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THE RETENTION-MIGRATION PARADOX: EXAMINING HOW CAREER OPPORTUNITIES AND ORGANIZATIONAL JUSTICE SHAPE BRAIN DRAIN INTENTIONS

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Abstract

The Retention-Migration Paradox is an emerging organizational and socio-economic paradox as talented individuals consider migration options when assessing the opportunities available at home. This study explored the relationship between career opportunities and brain drain intentions of skilled professionals and the organizational justice. The research design adopted was a quantitative research design, cross-sectional and samples of 300 professionals from various organizational sectors. Structured Likert-type items were used to measure Career Opportunities, Organizational Justice, and Brain Drain Intentions. To analyse the relations between the variables of the study, descriptive statistics, Pearson correlation and multiple linear regression were used. It was found that, Career Opportunities (M = 3.71, SD = 0.76) and Organizational Justice (M = 3.64, SD = 0.79) were rated relatively positively, and Brain Drain Intentions was rated moderately (M = 3.42, SD = 0.83). Career Opportunities and Brain Drain Intentions showed statistically significant negative correlation (r = -0.58, p < .001) and Organizational Justice and Brain Drain Intentions showed statistically significant negative correlation (r = -0.51, p < .001) based on the correlation analysis. Career Opportunities was also found to have a significant negative relation with Brain Drain Intentions (BDI) (β = -0.43, p < .001) using regression analysis, and so was Organizational Justice (β = -0.32, p < .001). Brain Drain Intentions (R^2 = .468) were 46.8% explained by the model. The study results emphasised that improved career opportunities and equity within the organisations can be a key factor in employee retention and in the lowered intention to move in an organisation which may have practical implications for organisational policymakers and retention policies.

Keywords: Brain Drain, Career Opportunities, Employee Retention, Organizational Justice, Skilled Professionals, Workforce Migration

1. Introduction

The onset of brain drain as a human capital problem was when skilled individuals began to consider moving because of differences in job opportunities, career prospects, career growth and institutional environments. Moving with skilled workers was not just an economic choice, as intentions to move were also influenced by professional's perceptions of their future career and opportunities for career advancement within their home organizations. New evidence has been consistently related to brain drain and structural inequalities, institutional quality, employment conditions and the presence of attractive opportunities in other labour markets (Pérez-Armendáriz et al., 2025). Similarly, studies conducted in Pakistan found that factors such as

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professional development, training, financial conditions, and employment opportunities had an impact on the migration plans of skilled professionals (Shakir et al., 2024).

Career opportunities were an important factor to consider when deciding whether or not to continue in the employment situation or seek employment elsewhere by employees. When considering the attractiveness of their job, professionals typically considered opportunities in promotion, professional development, training, career advancement, recognition and future career growth. The results of the latest studies revealed that the growth opportunity effects were on employee's intentions to leave and on the link between employee's career orientations and organizational involvement (Zhu & Yang, 2024). Research on organizational career development revealed that employee loyalty to the organization can be enhanced when organizations focus on employee career development and promotion.

Another major workplace factor that could impact employees' intentions to stay in an organization and domestic employment environment was organizational justice. Employees' perceptions of the fairness of their organization's decisions, allocation of resources, their experience of procedures in the organization, interpersonal treatment, and access to information relevant to their job were considered to be components of organizational justice. Empirical research of the last few years revealed that organizational justice was negatively associated with the public employees' quitting the organization, particularly if they value fair compensation and treatment on the job highly (Moon et al., 2024). This was also confirmed by $N = 426$ primary healthcare workers who demonstrated a high negative correlation between organizational justice and intention to leave. The $N = 426$ primary healthcare workers showed a strong negative correlation between organizational justice and intention to quit, confirming this. In recent years, research has explicitly related perceived organizational justice to skilled migration and indicated the lack of such studies in this field of fairness in the workplace, which could be crucial in explaining brain drain intentions (Harshani, 2026).

1.1. Background of the Study

Brain drain was the term used for the migration of the highly educated and skilled individuals from their home countries to the better job, economic and social opportunities offered by other countries. It continued to be a significant phenomenon for developing economies as the loss of skilled personnel might limit the availability of expertise within the country and impact organizational and institutional capacity. Structural and institutional factors were found to affect brain drain, such as economic development, public services, political stability, rule of law and governance quality, as evidenced in recent cross-national research by Pérez-Armediáriz et al. (2025). The research in Pakistan also revealed that the intentions to migrate among medical trainees were linked to the opportunities for professional training, career growth, and better working conditions (Shakir et al., 2024).

An important way in which workers assessed their prospects of working within the organisation was through opportunities for career progression. Those professionals who saw opportunities for advancement and career growth, as well as skill development and professional success might have had even better arguments to stay with their employers. On the other hand, employees may seek another job or employer because of a lack of advancement opportunities. In a recent study, organizational career growth was found to positively influence the relationship between career orientation and turnover intentions, particularly when an employee's current career prospect is good as well as their future one (Zhu & Yang, 2024). Lee et al. (2025) also determined that the relationship between organizational experiences and turnover intention with Generation Z employees was mediated through career development support.

Another important source of explanation for employee retention and intentions to migrate was organizational justice. Employees evaluated the fairness and consistency of the treatment and decisions made by the organization, the rewards, procedures, and interpersonal behavior. If employees experienced an injustice they may develop negative attitudes towards their workplaces and be more likely to think about other workplaces. Recently, Agyemang et al. (2025) studied the issue and found that the issue of employee turnover is a pertinent topic of research in the Ghanaian academic workplace, such as procedural injustice, distributive injustice and interactional injustice. Another study with textile workers confirmed the organizational justice was applicable in the organizational context of Pakistan in relation to the intention of turnover among the

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textile workers (Amin et al., 2024). Importantly, research in Sri Lanka directly examined the decision to migrate and the organizational injustice of skilled workers, and revealed that the organizational injustice is a factor which is relevant in understanding the decision making of skilled workers migrating (Logendran et al., 2024). These results served as a solid foundation to explore organizational justice as an organizational factor that is correlated with the intention to leave the organization.

1.2. Objectives of the Study

1. To explore the degree to which employment opportunities are seen regarding skilled people.
2. To evaluate the experienced organizational justice of competent specialists.
3. To assess how much intention among the skilled professionals is there to migrate from Bangladesh to foreign countries.
4. To discuss the possible linkage between career opportunities and brain drain intent.

1.3. Research Questions

1. How did skilled professionals see the careers opportunities?
2. How was the perception of organizational justice of skilled professionals?
3. How high was the skilled professionals' brain drain intentions?
4. How was the relationship between the opportunities for the career and intentions to brain drain?

1.4. Significance of the Study

The study was noteworthy because it approached brain drain from an organizational angle, instead of sticking to economic and macro-level considerations alone but discussing career opportunities and organizational justice. The results may help HR managers to design retention programs that include promotions, promotions that are easy to understand, career growth, professional development, compensation and procedures that are fair. There were also policy implications to the study as retaining skilled professionals required domestic settings which would offer them opportunities for a meaningful career and treatment. There was recent research that underscored the significance of organizational conditions as factors that helped to keep skilled professionals. Recent evidence in relation to organizational justice and turnover intention and skilled migration again highlighted the role of organizational conditions in retaining skilled talent. The study also helped in evoking the literature that has been developing about the link between organizational practices and brain drain, by studying career opportunities and organizational justice together instead of separately as factors in the workplace.

2. Literature Review

2.1. Brain Drain Intentions and Skilled Professional Migration

Brain drain was a more complicated form of skilled HWM and was viewed as a crossing from an educational system to a new labour market characterized by a different type of work activity. More recently the skills migration literature has started to shift from a single dimension of a skills migration based on "goods and services" to a multidimensional approach which includes multiple incentives. Bhardwaj and Sharma (2023) compiled a list of 75 studies and found that among the enablers identified, employment opportunity, income, family considerations and work environment came out as key factors for skilled migration. Mao et al. (2022) have emphasized the factors at the societal and firm and industry levels that affect talent migration and, in this regard, it was suggested that organizational conditions could be taken into account in the decision-making process regarding migration of talents.

However, empirical data gathered in recent years revealed that when people were considering migration, they evaluated the chances they would have in their new home countries and their new states. The researchers Alili et al. (2024) found that University staff in North Macedonia manifested a desire to move due to their dissatisfaction with the income they consider appropriate, future possibilities, career progression and political pressure in the universities. These outcomes indicated that they were progressing a few steps "home" but maybe they could be more successful elsewhere in their future career. In also Pakistan, Shakir et al. (2024) have reported high rates of intent to migrate amongst neurosurgery trainees and found that both employment conditions and professional development as well as training opportunities were significant contributors to migration decisions.

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The organisational aspect of skilled migration was given special consideration as companies were considered to be the first locations where professionals would encounter situations of career development, recognition, payment, treatment, etc. in their workplace. Even if 'talent management activities of the firms' could influence their talent retention, talent flow might also be streamlined from outside territorial mobility to more sustainable forms of mobility (Mao, et al. 2022). Bhardwaj and Sharma (2023) used a literature search to explore the drivers of skilled migration and discovered that the drivers of skilled migration literature focused on an employment-related category. Brain drain intentions were found not to be able to be studied solely based on country economy indicators as professionals involved also accounted for the organizational journeyperson attractiveness.

2.2. Personal and Career Opportunities and Retention

Career Opportunities played an important role in the employment contract because they provided the worker with his/her expectations of promotions, development, career success and progression. Huo (2021) identified career consequences as being related to career commitment among frontline workers, and similarly career growth opportunities. The study also indicated opportunities for growth for the employees in order to make them feel good at the workplace, thereby contributing to the perceived value of their employees' future with the organisation. The study explained the importance of a career to career-related organizational practices in the context of employee retention problem, as suggested by Haliansyah et al. (2024) regarding the problem of employee retention, employee career development have positive relationship with employee intention to leave the organization.

A recent study revealed that a lack of career advancement was related to the employees' attitudes to leave. Goh and Muda (2023) found that ability development is significant with intention turnover to job change in construction sector in Sarawak. The results indicated that their job was not only subjected to a critical evaluation of its job, but how it was perceived to contribute to their future job advancement. This work by Wahyudi and Saryatmo (2024) indicated that career development showed a negative correlation with turnover intention of employees within the generation Z, and the job satisfaction turned out to be an important explanation.

Career opportunities were also included as a linking mechanism to brain drain intentions and found to have a theoretical linkage between the two. For the job seekers with good skills, on the other hand, the external job market was perceived as another possibility to get a job for occupational objectives. This is the pattern that Alili et al. (2024) found for the University staff, who faced fewer opportunities for promotion and limited perceptions of future opportunities, with both being linked with migration intentions. Huopio (2021) found opportunities for career development to have positive career outcomes and career commitment. The concept based on the relationship, then, was that increased chances for careers would lead to decreased intentions to migrate brain drain.

2.3. Organisational Justice, Chief to Deplete HR Aspirations

Organisational justice was examined in terms of the eyes of the employees and four organizational outcomes, procedures, interpersonal treatment and information were raised. Citing a number of studies, Özkan (2023) in his meta-critical review of 83 correlation values found that the employees' perceptions of distributive, procedural, interactional, interpersonal, informational and overall organizational justice had studied negative relationships with the intention to leave and stay within an organization. This overall relationship of organizational justice and intention to quit was particularly big, indicating that whatever perceptions of fairness are had is really a key factor that can result in an organization's usage of its workforcers. In a similar way, the perception of organizational justice and organizational position were found to have strong association with turnover intention by Nadeem-Uz-Zaman et al. (2022)'s results in the context of the development of their career positions. The perception of organizational justice and organizational career position both had strong association with turnover intention in case of the career development of employees, as shown by the results of Nadeem-Uz-Zaman et al. (2022).

In line with these findings, empirical evidence was also obtained from various professional contexts that confirmed the link between organizational justice and employee retention. Mengstie (2020) found that

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intention to turnover of hospital healthcare workers was influenced by organisation perceived justice (OPJ) which demonstrated the importance of fair perceptions in a skilled medical profession situation. Indeed, Hwang and Yi (2022) surveying the mental health service providers, identified organizational justice as another important variable to consider in explaining turnover intention at small community mental health centres. The results were not only relevant for the current project, but also the skilled professionals had a high-quality appreciation of fair treatment, equal organisational structures and organisationalism of their work.

With relation to organizational justice and intent to migrate, a greater basis of studying brain drain was provided. Logendran et al. (2024) specifically investigated the relationship between organizational injustice and intention to emigrate among skilled workers in Sri Lanka, and found that there was a strong dimension of the relationship between perceived injustice and intention to emigrate with job embeddedness being a moderating factor. Similarly, Eshadi and Lakchan (2025), studied institutional injustice and the intention to migrate among skilled employees in Sri Lanka and concluded that the institutional injustice positively influenced intention to migrate, which was mediated by job entrenchment. The results contradicted the traditional organizational justice concept and brought the organizational justice concept in relationship to turnover intention into connection with the individual decisions related to migration.

3. Research Methodology

3.1. Research Design

The study utilized a quantitative and cross-sectional research design to investigate the relationships among the three variables (C.O., O.J., and Brain Drain Intention) among skilled professionals. The quantitative approach was deemed suitable as the study used structured Likert items to quantify the three constructs and employed statistical procedures to analyse the relationships between the constructs. The cross-sectional design facilitated the collection of data at one time and was appropriate for the study of associations between the organizational and migration-related variables.

3.2. Population and Sample

Participants were selected from different organizational sectors who held the job of skilled professional. The study was conducted with professionals who had a formal education, specialized knowledge, technical expertise, or professional experiences relating to their occupational/historical functions. There were 300 professionals in total that were studying. Considering that the sample size is 300, it is adequate in data describing, correlating and multiple linear regression with two independent variables.

3.3. Sampling Technique

The 300 skilled professionals were sampled using non-probability convenience sampling technique. Participants were recruited via their social and professional networks and were recruited voluntarily. The technique was chosen because the sample population targeted depended on professionals working in a variety of organizational industries — in such a large group completeness of the sampling frame was not easily determined. Participants had to be working in the labor market in professional or skilled occupations, and they had to have a background in their current workplace to make judgements about career opportunities and organizational justice in their company. Responses from participants who did not meet the eligibility criteria were not included and responses filled out less completely were excluded from the final data set.

3.4. Data Collection Procedure

Primary data were obtained by using a structured questionnaire. The questionnaire was mailed to the target skilled professionals and the participants filled the questionnaire voluntarily. Participants were given information on the purpose of the research and the general nature of their participation prior to completing the questionnaire. No information was asked from the participants leading to the identification of the respondent. The participants were also told that all their answers would be saved solely for virtual research. The data collection emphasized collecting responses from professionals involved in various sectors of organizations and not only limited to any one occupation or industry. This strategy aimed to help achieve the overall goal of testing the relationship between career opportunities and organizational justice as they relate to intentions to engage in brain drain across career settings. 300 usable responses were retrieved and kept for statistical analysis. Questionnaires were screened for incompleteness and possible problems before analysed.

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3.5. Research Instrument

The basic research instrument used is structured questionnaire. The questionnaire administered included items on Career Opportunities, Organizational Justice and Intentions To Brain Drain. A 5-point likert scale was used to record responses from low disagreement to high agreement. To assess how strongly they agreed with statements related to employment, attitudes about fairness in their organizations and willingness to consider moving, the Likert format was used. Career Opportunities was broken down into questions about employee perceptions of future career goals, promotion, and development opportunities, training, and skill development. Organizational Justice was operationalized using items related to fairness in organizational procedures, organizational rewards, interpersonal treatment and organizational decision making. Brain Drain Intentions were captured by questions that required answers on the willingness of skilled professionals to work or further their careers in other countries beyond their homeland of employment.

3.6. Data Analysis

Descriptive and inferential statistical data analysis was used for collected data. The descriptive statistics (mean and standard deviation) were used to summarize the study variables, and the Pearson product-moment correlation was used to identify the direction and magnitude of the relationships for the study variables, Career Opportunities, Organizational Justice and Brain Drain Intentions. Multiple linear regression was finally used to explore the predictive relationships of the independent variables and the Brain Drain Intentions. Brain Drain Intentions were used as dependent variable in the regression model while Career Opportunities and Organizational Justice were used as independent variables of the regression model. The Multi Regression was chosen as it allowed the individual contribution of each independent variable to be evaluation whilst taking into account all of the variables together. The statistical analysis provided a systematic approach for examining relationships among the study variables and were interpreted as associations and predictive relationships not causal effects, because of the cross-sectional research design.

4. Results and Analysis

4.1. Descriptive Statistics

Descriptive statistics were used to summarize the central tendency and variability of the three study variables.

Table 1

Descriptive Statistics of Study Variables

Variables	*N*	*M*	*SD*
Career Opportunities	300	3.71	0.76
Organizational Justice	300	3.64	0.79
Brain Drain Intentions	300	3.42	0.83

The data in table 1 revealed that Career Opportunities obtained the highest mean score of (3.71), and s.d. (0.76) whereas the lowest mean score was obtained by the variable of classroom management with a mean of (3.67) and s.d. (0.79). This finding showed overall relatively positive perceptions of the respondents towards the job advancement prospects within their job environments. Comparatively, the standard deviation was high indicating that there was some variation in response, but still with relatively high concentration around the higher means. The mean score for Organizational Justice was 3.64 ($SD = 0.79$) and again this was a very positive rating. This result suggested that participants generally felt fairly treated or fairly treated in their organizational surroundings; however, the differences in the answers indicated that participants' perceptions of organizational justice were not equal among participants. The mean score for Brain Drain Intentions was 3.42 ($SD = 0.83$). It was a moderate intention to migrate or to look for professional employment opportunity out of the domestic context, as compared with the two organizational variables. A larger standard deviation suggested that there was a greater diversity of attitudes towards migration across all respondents. However, some professionals seemed to be less likely to move and others more likely to explore options elsewhere than in their current work setting.

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Figure 1

Descriptive Statistics of Study Variables



4.2. Pearson Correlation Analysis

Pearson product-moment correlation analysis was conducted to examine the relationships among Career Opportunities, Organizational Justice, and Brain Drain Intentions.

Table 2

Pearson Correlation Matrix of Study Variables

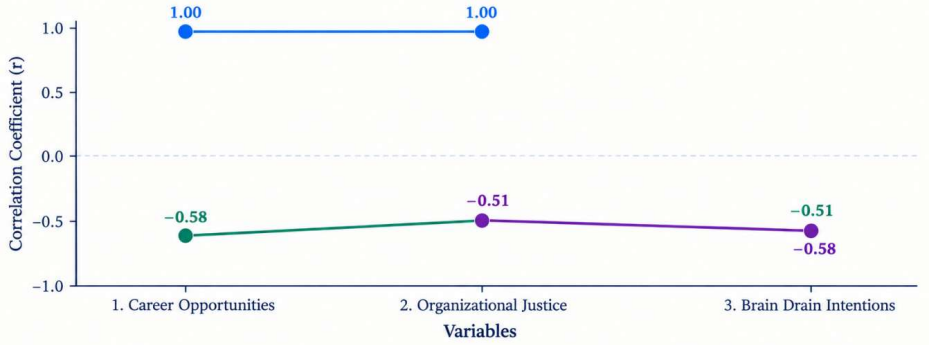
Variables	1	2	3
1. Career Opportunities	1.00		
2. Organizational Justice	-	1.00	
3. Brain Drain Intentions	-0.58	-0.51	1.00

Note. *p* < .001.

Table 2 showed a very strong negative correlation between Career Opportunities and the Intentions to Leave/Join the Brain Drain *r* = -0.58, *p* < .001. Pro-Closure showed a relationship whereby those professionals who felt better about opportunities in their careers tended to feel less frustrated in desiring to move. Results indicated a strong relationship between the two measures of intentions linked to migration and perception of career prospects. It found that this relationship between the two variables was not likely to be a random relationship within the statistical sample, as proven by the p-value it calculated. Besides, another significant negative correlation was obtained between Organizational Justice and Brain Drain Intentions *r* = -0.51; *p* < .001 in the correlation matrix. This finding revealed a negative relationship between perceptions of fairness in the organizations and intentions to migrate, meaning that the higher one's perception of the organizational level of fairness, the lower one's intention to migrate was. There was a slight negative relationship between the relationship of the variables of Career Opportunities and Brain Drain Intentions, which remained significant, but weak. The research identified negative mindset toward fair organizational procedures, fair treatment, adequate rewards distribution and decision making as themes that were important in explaining professionals' migration intentions.

Figure 2

Pearson Correlation Matrix of Study Variables



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4.3. Multiple Linear Regression Analysis

Table 3

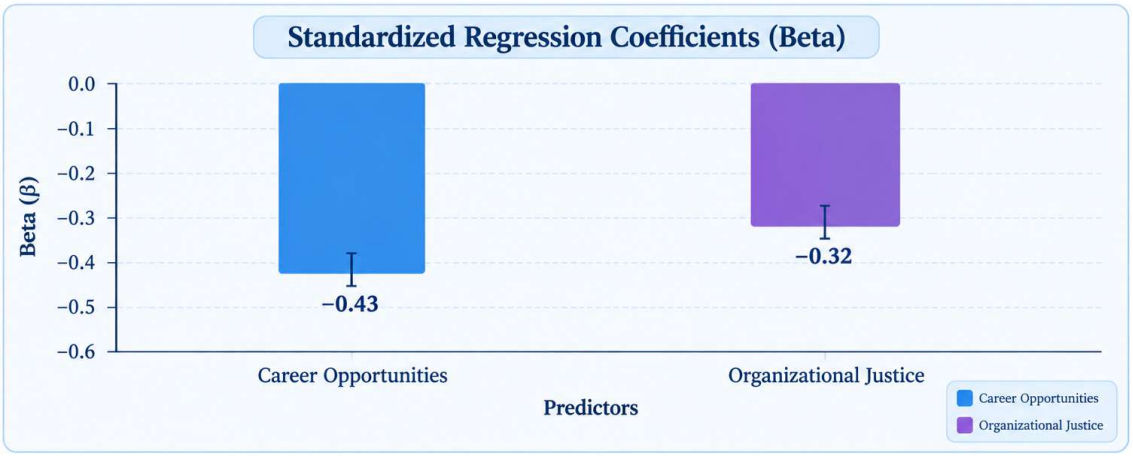
Multiple Linear Regression Predicting Brain Drain Intentions

Predictor	B	Beta (β)	p-value
Career Opportunities	—	−0.43	< .001
Organizational Justice	—	−0.32	< .001
Model R^2		**0.468**	
Sample size (N)		**300**	

Descriptive and correlational results, which suggested that the respondents who felt that they had more opportunities to advance their careers and develop their professional skills tended to have less desire to move. Organizational Justice also had a significant and negative impact on Brain Drain Intentions β = -0.32, *p* < .001. These findings suggested that the negative coefficient was because of the inclusion of Career Opportunities in the same regression model, as stronger perceptions of the fairness of the country were related to lower intentions to migrate. Both predictors were statistically significant, and each was independently associated with the ability to explain Brain Drain Intentions. The model resulted in an R^2 of .468, and thus, Career Opportunities and Organizational Justice accounted for 46.8% of the variation in Brain Drain Intentions among the 300 respondents. There were also 53.2% of the variance that remained unexplained, indicating that other personal, organizational, economic, social, professional, and migration factors may also play a role in the decision of professionals to migrate.

Figure 3

Multiple Linear Regression Predicting Brain Drain Intentions



5. Discussion

Organizational attachment and career development are general constructs that can be associated with career opportunities and career intentions to migrate to other countries. Where opportunities for advancement, development in competence, promotion and external career development opportunities are seen as available in the current job situation, the motivation to seek external career opportunities may be perceived as less attractive. Career development focuses on a number of aspects of workers' vested interests in striving for a different career objective, improving their work skills, promotion and wage hike, either remaining with or leaving the organization (Qassim, 2026). It can thus be interpreted as an important part of 'Retention' HRM, because employees are more likely to compare the future with the provided HRM services. This will be particularly applicable for those with skills; decisions to migrate are not always driven by income but other aspects of the profession, like recognition, mobility and future prospects also play a role.

The results could also be explained by the embeddedness theory of work that suggests that those who have more ties to their organization are more likely to remain with that organization. Employees' connections

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to their present jobs and future career may be important for fostering psychological investment in their present work settings. Additionally, Qassim (2026) found that there are links between the dimensions of the career development and the employee's intentions with regards to quitting, particularly the dimension of professional growth in its retention strategy. On this view, enhancing career structures can be a more than ordinary human resource practice; it can be a practice that assists in diminishing the organization's context for skilled professionals to look at other employment contexts. Companies that have operations in countries that are suffering skilled-worker migration can then reap rewards for clear promotion ladders, professional development, mentoring, leadership training and even opportunities for specialization. This can make domestic work more professional and viable career and give confidence to workers that their objectives can be achieved without going for other work.

Organizational justice is another factor that is important in explaining why employees desire to remain in their current work unit or move to a different one that may exist. Just perceptions are staff members' judgments about fairness regarding employment and people dealing methods, sources, and decision making in their organizations. Organizational justice is still linked to intentions to leave organizations in recent evidence, even in various institutional contexts. In particular, Exmeyer and Jeon (2026) examined the perceptions of organizational justice among federal employees and determined organizational justice to be one of the key variables that would affect federal employee's intentions to stay or go from the job. In that case, the sense of fairness that their work evokes may grow all the more important in light of their lack of security about their work environment and the institutional protections provided to them. Similarly, Zhao et al. (2024) published the study on organizational justice among employees in the primary care health services and the key aspects of perceptions concerning justice related to intention to leave organization, and the significance of work motivation as a crucial psychological mechanism. These views imply that competent individuals can assess not just the tangible benefits that can be gained within an institution but also whether the systems and relations within an institution are fair, transparent, recognisably valued and respectful.

Last but not least, from the combined interpretation of the concepts of career opportunity and organizational justice, the relevance of organizational policy for skilled-worker mobility and for organizational justice more broadly are apparent. Career opportunities and sense of fairness can result in increased organizational commitment, decreased organizational commitment due to lack of career structure or decreased organizational commitment through lack of fairness. Khanam et al. (2024) affirmed the importance of considering organizational justice in the relationship between organizational leadership quality and employees' general attitude toward turnover, concluding a connection exists between these two variables. By the same, it was found by Amin et al. (2024) that besides these, relationship between organizational justice, work environment, work embeddedness and work engagement with turnover-related outcomes of the textile workers of Pakistan was significant. In the case of such evidence, the brain drain situation becomes significant in the context of the brain drain in general. Therefore, career retention strategies need to centre on structural career opportunities and also on the nature of employees' career experiences on the day-to-day level. Beyond salary, organizations can develop holistic retention strategies that includes opportunities for career progression, development, fair decision making, recognition and engagement, and transparency and openness in management.

6. Conclusion

This study findings revealed that career opportunities, and organizational justice are among important organizational factors linked to brain drain intentions among skilled professionals. It was found that provided the organisations provide realistic career progression, training and development, fair decision making, equitable recognition and treatment at the workplace it is more likely that the professionals have positive perceptions of domestic work. Improvements in these areas can help to strengthen the interest of employees in their home workplaces and build their career sustainability. These can then be advanced in a clear promotion track, training, mentoring, employee recognition and the fair procedures. Improved working conditions and professional development in the workplace can help partially respond to pressures of skilled-worker migration in the policy arena. However, the cross-sectional design and convenience sampling required means the results

of this study must be interpreted as associations and predictive relationships as opposed to causal effects. The study can be continued by longitudinal and cross-country studies and the other economic, professional, and psychological aspects which influence the motives of skilled professionals to migrate.

Author Contributions

All authors participated in ideation, development, and writing the manuscript. All authors read and approved the final manuscript.

Conflict of Interest Statement

The authors declare that there is no conflict of interest regarding the publication of this article.

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Informed Consent

Informed consent was obtained from all participants prior to data collection. Participants were informed about the purpose of the study, the voluntary nature of their participation, and their right to withdraw at any time without any consequences. The confidentiality and anonymity of respondents were guaranteed throughout the research process.

Data Availability

The datasets generated and analysed during the current study are available from the corresponding author upon reasonable request. The authors are committed to transparency and will provide detailed methodological information and analysis protocols upon request.

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