

UNIVERSITI TEKNOLOGI MARA

**THE PUSH FACTORS OF BRAIN
DRAIN IN MALAYSIA: A
PERSPECTIVE OF ACCOUNTING
PROFESSIONALS IN SELANGOR**

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ABSTRACT

The issues of brain drain among Malaysians is currently very salient as there is a consistent increase on the number of emigration of highly-skilled and professional individuals. Brain drain among these individuals will consequently affect the home country in many aspect including social, economic and political. Therefore, it is important to understand the drivers that cause these individuals to migrate and work abroad. The main objective of this study is to investigate the possible determinants that cause brain drain among the accounting professionals in Malaysia, specifically in the area of Selangor. There has been numerous hypotheses developed by the previous researcher concerning the push factors of brain drain. In order to conduct this research, the researcher adopted previous researchers' studies in order to develop hypotheses. The determinant that will be discussed in this study include career development, workplace environment, job security, quality of life and economic condition. In this study, the researcher investigated the relationship between these factors towards level of brain drain among the accounting professionals in the area of Selangor. Throughout this study, the researcher used questionnaire and online survey method in order to collect data from the target respondents. In addition, the software used in this study is the Statistical Package for Social Sciences (SPSS) in order to analyse data. Based on the outcome of this research, it indicates that there is one most influential push factor of brain drain in Malaysia.

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CHAPTER ONE

INTRODUCTION

As the first chapter for this study, this chapter focuses on the background of the study mainly on the brain drain dilemma in Malaysia. This chapter comprises of several sections. Section 1.1 is focusing on the introduction and the background of brain drain. Section 1.2 explains the problem statement in this study. Section 1.3 states the research question and research objectives. Section 1.4 discusses on the information on the scope of this study. Section 1.5 explains the significance of the study and last but not least, Section 1.6 focuses on the definition of the term and concepts of this study.

1.1 BACKGROUND OF THE STUDY

Human capital agenda has been in the top priority of Malaysia in the journey of achieving a high income nation by 2020 (Bashawir, 2016). The action of prioritizing the human capital agenda is due to the fact that human capital in a country is considered as the most significant asset of the country. This is because, they possess a vital role as a mechanism to achieve the vision and mission of the country as a whole. Due to this situation, in order to plug in employment opportunities and boost up the economy of the country, it is very important for the country through the government authority to look into a lot of investment opportunities (Junaimah, 2015). As a developing country, Malaysia has been successful in the journey of the Vision 2020 whereby Malaysia has successfully transformed its status to a middle upper income country. This transformation happened due to the rapid development in various industries starting from the era of Tun Dr. Mahathir and until now. Along with the country's development, this growth has triggered the citizens urging for better standard of living (Bashawir, 2016). In order to improve their standard of living, they are seeking for better accommodation, better health and other general needs (Aidalina, 2011). This situation will consequently lead to an adverse impacts on the labour market of Malaysia.