

Faculti Summary

<https://faculti.net/movement-of-people-across-borders/>

This video features a conversation with Ada about the implications of migration for business and management scholars, particularly emphasizing the interdependence between the movement of people and firms across borders. They discuss the recent increase in skilled migrants and examples from corporate America, highlighting how immigrants are becoming CEOs of major companies.

Ada points out that despite the increasing focus from management scholars on migration, the topic remains underexplored compared to other disciplines. The discussion includes migration patterns, such as the demographic shifts in who migrates and the impact on labor markets, notably in Central and Eastern Europe, where labor shortages are prompting the recruitment of workers from farther countries.

Human resource management implications are discussed, including the need for diversity, the dynamics of labor shortages, and the challenges of retaining skilled migrants. Ada also addresses the human rights aspects associated with forced migration and the exploitation of migrant workers through corrupt recruitment practices.

The conversation touches on changes in work dynamics due to technological advancements and remote working trends, posing questions about the future of skilled migration and the balance between corporate needs and worker rights. Ada concludes with implications for future research, emphasizing the need to address migration's complexities, the corporate demand for workers, and the societal perceptions surrounding refugees and migrants. Key recommendations for changing negative discourse around migration include shifting the narrative to be fact-based and highlighting the role of corporations in labor demand and sustainable migration practices.