Talent Migration Networks In Literature From 2019 to 2022

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Abstract:

The consensual intercultural supposes a process of agreement between civil sectors that, even when they are governed by policies that expel and exploit intellectual capital, with the management, production and transfer of knowledge can guide the market towards a scenario of entrepreneurship, optimization and innovation through academic, professional and labor training. The objective of this work was to review this process and anticipate the intercultural scenario of consensus based on a review of the literature from 2019 to 2022 in national and international repositories, considering the publication period and keywords. Lines of research concerning acculturation, multiculturalism and interculturality are noted as axes of discernment of the differences and similarities between migratory flows with respect to native communities.

Keywords: Agenda, COVID-19, Intellectual Capital, Training, Governance

1. Introduction

Grosso modo, migration has been widely approached from theories and studies related to acculturation, multiculturalism and interculturalism, but in its consensual dimension, migration supposes the establishment of a multilateral and regional agenda around the expulsion and reception of already existing workers. not as a need for availability of operational manpower, but as a security program and strategy that in the case of Mexico and the United States is a central issue (Sandoval et al., 2017).

The theoretical framework that explains consensual migration is based on human capital theory, integrated threat theory and governance theory. The theory of human capital exalts the opportunities and individual capacities with respect to the interrelationship between sending countries and receiving economies of migrants. It is a selective process in which migratory flows are subjected to heightened scrutiny in order to establish the leadership that guides their productive organizations (Pérez et al., 2017).

The phenomenon of human capital has explained economic development, but it is in the knowledge economy or 4.0 where it reaches its greatest splendor, since it is estimated that around 47% of the generations of millennial workers are entrepreneurs and are self-employed (Sandoval et al., 2015). To the extent that the knowledge economy spreads in the countries that receive migrants, the selective processes in education and employment are exacerbated, but with an occupational public health structure, which explains the quality of life and the search for employment as commitment and work performance (García et al., 2016).

Well, once the workers have reached a sufficient status to demand security and not just employment, a climate of perceived insecurity is built, reflected in the exclusion of migrant flows. This is so because the native citizenship develops an integrated threat in the face of the challenge of migratory flows, the cheapening of labor, the competition for employment and the reduction of wages (Carreón et al., 2016). This is how the integrated threat theory explains the disagreements and conflicts between the native labor force and migratory flows of workers, but in essence, it highlights the importance of security, attributed to the State (Rivera et al., 2017).

In this way, the stewardship of the State seeks to protect the differences between natives and migrants with respect to employment and security, but no longer favoring the development of human capital since this implies an increase in entrepreneurship, innovation and competitiveness, but rather, exacerbating the stigma and discrimination of migratory flows (Sandoval et al., 2017).

The integrated threat theory warns that such differences are irreconcilable because the market requires a cheap and abundant labor force, according to its growth, but also labor knowledge that is developed in the native population. In this sense, the investment model in emerging countries is no longer sustained because scientific and technological advances are transferred between native residents and migratory flows (García et al., 2012).

However, both phenomena, human capital and integrated threat, are central elements in the construction of a common agenda: governance. This is so because if the State fails to fulfill its gendarme function, it not only loses its governing category, but also allows the emergence of civil society organizations oriented towards security and sustainability (García et al., 2013). The theory of governance is positioned in this phase of competitiveness and labor discrimination to offer a general agreement on migratory flows, entrepreneurship and innovation. It is a process in which the State resumes its leading role and calls for the dialogue of demands, resources, opportunities and capacities (García et al., 2014).

Although both cultures, natives and migrants are complementary, security will be the central issue on their intergroup agenda. Given that security inhibits productivity and heightens risks, migratory flows have before them an opportunity to negotiate with native residents. It is a common problem and solution where the State can be overwhelmed, but the public agenda, being made up of business development policies, includes the participation of authorities and governments (García et al., 2015). The trident of opportunities, capabilities and development finds its foundations in theoretical and conceptual frameworks, as well as in studies of four axes of discussion: 1) the first is related to the socialization of migrant communities with respect to resident cultures, 2) the second assumption allusive to the assimilation of the labor market, 3) adaptation to the social exclusion promoted by institutions and resident groups and 4) selection of human capital based on capacities that allow the innovation of the labor market. The review of human development theories around which migration has been associated with public security and the local economy as preponderant factors of social destabilization (García et al., 2016).

Migration has been approached from four hypotheses that guided the discussion of the state of knowledge in reference to Human Development (García et al., 2019). The first hypothesis is that migration is a phenomenon of socialization with resident cultures. The result of this process is known as multiculturalism and consists of a legal structure of civil rights before the governance of common resources that are materialized in public services. In this sense, development is confined to inter- and transcultural agreements that establish equity between the groups involved (García et al., 2017).

However, multiculturalism reduces the cultures of native peoples to their minimum expression, since the governance of resources is imbricated in the dissemination of natural capital, which for the communities is conceived as local heritage. Even public services obey anthropocentric principles in which migrant labor is the ideal instrument for establishing strategic alliances between transnationals and micro, small and medium-sized companies (Carreón et al., 2014). That is why the second explanatory hypothesis of migration states that economic flows determine migratory flows and this assumes that the migrant workforce builds a resilient lifestyle. Indeed, migrants are analyzed from their degree of assimilation in relation to the labor market (Carreón et al., 2015).

However, assimilation into the labor market by migrants suggests that they develop skills based on opportunities that their country of origin has canceled for them. A decrease in the freedom of choice produces greater labor capacities that guarantee the insertion of migrants into the labor market, but an increase in opportunities denotes a greater flow of migrants and with it the diversification of capacities is cheapened by the excess supply (Carreón et al., 2016). Rather, according to the third hypothesis, migrants are exposed to a dynamic of scarcity of opportunities that leads them to develop collaborative networks in order to adapt their culture to changes in the labor market. This assumption complements the fourth hypothesis around which the receiving country of migrants selects talents and prospects (Carreón et al., 2017).

If migration is synonymous with entrepreneurship, then those who move from one place to another not only have sufficient skills to enter the labor market, they are also a select and innovative group of the host country's product processes (Sandoval et al. ., 2015). The four hypotheses of socialization, assimilation, adaptation and selection explain migratory flows as a function of supply and demand in the labor market.

Each of the four assumptions states that human development is possible only in those countries in which labor supply, natural resources and public services concur in a legal framework of network government. In this scenario, multiculturalism and equity are preponderant factors that facilitate the concatenation of economic, migratory and labor flows (Rivera et al., 2017).

However, human development also includes public policies and programs that enable the development of future generations. Precisely, the implications of migration in relation to human development anticipate a probable scenario of sustainability of natural resources based on the governance of municipal services and the establishment of a public agenda (Pérez et al., 2017). The prejudice, discrimination, xenophobia, racism or exclusion of an original people with respect to migrants, since they are seen as usurpers of the resources, goods and services that by right of seniority are attributed to the natives of a territory to the detriment of the rights of an external group to their uses and customs (Sandoval et al., 2017). Identity is the essential factor to explain the journey, settlement and return of the migrant workforce. Identity is associated with the perception of insecurity while it is a homogeneous factor between migrants and original residents. The differences between the migrant group and the resident group consist in the fact that their identity differentiates them as hegemonic groups with respect to their counterparts (Carreón et al., 2017).

However, the economic system favors high-status groups, or the political system inhibits the participation of migrants and exacerbates the differences with respect to resident citizens (García et al., 2017). The studies have found temporary differences in terms of resources, establishment of immigration as a central issue on the public agenda and justification of the political authoritarianism of the receiving country, the concentration of migrants in tourist areas, the expulsion of the majority of Mexican migrants to the United States, the adaptation of migrants to the family planning system, the establishment of differences between migrants and residents regarding marginalization, segregation, assimilation and integration, the self-concept of the Mexican migrant towards the Spanish culture, the association between violence, depression and self-efficacy and differences between men and women regarding socialization with the culture of the country that received them (García et al., 2016).

In sum, the studies focus on: 1) negative trajectory; poverty, immigration, marginalization, segregation, violence and depression. It is a vicious circle in which the accumulated stress indicates a social destabilization that affects the dynamics of organizations, groups and individuals both in sending countries and in receiving countries of migrants. The first case explains migration and the second the return of the migrant; 2) positive trajectory; family, integration, socialization, self-concept, and self-efficacy. A virtuous circle in which job satisfaction is latent and is determined from family dynamics to individual capabilities through demands, organizational resources and work culture (Carreón et al., 2016).

In these issues, the perceptions of the actors are present since it is the appreciation of poverty that drives migrants to seek employment in countries in which greater and better opportunities for employment, integration and self-efficacy are attributed to them, although they are also built scenarios of immigration, marginalization, segregation, violence and depression due to the opportunity cost of leaving a family, or the journey that migrants go through before establishing themselves in the labor market (Carreón et al., 2015).

In this way, studies related to migration in the workplace can be outlined from the objects of study and the findings in reference to perceptions and behaviors (García et al., 2012). The state of knowledge, in its negative trajectory of factors inherent to migration, begins with the perception of framing that would explain the perception of poverty associated with immigration that involves insertion in a receiving country. Next, the expected marginalization or segregation by not having documentation or technical specialty that implies a better paid job. Once inserted in an organization, violence and depression would be other aspects perceived by migrants when interacting with xenophobic groups (Sandoval et al., 2015).

In its positive trajectory, migration would be driven by family networks that not only integrate the migrant into a job, but also socialize their values, knowledge and skills in order to increase or reduce the self-concept of the group to focus skills on a shared paid activity. by support networks (Sandoval et al., 2017). Both trajectories can be broken down into hypotheses of dependency relationships between the aforementioned perceptions in order to explain the variability involved in the job search (Rivera et al., 2017).

It is possible to discuss four hypotheses that explain the phenomenon of migration with a labor flow that determines human development. These are four hypotheses related to selection, assimilation, adaptation

and selection as central axes of sustainable local development, theoretically and conceptually diversifying the four assumptions that explain the labor insertion of migrants into the labor market (García et al., 2017).

However, social exclusion threatens job stability and public security in the country that welcomed them. It is about migration as an ideal topic for dissemination by the media and their audiences (García et al., 2016). Following the socialization hypothesis, it is conditioned by the long-term incidence of the information disseminated by television. Unlike radio, press or the Internet, television builds images that transform public security into perceptions of insecurity. Meanwhile, migration is broadcast as a critical issue on the national agenda and with it its public debate brings audiences closer to a position against or in favor of the employment of external workers. Or, migration is associated with other processes by the newscasts. This supposes a set of attributes that viewers end up linking with some local problem (García et al., 2013).

This is how cultivation, media coverage and framing are three processes that delve into the socialization hypothesis, but also explain the assimilation of skills in the labor market, the adaptation to local lifestyles or the selection of talents (Carreón, 2016). . Precisely, the labor capacities of migrants explain their assimilation, adaptation and selection because they are considered as talents not because of their Resilience, but because of their skills and knowledge appropriate to the flexibility of the labor market. The capacities of migrants are exposed to systems of exclusion and marginalization that make their collaborative networks vulnerable (García, 2012).

Labor migration in reference to human development supposes: a) insertion into the labor market; opportunities, demands, resources and capacities that have been theorized, conceptualized and observed in order to anticipate future scenarios of relations between authorities and citizens; b) the demonstration of significant differences by sex, age, income and education between resident groups with respect to migrant communities; c) collaborative networks that explain four hypotheses related to socialization, assimilation, adaptation and selection; d) violation, marginalization and exclusion with respect to resident groups that perceive themselves threatened by the demands and resources that the labor market imposes; e) the cultivation, media coverage and framing of information, themes and attributes that determine the transfer and stay of migrants in receiving countries, as well as the return and reinsertion of former migrants in expelling countries (García, 2013).

A model is a representation of axes, trajectories, interrelationships and assumptions between the factors put forward in the state of the art. The differences and similarities between native and migrant cultures with respect to occupational safety can be observed from their reflections or determining formations (Valdés et al., 2017). The axis that goes from consensual migration to the other axes responds to the demands and expectations of natives and migrants with respect to employment opportunities and capacities. It is a scenario in which the differences and similarities between native and migrant cultures are central to the multilateral agenda. The axis that goes from entrepreneurship to the other axes warns that once the State has lost its stewardship, native and migrant civil society organizes around immediate opportunities such as entrepreneurship. Such a scenario reflects the absence of a business promotion policy, as well as a strategy to assist migrant flows such as local SMEs. However, entrepreneurship is the first symptom of an agreement between the social sectors regarding the gendarme position of the State. The axis that goes from competitiveness to the other nodes indicates that natives and migrants have reached a level of selectivity and capacity such that they can influence decisions on local job opportunities. Or, it is a scenario in which self-employment has proliferated and the State now only regulates commercial rights, leaving aside other individual guarantees. The axis that goes from identity to the other nodes defends the prevalence of uses and customs over the adjustment of migratory flows to local native laws and regulations. It is a scenario in which the State is respectful of individual rights and guarantees, but does not assume a conciliatory function to correct the differences between natives and migrants. The axis that goes from selectivity to the other nodes warns that the State implements migratory policies that filter the arrival of the most capable, but also carries out performance evaluation policies to further filter the labor force, not only migrant but also the native It is a scenario in which the State is willing to negotiate as long as its interlocutors are specialized representatives of multicultural civil society (hypothesis 5).

The state of the art lies in the specification of a model for the study of consensual migration, understanding that this is the result of five factors that, when interrelated, explain and anticipate scenarios of

differentiation and labor selectivity, a prelude to a negotiation with the State in terms of opportunities . However, the choice of sources indexed to national repositories and the use of the Delphi technique for their processing limit the specification and to expand it, consultation of international repositories and the use of the text mining technique are recommended (Sánchez et al., 2019).

Regarding the theory of consensual migration and the state of knowledge, this text clarifies that the specification of a model can be enriched with the inclusion of other theoretical and conceptual frameworks, as well as empirical ones around migration.

Referring to the studies and proposals of Pérez et al., (2017), Rivera et al., (2017) and Sandoval et al., (2017) who highlight the availability of resources against the organization of civil society and the rectory of the State in terms of sustainability, the present work warns that consensus is essential to carry out the governance of sustainability, the migration between it.

Thus, the objective of this work was to establish the learning network reflected in the findings reported in the literature from 2019 to 2022 regarding the migration of talents and the criteria of expert judges in the field.

Are there significant differences between the theoretical structure regarding the evaluations of expert judges in the formation of intellectual capital that migrates from Mexico to the US and the EU, as well as the management, production and transfer of knowledge?

The premises that guide this work suggest differences between the theoretical structure with respect to the empirical structure, considering that the pandemic impacted the management, production and transfer of knowledge through policies of distancing and confinement of people (García, 2022). In this sense, remote asynchronous platforms contribute to the differences between the processes analyzed, although similarities prevail between the sources of information when reporting the training of talent in response to the pandemic.

2. Method

A documentary study was carried out with a non-probabilistic selection of sources indexed to national repositories. Next, considering the publication period from 2010 to 2022 and the inclusion of the keywords: "migration", "security", "consensus" and "participation". The information was processed in content analysis matrices and represented in a model.

The Delphi content analysis technique was used, which consisted of three instances: qualification, feedback and reiteration or reconsideration of the numerical assignments before the analysis categories. In this sense, the criteria of the judges consisted of assigning a negative value to the training recession and confinement, a value of 1 to distance training in an acultural or traditional way, a value of 2 to asynchronous training under a multicultural model. , a value of 3 to training through intercultural platforms, a value of 4 to professional training, a value of 5 to job training.

The information was captured in Excel and processed in JASP version 14.0 considering the estimation of centrality parameters to demonstrate the hypothesis of proximity of the categories and indicators, the grouping coefficients to establish the structural hypothesis of relationships between nodes and edges, as well as network statistics in order to reveal the learning of relationships. Values close to unity were assumed as evidence of centrality, clustering, and structure.

3. Results

Figure 1 shows the values that indicate the distance between the nodes represented by categories and the edges represented by indicators. Distances between the categories of acculturation with respect to selectivity and identity, proximity between the category of multiculturalism with respect to adaptation and assimilation, as well as distance with interculturalism are appreciated.
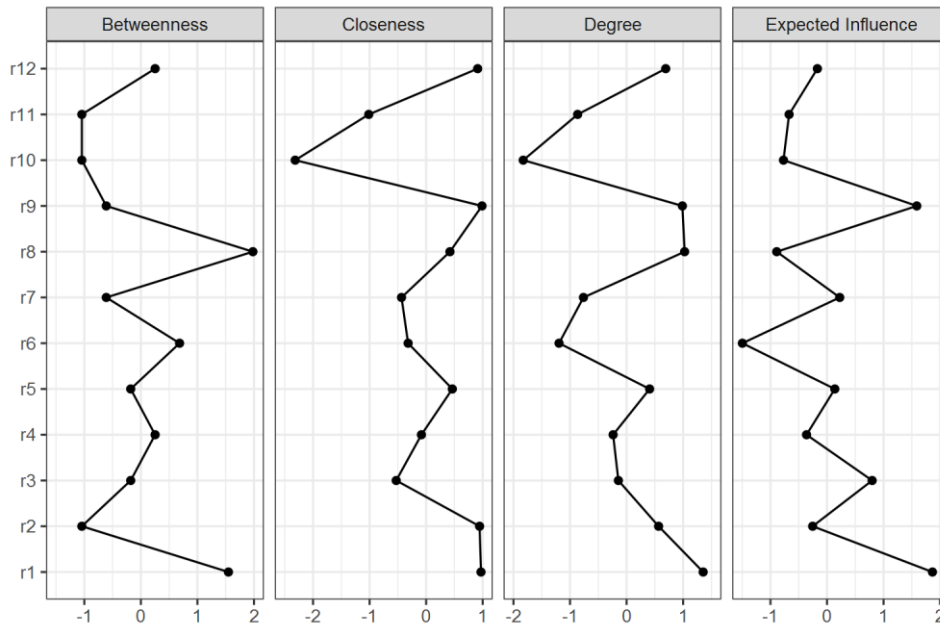
Figure 1 . Centrality of talent training in literature e 2019 to 2022
Source: Prepared with data from the study

Figure 2 shows the values that explain the configuration of a structure of categories and indicators around learning that is read from left to right, where the beginning is understood as the comparative advantage and the end is the reflection of the system. A diversity of interacting categories is appreciated, as well as indicators that make up nodes. In this way, the result indicates a consistent structure that goes from acculturation and culminates in interculturality.
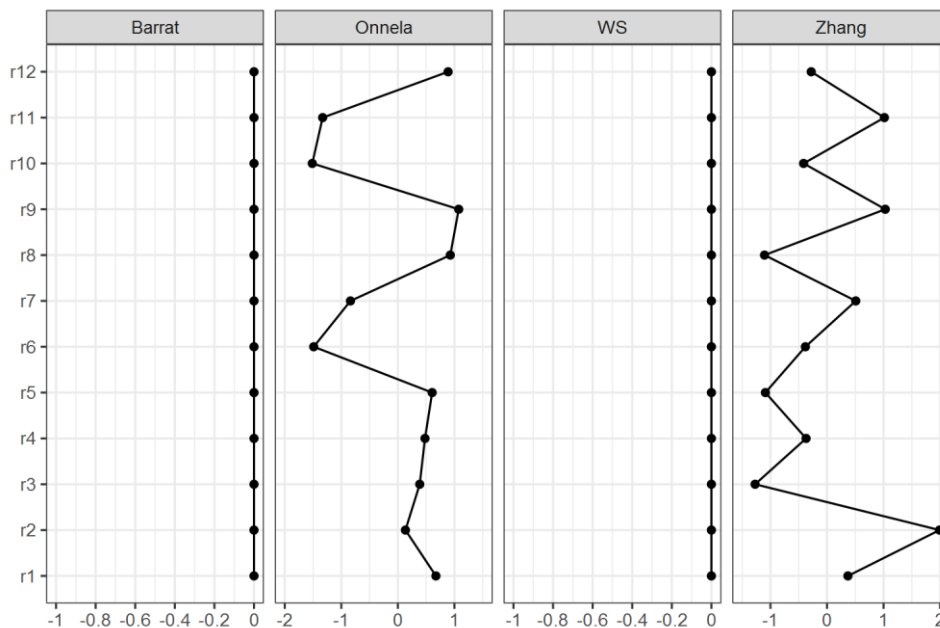

Figure 2 . Grouping of the formation of talents in literature e 2019 to 2022
Source: Prepared with data from the study

Figure 3 shows the relationship structure that is read according to the prevalence of the categories in relation to the indicators. There is an acultural configuration that becomes multicultural as the nodes interact with the edges. A learning system is inferred that explains the migration of talents oriented to acculturation, but with a tendency to multiculturalism that supposes the identity between the expelling and receiving system.
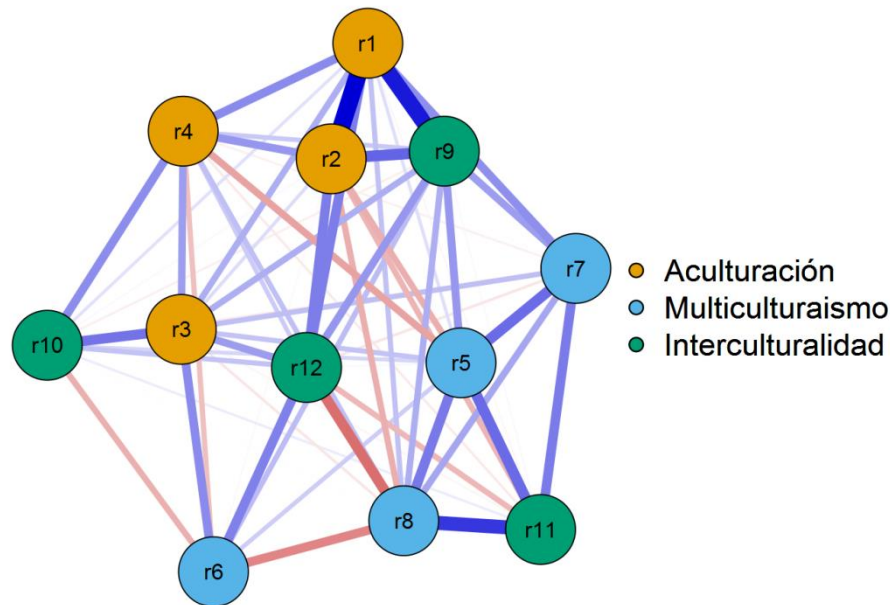
Figure 3 . Talent training networks in literature from 2019 to 2022
Source: Prepared with data from the study

4. Discussion

The contribution of the study to the state of the art lies in the unveiling of the structure of relationships, distances and groupings of categories related to acculturation, multiculturalism and interculturality around the migration of talents from Mexico to the US and EU in the literature from 2019 to 2022 according to the criteria of expert judges on the subject. The results show the prevalence of the three categories of analysis which comply with the centrality and grouping. It means then that the migration of talents can be analyzed from acculturation to explain the brain drain, multiculturalism to understand academic, professional and work opportunities, as well as interculturality to break down the management, production and transfer of knowledge between the expelling country and the receiving country.

In relation to the state of the art where acultural and multicultural structures prevail, the results show the prevalence of both categories, although interculturality emerges as the relationships between nodes and edges intensify. In other words, the complexity of talent migration is explained from interculturality. The application of the findings to educational and migratory policies suggest that the formation of talents can be carried out from the adaptation and assimilation of science and technology, but also from the formative identity in the humanities, as well as the selectivity in the management, production and knowledge transfer.

5. Conclusion

The objective of the study was to reveal the structure of categories related to the training of talents that migrated from Mexico to the US and EU. The results show a learning system that goes from acculturation to interculturality. Such a process reveals a system of adaptation, assimilation, identity and selectivity around academic, professional and work training. In this sense, the management, production and transfer of science and technology can be explained from the three categories in their phases of brain drain, research stay and return to the university of origin.

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