. *Geoforum*, *40*(1), 25–33.

Rahman, R. H. A. (2012). "Malaysian firms" role in retaining engineers. *Economic and Labour Relations Review*, *23*(4), 57–77.

Ramayah, T., Rouibah, K., Gopi, M., & Rangel, G. J. (2009). A decomposed theory of reasoned action to explain intention to use Internet stock trading among Malaysian investors. *Computers in Human Behavior*, *25*(6), 1222–1230.

Ramos, P., Mota, C., & Corrêa, L. (2016). Exploring the management style of Brazilians project managers. *International Journal of Project Management*, *34*(6), 902–913.

Remhof, S., Gunkel, M., & Schlaegel, C. (2014). Goodbye Germany! The influence of personality and cognitive factors on the intention to work abroad. *International Journal of Human Resource Management*, *25*(16), 2319–2343.

Remhof, S., Gunkel, M., Schlägel, C., & Remhof, S. (2015). Working in the "global village": The influence of cultural intelligence on the intention to work abroad. *German Journal of Research in Human Resource Management*, *27*(3), 224–250.

Rhodes, R. E., & Courneya, K. S. (2003). Investigating multiple components of attitude, subjective norm, and perceived control: An examination of the theory of planned behaviour in the exercise domain. *British Journal of Social Psychology*, *42*, 129–146.

Ribeiro, J. S., Conceição, C., Pereira, J., Leone, C., Mendonça, P., Temido, M., Vieira, C. P., & Dussault, G. (2014). Health professionals moving to... and from Portugal. *Health Policy*, *114*, 97–108.

Rickard, G., Lenthall, S., Dollard, M., Opie, T., Hons, B. P., Knight, S., Dunn, S., Wakerman, J., Macleod, M., Seiler, J., & Brewster-webb, D. (2012). Organisational intervention to reduce occupational stress and turnover in hospital nurses in the Northern Territory, Australia. *Collegian*, *19*(4), 211–221.

Rigotti, T., Korek, S., & Otto, K. (2018). Career-related self-efficacy, its antecedents and relationship to subjective career success in a cross-lagged panel study. *International Journal of Human Resource Management*, *29*, 1–28.

Rigotti, T., & Otto, K. (2012). Organisationaler Wandel und die Gesundheit von Beschäftigten Organizational change and health of employees. *Journal of Applied Science*, *66*(4), 253–267.

Rinkinen, J., & Togunde, 'Dimeji. (2009). Agents of Change: Gender Differences in Migration Intentions among University Undergraduates in Nigeria. *The International Journal of Interdisciplinary Social Sciences: Annual Review*, *4*(2), 175–190.

Rivis, A., & Sheeran, P. (2003). Descriptive norms as an additional predictor in the theory of planned behavior: A meta-analysis. *Current Psychology*, *22*(3), 218–233.

Rodrigues, R., & Guest, D. (2019). Antecedents of protean and boundaryless career orientations: The role of core self-evaluations, perceived employability and social capital. *Journal of Vocational Behavior*, *110*, 1–11.

Rodwell, J., & Munro, L. (2013). Relational regulation theory and the role of social support and organisational fairness for nurses in a general acute context. *Journal of Clinical Nursing*, *22*, 3160–3169.

Rosenblatt, Z., & Sheaffer, Z. (2001). Brain drain in declining organizations: toward a research agenda. *Journal of Organizational Behavior*, *22*, 409–424.

Rothwell, A., & Arnold, J. (2007). Self-perceived employability: development and validation of a scale. *Personnel Review*, *36*(1), 23–41.

Roudgar, I., & Richards, C. (2015). The policy challenge of the global brain drain: Addressing the dilemmas of contributing push-pull factors. *International Journal of Public Policy*, *11*(1–3), 73–85.

Rutten, M. (2009). The economic impact of medical migration: An overview of the literature. *World Economy*, *32*(2), 291–325.

Sabharwal, M., & Varma, R. (2016). Return migration to India: Decision-making among academic engineers and scientists. *International Migration*, *54*(4), 177–190.

Sachdev, S., & Verma, H. (2004). Relative importance of service quality dimensions: a multisectoral study. *Journal of Services Research*, *4*(1), 93.

Sager, A. (2014). Reframing the Brain Drain. *Critical Review of International Social and Political Philosophy*, *17*(5), 560–579.

Saijo, Y., Chiba, S., Yoshioka, E., Kawanishi, Y., Nakagi, Y., Ito, T., Sugioka, Y., Kitaoka-higashiguchi, K., & Yoshida, T. (2013). Original Article Job stress and burnout among urban and rural hospital physicians in Japan. *Australian Journal of Rural Health*, *21*, 225–231.

Saluja, S., Rudolfson, N., Massenburg, B. B., Meara, J. G., & Shrime, M. G. (2020). The impact of physician migration on mortality in low and middle-income countries: An economic modelling study. *BMJ Global Health*, *5*(1), 1–8.

Sandell, R. (1999). Organizational Life Aboard the Moving Bandwagons: A Network Analysis of Dropouts from a Swedish Temperance Organization, 1896-1937. *Acta Sociologica*, *42*(1), 3–15.

Sanders, K., Yang, H., & Li, X. (2019). Quality enhancement or cost reduction? The influence of high-performance work systems and power distance orientation on employee human resource attributions. *International Journal of Human Resource Management*, *30*, 1–28.

Sanou, A. S., Awoyale, F. A., & Diallo, A. (2014). An interventional model to develop health professionals in West Africa. *Pan African Medical Journal*, *18*, 1–7.

Santric-Milicevic, M. M., Terzic-Supic, Z. J., Matejic, B. R., Vasic, V., & Ricketts, T. C. (2014). First- and fifth-year medical students' intention for emigration and practice abroad: A case study of Serbia. *Health Policy*, *118*(2), 173–183.

Saraf, H. Al, & Garfield, R. (2008). The Brain Drain of Health Capital: Iraq as a Case Study. In P. A. Cholewka & M. M. Motlagh (Eds.), *Health Capital and Sustainable Socioeconomic Development (Public Administration and Public Policy)* (1st ed.). Routledge.

Saunders, M., Lewis, P., & Thornhill, A. (2012). *Research Methods for Business Students*. Pearson Education Ltd.

Savia, R. Della. (2017). *Migration and Emigration in Canada until 2003*. Anchor Academic Publishing.

Sawaengdee, K., Pudpong, N., Wisaijohn, T., Suphanchaimat, R., Putthasri, W., Lagarde, M., & Blaauw, D. (2017). Factors associated with the choice of public health service among nursing students in Thailand. *BMC Nursing*, *16*(8), 1–11.

Scheel, T. E., Rigotti, T., & Mohr, G. (2013). HR practices and their impact on the psychological contracts of temporary and permanent workers. *International Journal of Human Resource Management*, *24*(2), 285–307.

Scheffler, R. M., & Arnold, D. R. (2019). Projecting shortages and surpluses of doctors and nurses in the OECD: What looms ahead. *Health Economics, Policy and Law*, *14*(2), 274–290.

Schmiedeknecht, K., Perera, M., Schell, E., Jere, J., Geoffroy, E., & Rankin, S. (2015). Predictors of workforce retention among Malawian nurse graduates of a scholarship program: A mixed-methods study. *Global Health Science and Practice*, *3*(1), 85–96. https://doi.org/10.9745/GHSP-D-14-00170

Schreurs, B., Guenter, H., van Emmerik, I. J. H., Notelaers, G., & Schumacher, D. (2015). Pay level satisfaction and employee outcomes: the moderating effect of autonomy and support climates. *International Journal of Human Resource Management*, *26*(12), 1523–1546.

Schumann, M., Maaz, A., & Peters, H. (2019). Doctors on the move: A qualitative study on the driving factors in a group of Egyptian physicians migrating to Germany. *Globalization and Health*, *15*(1), 1–9.

Séchet, R., & Vasilcu, D. (2016). Physicians' migration from Romania to France: a brain drain into Europe? *European Journal of Geography*, 2–15.

Seet, P. S., Jones, J., Acker, T., & Whittle, M. (2015). Shocks Among Managers of Indigenous Art Centres in Remote Australia. *Management Decision*, *53*(4), 763–785.

Seibert, S. E., Kraimer, M. L., & Liden, R. C. (2001). A social capital theory of career success. *Academy of Management Journal*, *44*(2), 219–237.

Sekaran, U. (2003). *Research Methods for Business: A Skill-Building Approach* (4th ed). John Wiley & Sons, Inc.

Selamu, M., Thornicroft, G., Fekadu, A., & Hanlon, C. (2017). Conceptualisation of job-related wellbeing, stress and burnout among healthcare workers in rural Ethiopia: a qualitative study. *BMC Health Services Research*, *17*, 1–11.

Selmer, J., & Lauring, J. (2011). Acquired demographics and reasons to relocate among self-initiated expatriates. *International Journal of Human Resource Management*, *22*(10), 2055–2070.

Semela, T. (2011). Vulnerability to brain-drain among academics in institutions of higher learning in Ethiopia. *Asian Social Science*, *7*(1), 3–18.

Serour, G. I. (2009). Healthcare workers and the brain drain. *International Journal of Gynaecology and Obstetrics*, *106*(2), 175–178.

Setiawan, I. A., & Ghozali, I. (2013). Multidimensional Causal Path on Organizational Commitment and Job Satisfaction in Intention To Leave By Accountants. *Journal of Economics, Business, and Accountancy | Ventura*, *16*(2), 339.

Shah, S. S., Jaffari, A. R., Aziz, J., Ejaz, W., Ui-Haq, I., & Raza, S. (2011). Workload and performance of employees. Interdisciplinary. *Interdisciplinary Journal of Contemporary Research in Business*, *3*(5), 256–267.

Shah, S. M., Zaidi, S., Ahmed, J., & Ur Rehman, S. (2016). Motivation and retention of physicians in primary healthcare facilities: A qualitative study from Abbottabad, Pakistan. *International Journal of Health Policy and Management*, *5*(8), 467–475.

Shahmohammadi, N. (2015). The Relationship between Management Style with Human Relations and Job Satisfaction among Guidance Schools ' Principals in District 3 of Karaj. *6th World Conference on Psychology Counseling and Guidance. Procedia - Social and Behavioral Sciences*, *205*, 247–253.

Sheikh, A., Naqvi, S. H. A., Sheikh, K., Naqvi, S. H. S., & Bandukda, M. Y. (2012). Physician migration at its roots: A study on the factors contributing towards a career choice abroad among students at a medical school in Pakistan. *Globalization and Health*, *8*(43), 1–11.

Shi, H., Fan, J., & Zhao, D. (2017). Predicting household PM2.5-reduction behavior in Chinese urban areas: An integrative model of Theory of Planned Behavior and Norm Activation Theory. *Journal of Cleaner Production*, *145*, 64–73.

Shi, L., Zhang, D., Zhou, C., Yang, L., Sun, T., Hao, T., Peng, X., Gao, L., Liu, W., Mu, Y., Han, Y., & Fan, L. (2017). A cross-sectional study on the prevalence and associated risk factors for workplace violence against Chinese nurses. *BMJ Open*, *7*(6), 1–10.

Shields, L. (2015). *Healthcare in a Newman Queensland*.

Shih, Y. Y., & Fang, K. (2004). The use of a decomposed theory of planned behavior to study Internet banking in Taiwan. *Internet Research*, *14*(3), 213–223.

Shirmohammadi, M., Beigi, M., & Stewart, J. (2019). Understanding skilled migrants' employment in the host country: a multidisciplinary review and a conceptual model. *International Journal of Human Resource Management*, *30*(1), 96–121.

Shojaeimotlagh, V., Valizadeh, S., Hasankhani, H., & Bozorgomid, A. (2018). Psychological needs, satisfaction and intention to migrate in Iranian nurses: A qualitative content analysis. *Iranian Journal of Public Health*, *47*(8), 1201–1208.

Shoss, M. K., Eisenberger, R., Restubog, S. L. D., & Zagenczyk, T. J. (2013). Blaming the Organization for Abusive Supervision: The Roles of Perceived Organizational Support and Supervisor's Organizational Embodiment. *Journal of Applied Psychology*, *98*(1), 158–168.

Shukor, A. R., Klazinga, N. S., & Kringos, D. S. (2017). Primary care in an unstable security, humanitarian, economic and political context: The Kurdistan Region of Iraq. *BMC Health Services Research*, *17*(1), 1–18.

Shumba, A., & Mawere, D. (2012). The Causes and Impact of the Brain Drain in Institutions of Higher Learning in Zimbabwe. *International Migration*, *50*(4), 107–123.

Slate, R. N., Wells, T. L., & Wesley Johnson, W. (2003). Opening the Manager's Door: State Probation Officer Stress and Perceptions of Participation in Workplace Decision Making. *Crime and Delinquency*, *49*(4), 519–541.

Smith, R., Lagarde, M., Blaauw, D., Goodman, C., English, M., Mullei, K., Pagaiya, N., Tangcharoensathien, V., Erasmus, E., & Hanson, K. (2013). Appealing to altruism: An alternative strategy to address the health workforce crisis in developing countries? *Journal of Public Health*, *35*(1), 164–170.

Sohaba, N. (2012). *Exploring pull and push factors influencing human resources in two South African Health facilities*.

Solberg, I. B., Tómasson, K., Aasland, O., & Tyssen, R. (2013). The impact of economic factors on migration considerations among Icelandic specialist doctors: A cross-sectional study. *BMC Health Services Research*, *13*(524), 1–7.

Son, J., Park, O., Bae, J., & Ok, C. (2018). Double-edged effect of talent management on organizational performance: the moderating role of HRM investments. *International Journal of Human Resource Management*, *29*, 1–29.

Statista Dossier. (2020). *Physicians in the U.S.*

Steele, J. (2006, March 24). The Iraqi brain drain. *The Guardian*.

Stilwell, B., Diallo, K., Zurn, P., Vujicic, M., Adams, O., & Poz, M. D. (2004). Migration of health-care workers from developing countries : strategic approaches to its management. *Bulletin of the World Health Organization*, *82*(8), 595–600.

Stone, M. (1973). Cross-validatory Choice and Assessment of Statistical Predictions. *Journal of the Royal Statistical Society*, *36*(2), 111–147.

Strielkowski, W., & Bilan, Y. (2016). Migration aspirations & decisions: A comparative study of Turkey and Ukraine. *Intellectual Economics*, *10*(1), 18–27.

Stukalina, Y., Roskosa, A., & Pavlyuk, D. (2018). Investigating students' migration decisions in the frame of career management in higher education institutions of Latvia. *International Journal of Educational Management*, *32*(3).

Suciu, Ş. M., Popescu, C. A., Ciumageanu, M. D., & Buzoianu, A. D. (2017). Physician migration at its roots: a study on the emigration preferences and plans among medical students in Romania. *Human Resources for Health*, *15*(6), 1–9.

Suls, J., Martin, R., & Wheeler, L. (2002). Social Comparison: Why, With Whom, and With What Effect? *Current Directions in Psychological Science*, *11*(5), 159–163.

Sumelius, J., Smale, A., & Yamao, S. (2019). Mixed signals: employee reactions to talent status communication amidst strategic ambiguity. *International Journal of Human Resource Management*, *30*, 1–28.

Suutqri, V., Brewster, C., Makela, L., Dickmann, M., & Tornikoski, C. (2017). The Effect of International Work Experience on the Career Success of Expatriates: A Comparison of Assigned and Self-Initiated Expatriates. *Human Resource Management*, *57*(1), 37–54.

Syed, J. (2008). Employment prospects for skilled migrants: A relational perspective. *Human Resource Management Review*, *18*(1), 28–45.

Tabachnick, B. G., & Fidell, L. S. (1996). *Using multivariate statistics* (3rd ed). Harper Collins College.

Tabatabai, P., Prytherch, H., Baumgarten, I., Kisanga, O. M. E., Schmidt-Ehry, B., & Marx, M. (2013). The internal migration between public and faith-based health providers: A cross-sectional, retrospective and multicentre study from southern Tanzania. *Tropical Medicine and International Health*, *18*(7), 887–897.

Tabor, A. S., Milfont, T. L., & Ward, C. (2015). International Migration Decision-Making and Destination Selection among Skilled Migrants. *Journal of Pacific Rim Psychology*, *9*(1), 28–41.

Tansel, A., & Güngör, N. D. (2003). "Brain drain" from Turkey: survey evidence of student non-return. *Career Development International*, *8*(2), 52–69.

Tantchou, J. (2014). Poor Working Conditions, HIV/AIDS and Burnout A Study in Cameroon. *Anthropology in Action*, *21*(3), 31–42.

Taylor, S. E., & Lobel, M. (1989). Social Comparison Activity Under Threat: Downward Evaluation and Upward Contacts. *Psychological Review*, *96*(4), 569–575.

Taylor, S., & Todd, P. A. (1995). Understanding Information Technology Usage: A Test of Competing Models. *Information Systems Research*, *6*(2), 144–176.

Tehseen, S., Ramayah, T. & Sajilan, S. (2017). Testing and controlling for common method variance: A review of available methods. Journal of Management Sciences, 4(2), 146-175.

Tesser, A., Campbell, J., & Mickler, S. (1983). The role of social pressure, attention to the stimulus, and self-doubt in conformity. *European Journal of Social Psychology*, *13*(3), 217–233.

Tharenou, P. (2003). The initial development of receptivity to working abroad: Self-initiated international work opportunities in young graduate employees. *Journal of Occupational and Organizational Psychology*, *76*(4), 489–515.

Tharenou, P., & Caulfield, N. (2010). Will I Stay or Will I Go? Explaining Repatriation by Self-initiated Expatriates. *Academy of Management Journal*, *53*(5), 1009–1028.

Tharenou, P., & Seet, P. S. (2014). China's reverse brain drain: Regaining and retaining talent. *International Studies of Management and Organization*, *44*(2), 55–74.

Thébaud, S. (2010). Masculinity, bargaining, and breadwinning: Understanding men's housework in the cultural context of paid work. *Gender and Society*, *24*(3), 330–354.

Thoresen, S. H. Y., & Fielding, A. (2010). Inequitable distribution of human resources for health: Perceptions among Thai healthcare professionals. *Quality in Primary Care*, *18*(1), 49–56.

Thorn, K. (2009). The relative importance of motives for international self-initiated mobility. *Career Development International*, *14*(5), 441–464.

Toren, N. (1976). Return to Zion: Characteristics and Motivations of Returning Emigrants. *Social Forces*, *54*(3), 546–558.

Treadway, D. C., Yang, J., Bentley, J. R., Williams, L. V., & Reeves, M. (2019). The impact of follower narcissism and LMX perceptions on feeling envied and job performance. *International Journal of Human Resource Management*, *30*(7), 1181–1202.

Tremblay, M., & Roussel, P. (2001). Modelling the role of organizational justice: Effects on satisfaction and unionization propensity of Canadian managers. *International Journal of Human Resource Management*, *12*(5), 717–737.

Trybou, J., Germonpre, S., Janssens, H., Casini, A., Braeckman, L., Bacquer, D. De, & Clays, E. (2014). Job-Related Stress and Sickness Absence Among Belgian Nurses: A Prospective Study. *Journal of Nursing Scholarship*, *46*(4), 292–301.

Tu'itahi, K. (2008). *A New Vision for the Health Sector in Tonga: Change and Capacity Development Strategies*. Asian Development Bank.

Tung, R. L. (2016). New perspectives on human resource management in a global context. *Journal of World Business*, *51*(1), 142–152.

Tyvand, R. (2017). *Split Labor Markets in International Schools: Perceptions of Fairness Among Local-Hire Teachers* [George Fox University].

Udonwa, N. E. (2007). Human capital flight challenges within an equitable health system. *Nigerian Journal of Medicine*, *16*(4), 307–311.

United Nations, Department of Economic and Social Affairs, & Population Division. (2019). *Population Facts No. 2019/4, September 2019: International migrants numbered 272 million in 2019, continuing an upward trend in all major world regions*.

Van Breukelen, W., Van Der Vlist, R., & Steensma, H. (2004). Voluntary employee turnover: Combining variables from the "traditional" turnover literature with the theory of planned behavior. *Journal of Organizational Behavior*, *25*(7), 893–914.

van Dalen, H. P., & Henkens, K. (2013). Explaining emigration intentions and behaviour in the Netherlands, 2005-10. *Population Studies*, *67*(2), 225–241.

Van De Klundert, J., Van Dongen-van Den Broek, J., Yesuf, E. M., Vreugdenhil, J., & Yimer, S. M. (2018). 'We are planning to leave, all of us'-a realist study of mechanisms explaining healthcare employee turnover in rural Ethiopia. *Human Resources for Health*, *16*(1), 1–13.

Van Vugt, M., Jepson, S. F., Hart, C. M., & De Cremer, D. (2004). Autocratic leadership in social dilemmas: A threat to group stability. *Journal of Experimental Social Psychology*, *40*(1), 1–13.

Vandor, P. (2009). The bond between international mobility and entrepreneurship: Examining the role of personality. *Academy of Management Annual Meeting Proceedings*, *1*.

Vaughan, G. M., & Hogg, M. A. (2014). *Social Psychology* (7th ed.). Pearson Education Limited.

Veiga-Branco, M. A. R., Ribeiro, M. I. B., Andrade, A. J., Cadinha, L. C. D., Pires, R. B., Façanha, A. L. C., Pires, A. C., Jorge, C. M. E., Pedrosa, D. F., & Vaz, F. J. A. (2018). Relationship between professional motivations and the expectation of staying at the same workplace: A cross-sectional descriptive study with physicians in Portugal. *Proceedings of the 32nd International Business Information Management Association Conference, IBIMA 2018 - Vision 2020: Sustainable Economic Development and Application of Innovation Management from Regional Expansion to Global Growth*, 670–686.

Veiga, J. F., Baldridge, D. C., & Markóczy, L. (2014). Toward greater understanding of the pernicious effects of workplace envy. *International Journal of Human Resource Management*, *25*(17), 2364–2381.

Volpe, E. H., & Murphy, W. M. (2011). Married professional women's career exit: Integrating identity and social networks. *Gender in Management*, *26*(1), 57–83.

Walton-Roberts, M., Runnels, V., Rajan, S. I., Sood, A., Nair, S., Thomas, P., Packer, C., MacKenzie, A., Tomblin Murphy, G., Labonté, R., & Bourgeault, I. L. (2017). Causes, consequences, and policy responses to the migration of health workers: Key findings from India. *Human Resources for Health*, *15*(1), 1–18.

Wang, H., Tang, C., Zhao, S., Meng, Q., & Liu, X. (2017). Job satisfaction among health-care staff in township health centers in rural China: Results from a latent class analysis. *International Journal of Environmental Research and Public Health*, *14*(10), 1–10.

Wang, Y. (2010). Intention to stay in Chinese foreign-invested companies: Previous experiences, initial expectations and current satisfactions. *International Journal of Human Resource Management*, *21*(11), 1996–2012.

Wanniarachchi, H. E., Kumara Jayakody, J. A. S., & Jayawardana, A. K. L. (2020). An organizational perspective on brain drain: What can organizations do to stop it? *International Journal of Human Resource Management*, 1–37.

Webster, P. (2009a). Medical faculties decimated by violence in Iraq. *Canadian Medical Association Journal*, *181*(9), 576–578.

Webster, P. (2009b). Reconstruction Efforts in Iraq Failing Health Care. *The Lancet*, *373*, 617–620.

Webster, P. C. (2011). Iraq's Health System Yet to Heal from Ravages of War. *The Lancet*, *378*(9794), 863–866.

Webster, P. C. (2014). Iraq's growing health crisis. *The Lancet*, *384*(9938), 119–120.

Weiß, E.-E. (2017). Worktime control and work stress: the moderating effect of self-comparisons and social comparisons. *International Journal of Human Resource Management*, *31*(5), 682–704.

Weng, Q., & Hu, B. (2009). The Structure of Employee Career Growth and Its Effect on Turnover Intention. *Industrial Engineering and Management*, *14*, 14–21.

Wernick, B., Wojda, T. R., Stawicki, S. P., Wernick, B., Wojda, T. R., Wallner, A., Yanagawa, F., & Firstenberg, M. S. (2016). Brain drain in academic medicine: Dealing with personnel departures and loss of talent. *International Journal of Academic Medicine*, *2*(1), 68–77.

Wienke, A., & Kuss, O. (2009). Random effects Weibull regression model for occupational lifetime. *European Journal of Operational Research*, *196*(3), 1249–1250.

Willis-Shattuck, M., Bidwell, P., Thomas, S., Wyness, L., Blaauw, D., & Ditlopo, P. (2008). Motivation and retention of health workers in developing countries: A systematic review. *BMC Health Services Research*, *8*, 1–8.

Wilson, J. F. (2004). The Health Care Revival in Iraq. *Annals of Internal Medicine*, *141*, 825–828.

Wood, J. V. (1989). Theory and Research Concerning Social Comparisons of Personal Attributes. *Psychological Bulletin*, *106*(2), 231–248.

Woodward, N. (1975). The economic causes of labour turnover: a case study. *Industrial Relations Journal*, *6*(4), 19–32.

World Health Organisation. (2010a). Increasing access to health workers in remote and rural areas through improved retention. Global policy recommendations. *World Health Organization*.

World Health Organisation. (2010b). WHO Global Code of Practice on the International Recruitment of Health Personnel WHA63.16. *World Health Assembly*.

World Health Organization. (2017). *Iraq Health Profile*.

Wuliji, T., Carter, S., & Bates, I. (2009). Migration as a form of workforce attrition: A nine-country study of pharmacists. *Human Resources for Health*, *7*, 1–10.

Yabuuchi, S., & Chaudhuri, S. (2007). International migration of labour and skilled-unskilled wage inequality in a developing economy. *Economic Modelling*, *24*(1), 128–137.

Yang, Q., & Wu, S. (2019). How Social Media Exposure to Health Information Influences Chinese People's Health Protective Behavior during Air Pollution: A Theory of Planned Behavior Perspective. *Health Communication*, *00*(00), 1–10.

Yeh, T., Chang, Y., Feng, W., & Yang, C. (2020). Effect of Workplace Violence on Turnover Intention: The Mediating Roles of Job Control, Psychological Demands, and Social Support. *The Journal of Health Care Organization, Provision, and Financing*, *57*, 1–11.

Yenealem, D. G., Woldegebriel, M. K., Olana, A. T., & Mekonnen, T. H. (2019). Violence at work: Determinants & prevalence among health care workers, northwest Ethiopia: An institutional based cross sectional study. *Annals of Occupational and Environmental Medicine*, *31*(1), 1–7.

Younis, M. S., & Khunda, D. (2020). Maha Sulaiman Younis: A Personal History of Psychiatry in Iraq through War and Conflict. *Global Psychiatry*, *3*(2), 1–6.

Yu, U. (2014). Deconstructing College Students' Perceptions of Thin-Idealized Versus Nonidealized Media Images on Body Dissatisfaction and Advertising Effectiveness. *Clothing and Textiles Research Journal*, *32*(3), 153–169.

Yukl, G. (2006). *Leadership in Organizations* (6th ed.). Pearson Education.

Zacher, H., & Froidevaux, A. (2021). Life Stage, Lifespan, and Life Course Perspectives on Vocational Behavior and Development: A Theoretical Framework, Review, and Research Agenda. *Journal of Vocational Behavior*, *126*, 1–21.

Zainal, Z., Daud, Y., Hassan, M. Z., & Raman, N. A. (2017). Akademia Baru Factors that contribute to occupational stress of offshore workers Akademia Baru. *Journal of Advanced Research Design*, *34*(1), 1–7.

Zander, L., Chen, I., & Hannover, B. (2019). Who asks whom for help in mathematics? A sociometric analysis of adolescents' help-seeking within and beyond clique boundaries. *Learning and Individual Differences*, *72*, 49–58.

Zea, D. G. (2020). Brain drain in Venezuela: the scope of the human capital crisis. *Human Resource Development International*, *23*(2), 188–195.

Zha, Q. (2016). What factors influence the direction of global brain circulation: the case of Chinese Canada Research Chairholders. *Compare*, *46*(2), 214–234.

Zhang, Y. (2019). Family Talents in Family Firms. *Emerging Markets Finance and Trade*, *55*(3), 496–512.

Zhou, H., Romero, S. B., & Qin, X. (2016). An extension of the theory of planned behavior to predict pedestrians' violating crossing behavior using structural equation modeling. *Accident Analysis and Prevention*, *95*, 417–424.

Zijlstra, E. E., & Broadhead, R. L. (2007). The College of Medicine in the Republic of Malawi: Towards Sustainable Staff Development. *Human Resources for Health*, *5*(10), 1–5.

Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2009). *Business Research Methods* (8th Edition). South-Western Cengage Learning.

Żuk, P., Żuk, P., & Lisiewicz-Jakubaszko, J. (2019). Labour migration of doctors and nurses and the impact on the quality of health care in Eastern European countries: The case of Poland. *Economic and Labour Relations Review*, *30*(2), 307–320.