

REFeree's REVIEW

Program:	Master in Management (MIM)
Student:	Ekaterina MITSKEVICH
Title of thesis:	THE ROLE OF TALENT MANAGEMENT IN TALENT MIGRATION IN EMERGING MARKETS:FROM BRAIN DRAIN TO BRAIN GAIN

Justification of the topic choice. Accuracy in defining the aim and objectives of the thesis. Justification of the topic choice; accuracy in defining the aim and tasks of the thesis; originality of the topic and the extent to which it was covered; alignment of the thesis' topic, aim and objectives.	5	4	3	2
Structure and logic of the text flow. Logic of research; full scope of the thesis; alignment of thesis' structural parts, i.e. theoretical and empirical parts.	5	4	3	2
Quality of analytical approach and quality of offered solution to the research objectives. Adequacy of objectives coverage; ability to formulate and convey the research problem; ability to offer options for its solution; application of the latest trends in relevant research are for the set objectives.	5	4	3	2
Quality of data gathering and description. Quality of selecting research tools and methods; data validity adequacy; adequacy of used data for chosen research tools and methods; completeness and relevance of the list of references.	5	4	3	2
Scientific aspect of the thesis. Independent scientific thinking in solving the set problem/objectives; the extent to which the student contributed to selecting and justifying the research model (conceptual and/or quantitative), developing methodology/approach to set objectives.	5	4	3	2
Practical/applied nature of research. Extent to which the theoretical background is related to the international or Russian managerial practice; development of applied recommendations; justification and interpretation of the empirical/applied results.	5	4	3	2
Quality of thesis layout. Layout fulfils the requirements of the Regulations for master thesis preparation and defense, correct layout of tables, figures, references.	5	4	3	2

Each item above is evaluated on the following scale, as applicable: 5 = the thesis meets all the requirements, 4 = the thesis meets almost all the requirements, 3 = a lot of the requirements are not met in the thesis, 2 = the thesis does not meet the requirements.

Additional comments:

Talent migration nowadays has very diverse impact on different stakeholders, especially governments, business and education. Globalization provokes and stimulates migration that from one side does labor markets more competitive, but from another side creates brain drain especially in emerging markets that suffer heavily from migration. Russia is not an exception; talent migration decreases the competitiveness of Russian economy. Based on this, first, it is necessary to mention that master thesis of Ekaterina Mitskevich raises important topic.

The research of talent migration phenomenon and discussion of the role of talent management systems is done on the highest level. Research idea about the link between brain drain and talent management practices seems to be very innovative and interesting that solves different tasks, namely to increase the value of talent management in Russian firms, and to provide understanding of the role of business and management in converting brain drain into brain gain. As brain drain and talent migration is usually discussed with the relationship to country-level and the role of government, this work opens another perspective. Moreover, the author claims about different push and pull factors of talent migration that extend our understanding about determinants of migration. Ekaterina provides statistical analysis to show the link between different factors and talent management practices and identifies how particular practice is related to migration. Such findings create strong scientific and managerial contribution. One of the achievements of this work is systematization of push factors into different levels aiming to discuss backgrounds of talent migration determinants.

The thesis impresses by very detailed literature review. The author shows excellent understanding of the topic and demonstrates outstanding research abilities. The work can be evaluated as logical and independent research. Ekaterina shows also excellent understanding of research methods that seems to be very rare case among master's students. If applicable it's worth to distinguish the master thesis of Ekaterina from others as the research done in accordance with high-level academic research published in high-ranked academic journals. I recommend Ekaterina to continue her education and apply for PhD program.

Master thesis of Ekaterina MITSKEVICH meets the requirements of the program, and according to the reviewer's opinion deserves an "excellent (A)" grade, thus the author can be given the desired degree.

Date
Referee:



01.06.2018
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