

Abstract

This master thesis deals with the topic of migration of the fresh graduates from Czech Republic to Germany. By means of a qualitative research the decision and reasons to migrate are presented in this thesis like a natural strategy of reaction on decline of an actual situation of young doctors in the Czech health system. The research shows an important role of the non-financial motivating factors. The central topic of research became the social status, especially the prestige and related respect. The reasons for migration are introduced with the theoretical help of the Push and pull factors theory. The understanding of the strategy of decision to migrate as a natural process is related to the theory of Exit, voice and loyalty of Albert Hirschman. The research is based on a series of semi-structured interviews with participants who intend to migrate after the graduation. Since this thesis is focused on the perspective of the main actors of the phenomenon, the migrants, it introduces the diversity of their attitudes to the reasons for migration. The main finding is the importance of the role of respect in the particular everyday situations, which is reflected in the several of ascertained types of motivating factors to migrate. The research also discovered the particular meanings of the motivational factors of a personal, organizational and social character. One of the main aims of this thesis is to broaden the actual discourse in which the reasons of migration are often understood just as the question of financial shortage, which reduces the whole complexity of this phenomenon.