

How Do Turkish Youth's Individualist and Collectivist Characteristics Affect Their Willingness to Migrate? The Mediator Role of Life Satisfaction

Melike Boztilki¹ , Çiğdem Uludağ Güler² , Orhan Koçak³ 

¹Uskudar University, İstanbul, Türkiye

²Istanbul University, İstanbul, Türkiye

³Istanbul University, İstanbul, Türkiye

Corresponding author: mboztilki@gmail.com

Abstract

Many personal factors can also be effective in people's decision to migrate in addition to environmental factors. Having individualistic or collectivist tendencies is thought to be one of these factors. In this study, we will examine the relationship between the willingness of young people between the ages of 18-30 living in Turkey to migrate and their individualism-collectivism tendencies towards migration. The level of life satisfaction, which is one of the personal factors thought to be effective on the desire to migrate, was determined as the mediating variable in the research. Consistent with the prevailing trend in the literature, the main hypothesis of the research is that young people with high individualistic tendencies and young people with low life satisfaction will have a higher desire to migrate. As a result of the research, these hypotheses were confirmed. For collectivist youth, it was determined that being married and having children increased their desire to migrate. This result shows that the probability of migration is not high only for people that are classically associated with migration, such as having individualistic traits and low life satisfaction, being single and young. For the collectivist youth who attach importance to values such as family, tradition, and social solidarity, the effect of establishing a family increases the desire to migrate is due to lowering the emotional and social costs of being separated from the community.

Keywords: individualism, collectivism, life satisfaction, migration, young people

Introduction

Migrations are on the agenda of societies today, just like all known periods of human history. Despite the great migration waves caused by disasters such as war, drought,

hunger, and disease, people can leave their lands without any obligation and seek other homelands. This type of migration, which is defined as free migration and increased with the opportunities of the 21st century, is mostly realized with personal preferences and expectations. In this case, the first question that comes to mind is what motivates others to emigrate, while many people choose to stay in their country of birth, vast majority of people do not consider changing countries even if they are not satisfied with their conditions. What factors make different countries attractive to others? Answering this question correctly is important both for developed countries with a low population growth rate and in need of migrant labor, and for developing countries that may be harmed by the migration of qualified human resource to different countries. Although researches examining the reasons that determine free migration decision process focus on the economic reasons, just a better job or to be higher paid can not be enough for migration. The approach that migration is a decision related to personal preferences and characteristics is widely accepted. With this understanding, for example, studies focusing on the desire to migrate and personality traits; show that people who are extroverted, open to innovations, getting to know new people, flexible, seeking excitement, and adapting easily have a high tendency to migrate. People with emotional stability, adaptability, and high level of responsibility are less willing to migrate (Fouarge, Özer, and Seegers, 2019; Campbell, 2018).

Although free migration is largely a personal decision, the culture of the society in which one is a member also has a certain effect on this decision. The existence of a value world that coincides with the dominant cultural tendency of the society in which the person lives, will increase the sense of harmony with the society and may reduce the possibility of migration. On the other hand, the inconsistency between personal values and social values can lead to a decrease in people's social cohesion and an increase in their desire to migrate. For example, in a society where collectivist values are given importance, individuals with individualistic tendencies may have difficulty adapting to society and people may decide to migrate (Knudsen, 2019).

On the other hand, the cultural distance between the source of country and the destination of the country can also affect the migration decision. As studies focused on culture show, while economic reasons are determinants of short-term migration behavior, factors such as cultural distance are determinants in permanent migrations. The low cultural distance between the source and destination of the country will increase the migration tendency (Mihai and Novo-Corti, 2020).

Although it is affected by social conditions, life satisfaction, which is basicranial variable, is a variable that can affect both the decision-making power (Deniz, 2006) and the direction of the decision in important decisions in life (Luhman, Lucas, and

Diener, 2013; Parola and Marcionetti, 2022). Therefore, quests to increase life satisfaction have the potential to have an impact on vital decisions such as migration.

In this study, the effect of individual cultural tendencies of young people between the ages of 18-30 living in Turkey on their willingness to migrate was examined.

On the other hand, life satisfaction levels of young people, are considered as a mediating variable in the context of their relationship with their cultural tendencies and the effect it has on the desire to migrate as a result.

As a result of the research, it shows that the collectivist youth have higher life satisfaction and lower desire to migrate. However, when the effect of life satisfaction, the effects of being married and having children are evaluated together, it has been determined that the desire of the collectivist youth to migrate has increased. These results show that the collectivist culture, which expresses values such as family, solidarity, duty, and self-sacrifice, has an effect on increasing life satisfaction for Turks of Generation Z. However, these features do not reduce the desire of young people to go abroad. This result suggests that for collectivist youth, being married and having children increases their desire to migrate by reducing the emotional and social costs of being separated from the community.

Literature Review

1. The Theory of the Study

One of the factors determined to be effective in the migration decision is the cultural characteristics of individuals and communities. According to the "Voluntary settlement hypothesis", which argues that there is a relationship between the dominance of individualistic or collectivist characteristics and the desire to migrate, the decision to migrate is the result of certain personal characteristics, including individualism. Collectivism, on the other hand, is associated with a lower desire to migrate (Kitayama, et al., 2006).

According to Schwartz (2004), collectivism is associated with conservatism and harmony, while individualism is associated with intellectual and expressive autonomy. In this context, we will observe the collectivist field; social order, family security, respect for traditions and elders, trust and continuity. In collectivist cultures, strong networks with primary social groups constitute one's basic social support systems in life. Loss of these systems can have adverse effects on individuals. As a matter of fact, Bhugra and Beker (2005) determined that the collectivist individual who migrates to the individualist society has a high risk of experiencing mental

problems due to deprivation of social support resources and incompatibility with the new culture. In this context, it is clear that the cultural characteristics of the individual will also be effective on the post-migration adaptation process. Evaluating the cost of breaking away from these systems by migrating is higher than the gains to be gained by migration will reduce the migration motivation of individuals (Kitayama, 2006; Knudsen, 2022).

Focusing on one's own goals and wishes, open-mindedness, being open to new experiences, being able to act separately from the community, seeking pleasure and diversity in life, which can be more easily associated with the decision to migrate, are related to the autonomous sphere. Therefore, it seems to be a natural result that individualism, not collectivism, facilitates the decision to migrate in terms of basic meaning attributions in life.

Another variable whose effect on the desire to migrate was examined is life satisfaction. Life satisfaction: It expresses the feelings such as happiness, satisfaction, pleasure, and joy that arise with the satisfaction of wants and needs. Life satisfaction; is associated with happiness and good quality of life (Veenhoven, 2016). It is the state of being satisfied with life, which is assumed to be affected by individual characteristics (age, gender, participation in employment, income level, marital status, perceived health status, social relations, etc.) and social conditions (security, public services, absence of social exclusion, etc.) (Çebi Karaaslan, Çalmaşur and Aysin, 2021; Brülde, 2007). High life satisfaction indicates the intensity of positive emotions and the rarity of negative emotions, and life satisfaction is the sum of services that will make people happy (Kahneman and Krueger, 2006).

Happiness and well-being of individuals are related to the degree of satisfaction they provide. The way people understand life, their judgments about life and the patterns they create in themselves affect their life satisfaction (Diener, 1985). Life satisfaction is not only related to a certain area, but also related to many areas of life (Veenhoven, 1996). Age, gender, income level, occupation, education level, social status, opportunities, health status, social mobility, welfare conditions, society codes, current state policy, environmental factors, family, and social relations are among the factors affecting the life satisfaction of individuals. (Appleton and Song, 2008).

Most of the studies examining the relationship between life satisfaction and migration focus on post-migration processes. Studies emphasize that income-related changes in the first years of migration and different variables related to life style in the following years determine life satisfaction. . Olgiati, Calvo, and Berkman (2013) found that the increase in life satisfaction after migration differed between countries;

They also found that the effect of income on life satisfaction diminishes over time. In a Canadian study, it was determined that over-educated immigrants had low life satisfaction as a result of dissatisfaction with income, but this dissatisfaction decreased over the years (Frank and Hou, 2017). Gokdemir and Dumludağ (2011) examined the reasons why Turkish immigrants' life satisfaction in the Netherlands is lower than Moroccan immigrants. As a result of the research, it was determined that the life satisfaction of Turkish immigrants was negatively affected by the comparison they made with the income of the Dutch rather than their income level. Ciorbagiu, Stoica, and Mihaila (2020), on the other hand, determined in their study based on the data of 33 European countries that migration increases life satisfaction and argued that migration does not pose a threat to the well-being of individuals.

2. Literature Background and Hypotheses

Pre-migration motivations affect the migration decision (Nghia, 2019; Docquier, Peri, & Ruysen, 2014). In this study, the effects of culture on the propensity to migrate, in relation to life satisfaction, are examined specifically in Turkey. Hofstede claims that Turkish society is a collectivist and feminine society in which values such as family and cooperation are at the forefront. In a study conducted in 1999, Turkey was the third country with the highest level of collectivism among 39 countries (Oishi, et al., 1999). Societies are open to change in the context of individualism-collectivism. Turkish society is generally defined as a society that is close to collectivist tendencies, but cannot be described as completely collectivist, and its individualistic features are increasing (Aybay, 2016).

The age range with the highest probability of migration is considered to be 20-30 (Zaiceva, 2014), and people around the world migrate most intensively between the ages of 25-34 (UN, 2013). Those who migrate abroad from Turkey are mostly (15.2%) young people between the ages of 25-29 (TURKSTAT, 2020). This information is compatible with the fact that the destination countries for migrations originating from Turkey are generally in Europe and the average age of immigrants in Europe is between 20-30 years old. For this reason, the research was conducted with young people between the ages of 18-30.

Three different stages are mentioned about the idea of migration. These are the desire to migrate, the plan to migrate, and the preparation to migrate. In this study, the willingness to migrate, which expresses the state of "willing to move to a foreign country temporarily or permanently, if there is an opportunity" is examined. The desire to emigrate is different from the decision to immigrate. Therefore, the fact that an individual has a high desire to migrate does not necessarily mean that he will migrate.

In this context, the hypotheses of this research are;

Hypothesis 1: There is a negative relationship between individualism and life satisfaction. On the other hand, it is possible to establish various relationships between cultural tendencies and different aspects of life at the individual level (Markus & Kitayama, 1991; Singelis, 1994; Triandis, 1988). There are studies showing different results on the relationship between collectivist, individualistic, characteristics and life satisfaction. However, due to the predominance of collectivist characteristics in Turkish society, individuals with individualistic characteristics have lower levels of satisfaction with their lives and lower general life satisfaction.

Hypothesis 2: There is a positive relationship between collectivism and life satisfaction. Studies have shown that for individuals with a dominant individualistic aspect and autonomous self, life satisfaction is related to their own achievements and feelings; For people with a collectivist dominant relational self, it is associated with adherence to social norms and evaluations of others (Kwan, Bond and Singelis, 1997). Due to the closures during the pandemic period, close social networks have become an important factor for the protection of mental health. There is a positive relationship between life satisfaction and collectivism for young people with collectivist tendencies who obtain life satisfaction from close social networks.

Hypothesis 3: There is a negative relationship between life satisfaction and the desire to go abroad. Studies examining life satisfaction in the pre-migration period may present different results regarding life satisfaction and desire to migrate. In general, low life satisfaction is expected to increase the desire to migrate (Easterlin, 2005). Studies examining life satisfaction after migration show that life satisfaction and well-being increase in this period, especially in the first period. The mentioned increase is associated with economic reasons such as finding a job and an increase in income (Switek, 2012; Hendriks & Bartram, 2019) or individuals having the opportunity to live freely and make decisions (Ciorbagiu, Stoicab, & Mihaila, 2020). According to the neoclassical economic theory, immigrants have all the information about immigration and calculate the risks regarding their destination (Melzer and Muffels, 2012). Because of these rational decisions, their satisfaction and resistance to negativities are high in the post-migration process. As their earnings increase compared to where they migrated, their life satisfaction also increases (Schnittker, 2008).

Hypothesis 4: There is a negative relationship between collectivism and the desire to go abroad. The low propensity to migrate of collectivist individuals is related to two variables: decision making in collectivistic culture is a community action and action is taken if the cost of separation from the community is low. For collectivists,

decision making is a community action. They tend towards risk-free solutions that are presented in a social context, even in long-term, conflict and complex issues. With active and assertive decision-making strategies of individualism in the context of the effects of culture on decision making and taking action; collectivism seems to be associated with passive, anxious, collaborative and avoidant strategies (Güss, 2004). For this reason, it is difficult to expect them to make a decision – especially on an important issue like migration – without resorting to the evaluations of others.

On the other hand, solidarity among relatives and in-group support systems are important in collectivist culture. Both life satisfaction and trust are provided through these intra-group relationships. For this reason, making an important decision such as migration depends on the low cost of leaving the group with migration. The family, which is the most important value of the collectivist culture; The characteristics of its members, their employment status and income levels, as well as the strength of family ties, have an impact on all migration-related processes, including decision-making, preparation and adaptation. In these cultures, where individuals can only break away from the family, which is defined by loyalty, respect for authority, coexistence and mutual support mechanisms in relationships, only through marriage, as family ties get stronger, the probability of members to migrate decreases. In countries such as Afghanistan, Pakistan, Senegal, Morocco and Egypt, where migration is considered as a family activity, they directly affect the decisions related to migration as a source of information, material and social capital of family members who have migrated before. Families can also have a say in the decisions that the individual will take after migration, including decisions such as marriage, in return for the support they provide during the migration process (Loschmann, Kuschminder, & Siegel, 2017; Dhingra & Georgeou, 2017; Yeung & Mu, 2019).

In addition to community approval, the presence of previously formed social networks in the destination is an important factor in the migration of individuals from the collectivist culture (Light, Bhachu, & Karageorgis, 1993). It is known that merging with kinship, which is among the mezzo-level factors, is important on the decision to migrate. In his study, which can be cited as an example on this subject, Bogatzki (2021) examined migrations to OECD member countries in the context of culture, social capital and determined that having social networks in the country they went to was a facilitating factor for immigrants from the collectivist culture.

In the study conducted in Ukraine, it was found that contact with family members living abroad is a factor that increases the desire to migrate; it was determined that interaction with friends did not affect the desire to migrate (Van Mol et al., 2018).). This result can be related to the fact that the expectation for relatives is higher than the expectation for friends, especially in meeting the needs that will be felt in the

first periods of migration, such as accommodation, finding a job, and alleviating the emotional burden of migration.

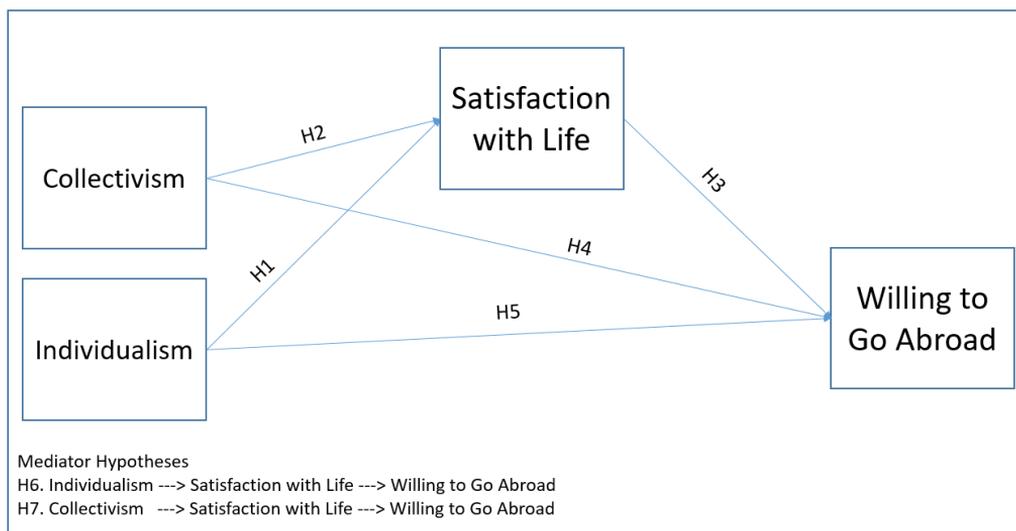
Hypothesis 5: There is a positive relationship between individualism and the desire to go abroad. For individualists who tend to live by their own rules and goals, decision-making is an individual and independent action (LeFebvre & Franke, 2013). Therefore, individualists would be expected to have less difficulty in making a decision to migrate. In their study on the subject, Dette and Dalbert (2005) determined that students with high individualistic tendencies were more likely to migrate than students with high collectivist tendencies. Knudsen (2019), on the other hand, stated that those who immigrated from Scandinavia in the 19th century were mostly individuals with individualistic characteristics, while the collectivists migrated less; therefore, he claims that Scandinavian societies today are less individualistic than they should be. Heckert (2015) also determined that in the collectivistic Hawaiian society, the family influence is great in the pre- and post-migration decision processes of the youth.

Hypothesis 6: Life satisfaction mediates between individualism and desire to go abroad. Young people with high individualistic tendencies have lower life satisfaction. Low life satisfaction in these young people will increase their desire to go abroad.

Hypothesis 7: Life satisfaction mediates between collectivistic disposition and willingness to go abroad. The higher life satisfaction of the collectivist youth will have a decreasing effect on their desire to migrate abroad.

2. The Context of This Study

This research examines the relationships in the conceptual model shown in Table 1. These relations were established with the support of the literature, and the hypotheses of the research were written based on the literature and the relations in the model. According to the literature, there is a relationship between cultural tendencies and willingness to migrate. Therefore, in the study, it is assumed that the cultural tendencies and life satisfaction of individuals have an impact on their desire to migrate. In the conceptual model, it is assumed that life satisfaction has a mediating effect on the relationship between cultural tendencies and desire to migrate. Each of the hypotheses supported by the literature is illustrated in the conceptual model.



3. Method

1. Participants

Of the participants, 63.8% were female and 36.2% were male. It was found that 84.4% of the participants were single, 15.6% were married and 91.3% had children and 8.7% did not have children. In addition, it was determined that 74.2% of the participants were university graduates and the others were less educated.

2. Measures

In the research, the data collection tool, a questionnaire prepared by the researchers, was used. The form includes personal questions about demographic characteristics such as gender, education level, marital status, having a child, and The Satisfaction with Life Scale and INDCOL scales, respectively.

The Turkish adaptation of the scale “The Satisfaction with Life Scale” developed by Diener et al. in 1985 was carried out by Dağlı and Bağsal in 2016. This scale is a self-assessment tool consisting of 1 factor, 5 items and 7-point Likert type. The original form of the scale was criticized because the 7-point Likert-type options were very close to each other, therefore each item was answered in a 5-point answer system (1: I strongly disagree, 2: I agree very little, 3: I agree moderately, 4: I agree greatly. – 5: I totally agree) edited.

The 32-item INDCOL scale developed by Singelis et al. was adapted into Turkish by Wasti and Erdil (2007). Contrary to the theory developed by Hofstede (1980), the INDCOL scale considers individualism and collectivism not as two different

dimensions, but as cultural diversity that can exist at different levels in the same person. In order to reveal the dimensions of individualism-collectivism, the scale, which has a quadruple typology to measure each dimension with 8 items, including horizontal individualism, horizontal collectivism, vertical individualism, and vertical collectivism, consists of 32 items (Singelis et al., 1995).

3. Procedures

This study used a quantitative approach and was cross-sectional in design. After the questionnaire was obtained in an online environment using Google Forms, the data was checked and formatted using the Microsoft Excel application. The data were then imported from MS Excel to IBM SPSS program (IBM Corp., 2013). Confirmatory factor analysis (CFA) was performed to check the effectiveness of the suggested measurement model on Amos 25 and to verify that the factors had construct validity. Upon obtaining the results required for the evaluation model's goodness of fit, the SPSS data file was produced, in which factors were created using data imputation in the Amos software. Eventually, the scaled SPSS data set was subjected to frequency, correlation, multiple direct regression, and mediation analyses. In order to test mediation, the PROCESS-Macro Plug-in for SPSS was performed. (Hayes, 2018). The model was validated using PROCESS-Macro Model 4. In the analyzes a 0.05 level of significance was performed.

Findings

1. Confirmatory Factor Analysis

The scales used in the study were factor analyzed using confirmatory factor analysis. Confirmatory factor analysis (CFA) was used to determine the validity of the factors. CFA is a strong method for analyzing latent component effects since it directly assesses a priori assumptions about links observed between variables (Jackson et al., 2009). With the scales employed in the study, a three-factor model was constructed. CMIN/DF, RMSEA, NFI, CFI, GFI, and IFI values were used to calculate goodness of fit. The criteria for the evaluation metrics were defined using Kline's cut-off values (Kline, 2016).

Table 1. CFA Values

Criteria	Normal Values	Strong Values	Present Values
CMIN/DF (χ^2/df)	< 5	< 3	2,035
RMSEA	< 0.08	< 0.05	0.042
GFI	> 0.90	> 0.95	0.956
CFI	> 0.90	> 0.95	0.967
TLI	> 0.90	>0.95	0.960
IFI	> 0.90	> 0.95	0.967
NFI	> 0.90	> 0.95	0.937

2. Correlation Analysis

Table 2: Means, Standard Deviations and Correlations

Variables	Mean	Std. D.	1	2	3	4	5	6
1 Marital St. (1-2)	1.16	.363	1					

2	Have Child (1-2)	1.91	.281	-.68**	1				
3	Education	4.42	1.35	-.07	.10*	1			
4	WTGA	3.73	1.13	-.09*	.15*	.04	1		
5	Individualism	0.88	.222	-.12**	.08	-.12**	-.05	1	
6	Collectivism	3.21	.587	-.08	.02	.005	-.15**	.59*	1
7	SWL	2.43	.803	.04	-.01	-.001	-.31**	.17*	.34*

Notes. ** $p < 0.01$, * $p < 0.05$, SWL = Satisfaction with Life, WTGA = Willing to Go Abroad, Diagonal values in parentheses represent the Cronbach's alpha. For Marital Status: 1 = Single, 2 = Married. For Have Child: 1 = Yes 2 = No

Table 2 shows the mean and standard deviation of the variables as well as the correlation values. There was a significant negative ($r = -.09$, $p < 0.05$) relationship between marital status and willing to go abroad variable and a negative significant relationship with individualism ($r = -.12$, $p < 0.01$). A significant positive ($r = .10$, $p < 0.01$) correlation was observed between the variable have child and willing to go abroad variable. Negative significant correlations were found between education and individualism ($r = -.12$, $p < 0.01$), willing to go abroad variable and collectivism ($r = -.15$, $p < 0.01$) and satisfaction with life ($r = -.31$, $p < 0.01$). There were positive significant relationships between individualism and collectivism ($r = .59$, $p < 0.01$) and satisfaction with life ($r = .17$, $p < 0.01$) and between collectivism and satisfaction with life ($r = .34$, $p < 0.01$).

3. Direct Regression Analysis

Table 3: Main Effects on Willing to Go Abroad

Variables	Step 1: SWL			Step 2: WTGA			Step 3: WTGA		
	B	SE	p	B	SE	P	B	SE	P
Constant	0.39	0.47	0.400	3.189	0.69	0.000	3.349	0.662	0.000
Collectivism	0.52	0.07	0.000	-0.32	0.10	0.002	-0.108	0.101	0.285
SWL							-0.408	0.059	0.000
Individualism	-0.16	0.18	0.365	0.173	0.27	0.517	0.106	0.256	0.680
Gender	-0.02	0.07	0.760	0.057	0.10	0.564	0.049	0.095	0.608
Marital St. (1-2)	0.22	0.12	0.069	0.038	0.18	0.829	0.127	0.169	0.455
Have Child (1-2)	0.17	0.15	0.265	0.614	0.23	0.007	0.684	0.218	0.002
Education Level	-0.01	0.02	0.825	0.027	0.03	0.445	0.025	0.034	0.465
F		13.68			4.7			11.09	
P		<.001			<.001			<.001	

Collectivism	>	SWL	>	WTGA	-0.2101	0.0437	-0.3011	-	0.1303	Sig.
Individualism	>	SWL	>	WTGA	0.0669	0.0794	-0.0794	0.2308	N.S.	

SWL: Satisfaction with Life, WTGA: Willing to Go Abroad

To perform the mediation analysis, first of all, direct effect analyzes were made between the variables. As seen in Table 4, only collectivism has a total effect on the willing to go abroad dependent variable ($B = -0.32$, $p < 0.01$). It was found that collectivism had a significant effect on the mediating variable satisfaction with life, and satisfaction with life had a significant effect on the dependent variable willing to go abroad. However, when satisfaction with life was included in the analysis as a mediating variable, it was determined that the direct effect of collectivism on willing to go abroad dependent variable was not significant ($B = -0.108$, $p > 0.05$). The effect of collectivism on the dependent variable of willing to go abroad through satisfaction with life continues. However, the direct effect through the mediating variable was insignificant. In Table 4, the results of mediation analyzes are given. Accordingly, while the effect of individualism independent variable on willing to go abroad through satisfaction with life was not significant, the effect of collectivism on willing to go abroad through satisfaction with life was significant ($\gamma = -0.2101$, $SE = 0,0437$, 95% CI $[-0.3011, -0.1303]$).

Discussion

1. Direct Relations

The results of the study show that there is no significant negative relationship between individualism and life satisfaction. However, collectivism has a significant positive effect on life satisfaction. It is thought that pandemic-specific conditions are also effective in this relationship between collectivism and life satisfaction, and that the life satisfaction of collectivist youth who will enjoy spending a long time with their close social circles during the closure period is higher. Research results show that as life satisfaction decreases, the desire to go abroad increases. In the study

conducted in 2015, how people living in 35 European and Central Asian countries chose to migrate on the basis of their life satisfaction were examined. There is a U-shaped relationship between the desire to migrate and life satisfaction. While individuals with low life satisfaction are close to migration, those close to the middle of the distribution are reluctant to migrate (Ivlevs, 2015). A study on the impact of life satisfaction on migration decision was conducted by Ciorbagiu, Stoica and Mihaila (2020) using data from the Eurofound European Quality of Life Survey. The results of the study show that immigration has a net positive effect on subjective well-being for immigrants born in another country.

Research results show that collectivist tendencies reduce the desire to go abroad. However, when the effects of life satisfaction and being married and having children are examined, it is seen that the desire of this group to migrate abroad has increased. This result suggests that having a family increases the desire to migrate among collectivist youth by reducing the emotional and social costs of being separated from the community.

On the other hand, it is thought that the fact that Turkey has a unique experience in migration and is a society in which the collectivist culture is still active is related to this result. Because Turkey gave a significant amount of external migration in the 1960s and 1970s and sent 30% of its semi- or fully qualified manpower to European countries such as Germany, France and Belgium (İnce, 2016). Today, about 85% of the 6.5 million Turkish immigrants continue to live in Europe. In this context, it is possible that family and kinship relations with Turks living in European countries will turn into a factor that reduces the anxiety of moving away from the usual social environment and increase the desire to migrate for young people with high collectivistic characteristics.

2. Indirect Relations

It was found that life satisfaction has a significant effect on the dependent variable of willingness to go abroad. However, when life satisfaction was included in the analysis as a mediator variable, it was determined that the direct effect of collectivism on the dependent variable of the desire to go abroad was not significant. The research findings yielded results in line with the literature in terms of the relationship between collectivistic characteristics and life satisfaction, and it was determined that there was a positive relationship between the two variables. According to the results of the research, when collectivism is examined individually, it does not create an effect that increases the desire to migrate, but turns into a factor that increases the desire to migrate with the effect of life satisfaction. Therefore, the research reveals that individuals with collectivist tendencies and high life satisfaction

also have a high desire to migrate, and it reveals both similar and different results with the relevant literature.

Some studies on the relationship between life satisfaction and desire to migrate reveal that low life satisfaction increases the desire to migrate (Otrachshenko and Popova, 2014; Brzozowski and Coniglio, 2021), especially in economic migrations, life satisfaction shows a continuous decline in the three years before migration (Nowok. et al, 2011). On the other hand, studies have been conducted showing that the relationship between life satisfaction and desire to migrate may not be a clear and unidirectional relationship such as "low life satisfaction equals high willingness to migrate". For example, Polgreen and Simpson (2011) found in their research that the relationship between migration and happiness differs according to countries, and that the tendency to migrate in the happiest and unhappiest countries is higher than in averagely happy countries. According to them, this result should be explained by the fact that people who are already happy and optimistic want to migrate in order to increase their happiness levels even more.

Considering the hypotheses in which the mediator factor was tested, the effect of individualism independent variable H6 on the desire to go abroad through life satisfaction was not significant, while the effect of collectivism on the desire to go abroad through life satisfaction in H7 was significant. Similarly, Ivlevs (2015) found that individuals with the highest and lowest life satisfaction have a high desire to migrate, while individuals with an average life satisfaction have a low willingness to migrate. In this context, this research is compatible with the literature showing that individuals with high life satisfaction may have a high tendency to migrate; It differs from the literature showing that collectivistic characteristics reduce the desire to migrate. Because collectivistic features are generally associated with low desire to migrate. An exception is the case for young men living in developing countries with a collectivist culture, with a low level of education and therefore a low chance of finding a job. It is clear that this group, which has characteristic features such as low education, unemployment, poverty, and low life satisfaction, differs from our sample, which has a high level of education, chance of finding a job and life satisfaction.

Although the low life satisfaction of immigrants increases their tendency to migrate, the lack of social environment, the anxiety of not being able to find a new job, the fear of being alone, the loss of time while learning a skill or profession and many other costs are some of the barriers to migration. The fear of discrimination and the feeling of being homeless reduce the desire to migrate despite the low life satisfaction in individuals (Easterlin, 2005).

There are studies in which emigration from societies with collectivist culture can be explained by "social networks theory". However, it is seen that the countries examined in this context are generally underdeveloped countries and the majority of the immigrants from these countries are young men with low education level, unemployed and unable to draw a projection for the future in the country of which they are citizens (McKenzie & Rapport, 2010; Pedersen, Pytliková, & Smith, 2008).

However, most of the participants in this study had a high level of education. The majority of the participants are women. Therefore, the obtained results can be explained by the fact that social networks are a factor that increases the desire for migration in terms of educated individuals and women in the Turkish society. As a matter of fact, Carden and Feicht (1991) in their study with US and Turkish female university students determined that Turkish students have higher family aspirations than US students. Smith and Bond (1993), on the other hand, explain this result by the fact that Turkish students have more difficulties because socialization means "addiction" for those coming from a collectivist culture.

Study Limitations

The data of this study were collected from people born between the years of 1991-2003 in Turkey between June and August 2021. In the research, the survey data was collected through an internet-based application due to its convenience in terms of time and cost, its accessibility to many people and the special conditions of the pandemic period. Since the questionnaires were not administered in a face-to-face environment, it was not possible to measure the emotional reactions of the respondents to the questions about the scale. Since the research sample consisted of people born between 1991-2003, the results are specific to this age group and generalization to different age groups may be misleading. Since the sample consisted of people born in Turkey, the results cannot be generalized to different cultures. The study is limited to the questions and answers in the questionnaire form.

Conclusion and Implications

This research focuses on the characteristics that affect the willingness of young people between the ages of 18-30 living in Turkey to migrate. In the study, the effects of the individualistic-collectivist characteristics and life satisfaction of the participants on their willingness to migrate were examined. In the findings of the

study, it was determined that single people were more inclined to migrate, but being married and having children increased their desire to migrate.

In the research, it was determined that there is a positive relationship between collectivism and life satisfaction. In this result, it was thought that the research could be effective during the Covid-19 pandemic closure period. Because closure periods are periods when social relations are restricted and almost all of the day is spent with the family. For young people who attach importance to values such as family and close social relationships and are satisfied with these relationships, it is possible that this period will be a period in which life satisfaction can be better preserved. It has been determined that there is a negative relationship between high life satisfaction and the desire to go abroad.

When hypotheses are tested on independent variables, even if individuals with children show collectivism, their desire to go abroad is high. While the research reveals that young people with a high individualism tendency have a higher desire to migrate; It shows that factors such as being married, with children and having high life satisfaction increase the desire of collectivist youth to migrate.

For countries like Turkey, it is important that qualified manpower is not lost through migration. For this reason, applications that aim to cope with feelings such as increasing anxiety, stress, hopelessness and loneliness about the future, especially in the coronavirus and post-coronavirus period, are needed in young people. Because such negative feelings are likely to lead to the search for radical solutions such as pacification, withdrawal or, on the contrary, changing the country. In order for policies and practices aimed at preventing the loss of qualified people, including external migration, to be successful, the factors that make life abroad attractive for young people, as well as the factors that bind them to their country, must be determined correctly. As our study reveals, collectivist values are also important for the Z generation youth in Turkish society. Therefore, in addition to individual planning and support for young people, holistic practices that are created with a collectivist perspective and that include the family, close social networks and cultural values are needed. It is expected that this study will highlight the need for such practices for young people and give an idea to policy makers.

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