

## **An Influence of Organizational Factors on Migration Intentions: Examining the Moderating Role of the Political Environment**

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This research delves into the intricate dynamics between organizational factors and brain drain, with a specific emphasis on the moderating influence of the political environment. The study aims to elucidate the relationships among workload, career growth opportunities, incentives, and migration intentions, considering the political environment as a crucial moderator. The primary focus is on understanding how the political environment interacts with organizational factors to influence employees' migration intentions. Workload, career growth opportunities, and incentives serve as pivotal organizational determinants that may affect an individual's decision to migrate. The research acknowledges that the impact of these organizational factors may vary depending on the prevailing political climate, making the political environment a key moderator in this relationship. A comprehensive literature review forms the foundation of the research, integrating theories and empirical findings from organizational behavior, migration studies, and political science. The conceptual framework illustrates the interplay between workload, career growth opportunities, incentives, and migration intentions, moderated by the political environment. Utilizing a quantitative research approach, the study employs surveys and SPSS analysis to collect and interpret data. By exploring the interrelation among these variables, this research seeks to provide nuanced insights into the organizational factors contributing to brain drain and the moderating role of the political environment. The findings aim to inform organizational leaders, policymakers, and researchers about the complex dynamics at play, helping them develop targeted strategies to retain skilled talent in the face of organizational challenges, while considering the broader political context.

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