



# New approaches to managing human resources in light of the conditions of labor migration in Romania and Iraq

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and recommendations that achieve the objectives of the research. Also the most important results of this study is The high level of the Performance Management from the viewpoint of the study sample; it turns out the general average of the dimension 3.724 , The high level of the effective motivation from the viewpoint of the study sample; it turns out the general average of the dimension 3.770 .

**KEY WORDS:** New approaches , managing human resources , light of the conditions of labor migration , Romania , Iraq

closely related to the migration of the hands of labor. So that the huge capabilities that characterize the developed countries and their control in communication and information messages enabled them to portray themselves on the basis that they are the savior and incubator of competencies in the world, and this is what led the latter to decide to emigrate in order to reach the promised Western paradise and to escape from the reality of underdeveloped countries that are distinguished by their lack of interest. With knowledge and not with its companions, although science is the secret of the Arab countries, among which Iraq is classified under the category of underdeveloped countries. This is why it suffers from a severe drain on its human resources, which continues to increase with the passage of time due to the miserable conditions.

## II. RESEARCH PROBLEM:

The practices of human resource management in developed countries lead to an apparent weakness in the development and preparation of human resources in developing countries in particular, through:

1 - Human resource management practices in developing-country companies abandon social services, the most important of which is continuous

## Abstract

The aim of this study is to know what is the New approaches to managing human resources in light of the conditions of labor migration in Romania and Iraq , The current study used the descriptive research method, which describes the phenomenon to be studied and the concepts and terms related to this phenomenon. It also used the analytical method, through which statistical methods and methods are used in analyzing the research data that will be obtained through the questionnaire form that was distributed to the research sample to reach Findings

## I. INTRODUCTION:

Since previous decades, the most dominant corporations were those that held machinery, technology, and materials, where the human element was inconsequential and was handled as if it were a machine, without taking into consideration its capacities, feelings, development, and capabilities. Nowadays, the significance of this aspect has grown as a result of its critical role in the development and expansion of companies. Human resource management has become an important requirement in modern times, as has the use of optimal recruitment, selection, training, development, preservation, and motivation of human resources . Considering other job planning and analysis, all of this has led to the clarity of its core purpose and its influence on employee performance, allowing the company to achieve the best level of performance possible.

Human resource management has gained this function as the most significant and valuable asset management of the business, since it consists of planning, organizing, regulating, and directing human resources in order to meet the organization's goals. The phenomenon of globalization, accelerated economic growth and new human resource management practices in various countries are



movement. As a result, in the last two decades, Uzbekistan has seen labor movement both inside and beyond the nation, owing to a variety of factors, all of which have had unavoidable social and economic consequences for the country.

**Liebert, S. (2020) study Deconstructing Immigrant Integration: The Case of Kyrgyz Labor Migrants in the United States**

This article examines how millions of former Soviet Union residents relocated to other nations following the disintegration of the Soviet Union. After a difficult transition from a socialist to a market economy, Kyrgyzstan sends a considerable portion of its labor overseas, resulting in remittances that account for a third of its GDP. Thousands of Kyrgyz immigrants arrive in the United States, both officially and illegally, in pursuit of economic possibilities. Based on 42 Kyrgyz migrant laborers who participated in semi-structured interviews, this paper examines their economic integration in the United States. The author proposes a conceptual framework that identifies the factors that influence the extent to which migrants are successful in integrating into destination countries.

**Lialina, A. (2019) study Labor market security in the light of external labor migration: new theoretical findings.**

The goal of the study is to demonstrate the value of a new interdisciplinary approach to studying the impacts of labor migration on the host labor market, namely, risk and threat analysis, as well as labor market security aspects in the field of foreign labor migration. The research was conducted out utilizing organization and categorization techniques. According to the findings, labor market security in the context of international labor migration might be a separate topic of study for the effects of migration on labor markets. It is based on the findings of national security studies and particular trends in order to investigate the impact of international labor migration on the labor market in the receiving region.

**Xu, D., Deng, X., Guo, S., & Liu, S. (2019) Labor migration and farmland abandonment in rural China: Empirical results and policy implications.**

This paper talks about how the abandonment of agricultural lands is considered a global social and economic phenomenon in various countries of the world. However, there is a lack of empirical research of a large sample on the abandonment of farmland to rural households in China, and few studies have explored the quantitative effects of labor migration on giving up farmland to rural households. This study uses survey data for 8,031 rural households from 27 provinces (cities) in

training services for workers and their health, which is one of the most important foundations for the development and upbringing of human resources, which primarily suffers from many imbalances, and the abandonment of these services by companies will prevent many Human resources from benefiting from these services and thus will lead to.

2 - Technical developments and information and communication technologies are among the main phenomena accompanying economic development at present, the driving forces for it and some of its outcomes at the same time, and such phenomena require highly skilled workers possessing scientific capabilities, applied skills and sound professional trends to deal with these developments and technologies, which puts a burden on the shoulders of systems. Human resource development to meet these requirements.

3 - Likewise, knowledge is the basis in the era of modern economic changes and new developments. Therefore, every element that does not adapt to these developments in terms of computer knowledge and the use of the Internet will be like an illiterate who does not know how to read and write in our time and this is what the human resource management is supposed to develop. For employees.

4- Low wages due to the lack of job opportunities and the weakness of trade unions whose role is to defend workers' rights in addition to poverty, which leads to weak capacities in developing countries.

Thus, we see that the wrong human resource management practices work to produce human resources devoid of values and work ethics that do not feel affiliated except with money that is the goal and there are no barriers in order to obtain it or make these constructive, active, highly skilled human resources resort to immigration to countries. The advanced human resource management practices are effective for them.

Here lies the next question: How can the wrong practices of human resources management and their impact on labor migration be confronted in both Romania and Iraq?

### III. LITERATURE REVIEW

**Abdukhalimovna , K. Z. (2020) study entitled Managing Uzbek labor migration .**

Since its independence in 1991, Uzbekistan has increasingly integrated into the global economy, according to this research. The ambition to develop the national economy and the social well-being of the people by importing sophisticated technology or encouraging exports drives the demand for integration. The country's openness, on the other hand, exposes it to increasing human capital



practices that build, circulate and develop knowledge within the organization, and provide a link between those who possess knowledge, and those who lack it (Bisel, R. S., Kramer, M. W., & Banas, J. A., 2017).

- Training

An expert who works with learners to transfer some existing areas of information or skills to better their occupations is included in training. Development is a comprehensive, ongoing, and varied collection of actions (including training activities) that aim to raise a person or organization to a higher level of performance, generally in preparation for a new job (or function in the future (Davidson, M. K., 2019). Personnel should be trained and developed to the greatest extent feasible to meet their professional needs as well as the needs of the organization (Davidson, M. K., 2019). Training is task-oriented or task-oriented. Its goal is to help people perform better in their existing occupations. Development, on the other hand, is work-oriented rather than business-oriented. Its goal is to train individuals for greater responsibilities in the future. As a result, businesses must bear responsibility for establishing and executing training and development systems and programs that assist them in achieving their objectives, and training may be defined as assisting people in learning. (Burkhardt, R., Hohn, N., & Wigley, C., 2019).

- Effective stimulation

A person's motivation is crucial, because it is the foundation of his capacity to accomplish. Because the administration's or institution's objective is to achieve tasks through others, it is vital for those individuals to have the skill and drive to complete those duties. It does not assist in today's work climate to rely on antiquated techniques of encouraging personnel. In light of the new notion of cooperation, the ultimate commanding director paradigm is no longer functional. In addition to deciding on prizes. (Denison, D. R., & Spreitzer, G. M., 1991).

- Organizational development

Organizational development also refers to all of the behavioral sciences techniques that are used to guide administrative organizations toward transparency and honesty. According to Abdul Bari Dora's concept, organizational development strives to create efficiency in productivity through administrative organizations and enhance it through people development and an emphasis on culture. Organizational and senior leadership assistance, as well as efforts to develop an acceptable organizational environment and stabilize the democratic foundations (Carnevale, D., 2018).

China. It analyzes the spatial characteristics of labor migration and agricultural land abandonment on the basis of provinces (cities).

**Józsa, I., & Vinogradov, S. A. (2017) study entitled Main motivation factors of Hungarian labor-migration in the European Union**

This paper attempts to analyze the drivers of Hungarian labor migration in 2017 and provides insights on labor flow and migration as well. At present, labor migration is a crucial part of the entire labor market for modern economies and is closely related to the globalization process. Employees working abroad are part of the processes of globalization. Employment and these types of work flows have been developed by the enlargement of the European Union (European Union). In European Union member states, job readiness has increased through this influx of workers. Migration and mobility are part of the labor market incentives at the European level in European Union policy. Previously, if we heard this word: labor migration, we would hardly focus on the flow of migration.

**Stan, S., & Erne, R. (2014) Explaining Romanian labor migration: from development gaps to development trajectories**

This study discusses how, although immigration researchers frequently overlook the national and transnational production and exchange relations within which labor migration happens, international political economists prefer to interpret labor migration as just a byproduct of transnational capitalism. This essay, on the other hand, explores the basic significance that post-socialist transitions and European Union integration have had in creating the various patterns of labor mobility between Eastern and Western Europe since 1989.

**Chirtoc, I. E. (2010) study entitled The Importance of Human Resources on Romania's Labor Market**

This paper talks about how humans play an increasingly important role in economic activity resources. They represent the population, as they plan and manage that resources are very important, no less important than raw materials and energy resources.

#### IV. APPROACHES TO DEVELOPING HUMAN RESOURCES MANAGEMENT:

There are many approaches that can guide the development of human resources, as follows:

- Knowledge management

It is a regular trend that seeks to use information systems, operational procedures, and effective



The Charter of the United Nations states that one of the goals of the United Nations that was established in 1945 according to the United Nations Charter for the year it was formed after the Second World War is to affirm the basic rights of human beings and in all parts of the world, after the international community lived at that time tragic cases of sabotage, destruction, killing and displacement of millions of people, and what accompanies them from economic and social crises. Therefore, the Universal Declaration of Human Rights came to affirm these rights. And they are indivisible rights, given the interconnectedness between them. These rights are of equal importance without preference, and all states must respect them, and strive to implement them at the international and national levels in a sound and effective manner.

As a result of the efforts made within the scope of international activity, it culminated in the signing of the Universal Declaration of Human Rights, and the General Assembly adopted it without opposition. This document is the common ideal that includes the idea of basic human rights, according to which all people are free, and through committees concerned with many rights, including the Committee on the Rights of Migrant Workers. As a result, basic treaties were concluded based on non-discrimination in the enjoyment of human rights, based on race, color, gender, language, religion, political opinion, or origin. Article 32 came to affirm these rights that (Everyone has the right to work and has the freedom to choose work on just and favorable terms. That he has the right to be protected from unemployment) in addition to what the labor law has indicated.

- Second: The International Covenant on Economic, Social and Cultural Rights of 1966 This covenant encompasses a number of economic, social, and cultural rights, such as the right to labor and the right to social security. According to this covenant, the pursuit of the abolition of all kinds of racial discrimination, which the declaration also referred to in support of working women's labor and the requirement of their comprehensive equality of human rights with men, particularly in the domains of work, health, and economic and social fields, rather than not discriminating against women, on the basis Gender 1979. An agreement was also issued based on the discrimination between men and women, including the right to work.

- Third: The 1990 International Convention on the Protection of the Rights of Migrant Workers and Members of Their Families.

This convention aims to provide protection for all migrant workers and members of their families. It applies to all immigration processes that include

- Development of creative and innovative capabilities:

The capacity to create an idea, work, concept, approach, or anything else in a better, easier, more useful, and viable manner is referred to as innovation. Either the innovation is the production of a new concept, design, or process that has never been seen before, and it is not necessary for the invention to be practicable. What is modified and added to it is referred to as innovation, and these additions are one of the human mental states that seek to find different ideas and means to solve problems, and creativity constitutes a real addition to the total of human production, and it also brings real benefit on the ground, particularly if it is related to applied topics or expresses an institutional or organizational viewpoint. administrative situation

## **V. THE CONCEPT OF MIGRATION AND ITS DEVELOPMENT:**

Migration is a process of moving or migrating from one region to another (whether inside or outside the country) with the aim of improving the status of the migrant person, economically or socially, or simply for recreation, treatment or study, or perhaps to escape from bad local conditions or the presence of frightening natural phenomena or for political reasons. (Arnold, F. , 2019)

## **VI. THE POSITION OF INTERNATIONAL CONVENTIONS ON THE RIGHTS OF MIGRANT WORKERS:**

As a result of the movement of individuals and groups outside their countries, it has had positive and negative consequences. And in the light of which international efforts have moved to solve many of the problems that target humanitarian purposes through international agreements and recommendations. And for migrant workers in particular. In addition, it has created international problems and burdens that have been taken into consideration. As a result, we will address this issue in four sections. First, we will address the right to work under the Universal Declaration of Human Rights, as well as international conventions on the abolition of all forms of racial discrimination, including discrimination against women, which have been addressed in the context of the right to work and social security, namely (Fudge, J. , 2012)

- First: The Universal Declaration of Human Rights 1948





which recognized many rights, including the rights of refugees to work and social security as follows (Van Ginneken, W. , 2013) :

✓ Labor legislation

The Contracting States must treat refugees who are legitimately present on their territory in the same way as they treat their own nationals. All of this includes Labor Law elements like as pay, holidays, work limitations, women's and juvenile labor, the minimum age for employment, apprenticeships, and vocational training.

✓ Social security

This includes provisions for work accidents, disability, old age, mortality, occupational illnesses, unemployment, family difficulties, and any other crises as defined by laws and regulations.

### Applied Framework

#### Research Approach

The current study used the descriptive research method, which describes the phenomenon to be studied and the concepts and terms related to this phenomenon. It also used the analytical method, through which statistical methods and methods are used in analyzing the research data that will be obtained through the questionnaire form that was distributed to the research sample to reach Findings and recommendations that achieve the objectives of the research.

#### Research Model

##### Independent variable



**New approaches to  
managing human  
resources**

preparation, departure, transit and during the residency period. It also concerns all aspects of the remunerated activity in the country of employment, with return to the country of origin or the country of residence. This convention stipulates the necessity to provide medical care, including the required services, for the children of migrant workers. Including education, as well as taking care of the rights of certain groups of these workers, namely the frontier, seasonal, and itinerant workers associated with projects, whose committee held its first session in 2004.

• Fourth, there is the International Convention on the Status of Refugees.

The refugee issue has become a complex and broader matter of protecting human rights. These rights are among the basic pillars of international human rights instruments. Including the activities of the United Nations in this regard, in addition to the work of the High Commissioner for Refugees of the United Nations, which is interdependent with the same purpose. Because the goals of these two entities seek to achieve one goal, which is to protect human dignity in line with the 1951 Convention and the 1954 Protocol, noting that some countries see that there is a conflict between the situation of refugees and economic migrants. This led some countries to doubt whether some of them would accept asylum and to refer to the 1954 Refugee Convention, which entered into force in April 1954,

##### Dependent variable



**Labor migration**

#### Study population and sample:

Due to the difficulty of conducting a comprehensive inventory of the study population, the sampling method was chosen by selecting a simple random sample through the study tool represented in the electronic questionnaire form, which will be used in collecting study data due to the precautionary measures applied. Currently, for ease of use in collecting study data, by publishing the questionnaire's link on all social networking sites, the number of study sample members reached

#### Data Analysis

The research will use the SPSS22 statistical program to analyze the data obtained through the questionnaire using the following methods:

✓ Alpha coefficient: to measure the stability of the questionnaire

✓ Frequencies, percentages, mean, standard deviation, and relative weight to describe the study sample

✓ Pearson correlation coefficient: to determine the level of internal homogeneity of the study tool and to identify the relationships between the study variables



questions, participants indicated that they highly agreed (5), agreed (4), were neutral (3), disagreed (2), and severely disagreed (1). **Validate the study tool**

**Constructive validity:**

The constructive validity of the questionnaire was confirmed when the research tool was provided to an exploratory sample of (20) persons from the study community and beyond the application sample to establish the degree of the study tool's internal homogeneity, with the following results:

155 individuals, who answered the questions of the questionnaire.

**Study tool**

The electronic questionnaire form was utilized as a tool for the field study by producing the questionnaire and its axes and phrases using the theoretical framework of the investigation, prior studies linked to the issue of the study, and the questionnaire comprised two axes. (New approaches to managing human resources and Labor migration) and the number of questionnaire phrases reached 54 phrases and the five-degree Likert scale was used, which consists of In response to the study's

**The first axis: the New approaches to managing human resources**

**Table (I) Correlation coefficients between the score for phrase in first axis and the total score**

N.	Correlation coefficient	P-value
<b>Knowledge management</b>		
Knowledge management is a system that encourages an approach that helps in finding, creating, organizing and using information.	**0.762	0.000
Knowledge management is a method to achieving organizational performance that involves the development, access, sharing, and implementation of knowledge.	**0.753	0.000
Knowledge management is the organization and classification of available data and information, then storing them in order to facilitate their collection and classification.	**0.728	0.00
Adopting the concept of knowledge management supports the decision-making process in the organization	**0.733	0.000
The knowledge management initiates and participates in leading the continuous development and improvement processes, and entrenches the two concepts of innovation and creativity.	**0.736	0.00
Managers within the organization participate in designing, building and developing knowledge management systems.	**0.711	0.000
The management of the organization develops a comprehensive plan to adopt the concept of knowledge management	**0.653	0.00
<b>training</b>		
The training needs in the organization are determined in a scientific way to achieve its training objectives	**0.731	0.000
The training method used in the organization achieves the general training objectives	**0.745	0.000
Trainees are continuously monitored after the training ends	**0.685	0.000
Training effectively affects the improvement of the performance of workers in the organization	**0.619	0.000
Training courses help to increase the ability of workers to solve work problems	**0.727	0.000
Diversification of training courses methods increases employee turnout	**0.743	0.000
The organization provides an opportunity for all employees to get the training courses they need	**0.655	0.000
<b>Developing communication skills</b>		
The information system provides all the requirements of the beneficiaries	**0.719	0.000
The information system seeks to keep pace with technological and	**0.799	0.000



technical developments		
The administration is concerned with achieving the highest possible level of efficiency of the information system	**0.692	0.000
The administration seeks to reach the information system to the highest level of effectiveness of performance	**0.664	0.000
There is a communication system at the highest level of efficiency between the information system and the beneficiaries	**0.758	0.000
The administration is concerned with maintaining all information systems available within the institution	**0.649	0.000
The administration provides all protection methods for the institution's information system	**0.619	0.000
<b>Development of creative and innovative capabilities</b>		
There is a clear plan in the organization for continuous improvement that has helped bring about creativity.	**0.727	0.000
The organization is interested in selecting workers who have the ability to devise ways and means by which they can deal with all the situations they are exposed to during work.	**0.795	0.000
The organization encourages workers to find new ways to facilitate the use of existing technology.	**0.629	0.000
The organization encourages workers to acquire new skills on the job.	**0.741	0.000
The organization encourages workers to submit suggestions aimed at developing and completing work accurately.	**0.773	0.000
The organization is interested in increasing the skills and capabilities of workers so that they can perform more than one job or task	**0.697	0.000
The organization is interested in using new and innovative methods to increase the level of quality of performance.	**0.794	0.000
<b>Performance Management</b>		
The system helps to organize work in all its administrative and technical levels	**0.742	0.000
The system contributes to achieving positive results for the organization	**0.719	0.000
Training, continuous learning, and feedback helped in employee self-development	**0.726	0.000
Most employees accept the results of the evaluation and development plans needed to improve their performance	**0.755	0.000
The system reduced the percentage of complaints and grievances received by the organization, both internally and externally	**0.725	0.000
The system stimulated employees to compete internally and the desire to compete externally	**0.699	0.000
The system showed the actual performance level of the employees	**0.755	0.000
<b>effective motivation</b>		
The organization provides a system of periodic bonuses to ensure that the work is done well.	**0.742	0.000
Rewards and incentives fulfill all employee needs	**0.833	0.000
The organization provides a system of exceptional bonuses to encourage employees to do business efficiently.	**0.746	0.000
The organization offers bonuses for overtime, which prompts the employee to stick to work.	**0.712	0.000
The incentive system encourages workers to perform their jobs with the required efficiency and effectiveness	**0.723	0.000
The incentive system encourages workers to consider inventing	**0.602	0.000



new ways of doing the work		
The incentive system contributes to providing employees with willingness and willingness to work outside the official working hours to complete work	<b>**0.731</b>	0.000

**\*\*Statistically significant at the level of significance ( $\alpha = 0.01$ )**

**The second axis: Labor migration:**

**Table (2) Correlation coefficients between the score for phrase in second axis and the total score**

N.	Correlation coefficient	P-value
Bad economic conditions in all areas	<b>**0.634</b>	0.000
Feeling frustrated and socially isolated	<b>**0.712</b>	0.000
Desire to help the family	<b>**0.823</b>	0.000
Inability to fulfill the requirements of marriage	<b>**0.726</b>	0.000
Lack of interest in youth by officials	<b>**0.817</b>	0.000
Great class disparity between individuals	<b>**0.639</b>	0.000
Seeking the start of a new, better life	<b>**0.724</b>	0.000
Getting rid of the surrounding psychological pressure	<b>**0.822</b>	0.000
Striving for a better job	<b>**0.746</b>	0.000
Providing a better future for my children	0.829	0.000
Pursuing my ambitions	<b>**0.758</b>	0.000
Freely expressing my opinions and beliefs	<b>**0.779</b>	0.000

**\*\*Statistically significant at the level of significance ( $\alpha = 0.01$ )**

According to the preceding tables, all correlation coefficients for all questionnaire questions were statistically significant at the level of significance = (0.01), implying that the instrument has structural validity and is appropriate for the aims of the study.

**Self-honesty:**

$$\text{Validity factor} = \sqrt{\text{reliability factor}}$$

$$\text{The validity factor of the questionnaire} = \sqrt{0.879} = 0.938$$

The value of the questionnaire's self-validity coefficient indicates that it has a high degree of validity and is appropriate for use with individuals from the research sample. **The stability of the study tool**

The stability of the dimension of the questionnaire was calculated using the Kornbach alpha coefficient for internal consistency, and the results were as follows:

**Table III shows the survey dimension's stability coefficient.**

Axis	Alpha Kornbach	number of elements
<b>New approaches to managing human resources</b>	0.842	42
<b>Labor migration</b>	0.893	12
<b>Total questionnaire</b>	0.879	54

**Source: Study sample data**

It turns out that the kornbach alpha value for all measurements of the research tool is high, indicating that the study tool has a high degree of stability and is sufficient to meet the study's objectives.





**Analysis of the questionnaire:**

**First: Personal data**

**Table (IV) shows the distribution of the research sample.**

	Categories	N	%
<b>Age</b>	<b>Less than 30 years</b>	<b>62</b>	44.3
	<b>≤ 30 – 40 years</b>	<b>78</b>	55.7
	<b>≤ 40 – 50 years</b>	<b>11</b>	7.9
	<b>≤ 50</b>	<b>4</b>	2.9
<b>Gender</b>	<b>Male</b>	<b>97</b>	69.3
	<b>Female</b>	<b>58</b>	40.7
<b>Education</b>	<b>Middle Certification</b>	<b>33</b>	21.3
	<b>Bachelor's degree</b>	<b>90</b>	58.1
	<b>Master's degree</b>	<b>35</b>	22.6

**Source: Study sample data**

**Second: the Axis of study**

**The first axis: Total Quality Management Orientation**

**Table (V) Phrases of the first axis**

N.	Phrase	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %	Mean	S.D	Relative weight	Degree	Arrangement
<b>Knowledge management</b>											
1	Knowledge management is a system that encourages an approach that helps in finding, creating, organizing and using information.	19.4	65.2	12.9	2.6	0.0	4.013	0.655	0.841	High	1
2	Knowledge management is an approach that takes place through the creation, access, sharing, and implementation of knowledge in order to achieve the success of the organization.	12.3	59.4	23.2	5.2	0.0	3.787	0.721	0.793	High	2
3	Knowledge management is the organization and classification of available data and information, then storing them in order	12.9	53.5	26.5	6.5	0.6	3.716	0.796	0.778	High	3



	to facilitate their collection and classification.										
4	Adopting the concept of knowledge management supports the decision-making process in the organization	8.4	51.0	28.4	11.0	1.3	3.542	0.847	0.742	Medium	5
5	The knowledge management initiates and participates in leading the continuous development and improvement processes, and entrenches the two concepts of innovation and creativity.	5.2	52.9	27.1	14.2	0.6	3.471	0.828	0.728	Medium	6
6	Managers within the organization participate in designing, building and developing knowledge management systems.	12.3	62.6	18.7	4.5	1.9	3.786	0.792	0.793	High	2
7	The management of the organization develops a comprehensive plan to adopt the concept of knowledge management	14.8	49.7	25.8	9.0	0.6	3.684	0.864	0.773	High	4
<b>training</b>											
8	The training needs in the organization are determined in a scientific way to achieve its training objectives	7.7	36.8	42.6	11.0	1.9	3.382	0.861	0.707	High	7
9	The training method used in the organization achieves the general training objectives	7.7	65.8	20.0	5.2	1.3	3.730	0.737	0.782	High	3
10	Trainees are continuously monitored after the training	7.7	56.8	27.7	7.7	0.0	3.638	0.742	0.764	Medium	5



	ends										
11	Training effectively affects the improvement of the performance of workers in the organization	5.2	52.9	27.1	14.2	0.6	3.471	0.828	0.728	Medium	6
12	Training courses help to increase the ability of workers to solve work problems	12.3	62.6	18.7	4.5	1.9	3.786	0.792	0.793	High	2
13	Diversification of training courses methods increases employee turnout	14.8	49.7	25.8	9.0	0.6	3.684	0.864	0.773	High	4
14	The organization provides an opportunity for all employees to get the training courses they need	19.4	65.2	12.9	2.6	0.0	4.013	0.655	0.841	High	1
<b>Developing communication skills</b>											
15	The information system provides all the requirements of the beneficiaries	14.2	53.5	20.6	9.0	2.6	3.671	0.926	0.770	High	2
16	The information system seeks to keep pace with technological and technical developments	11.6	57.4	23.2	5.2	2.6	3.697	0.846	0.776	High	1
17	The administration is concerned with achieving the highest possible level of efficiency of the information system	14.2	51.6	23.2	8.4	0.6	3.717	0.841	0.764	High	4
18	The administration seeks to reach the information system to the highest level of effectiveness of performance	14.8	41.9	32.9	9.0	1.3	3.589	0.904	0.754	Medium	5
19	There is a communication system at the highest level of	10.3	44.5	29.0	14.8	1.3	3.467	0.920	0.728	Medium	7



	efficiency between the information system and the beneficiaries										
20	The administration is concerned with maintaining all information systems available within the institution	10.3	55.5	26.5	5.8	1.9	3.658	0.823	0.768	Medium	3
21	The administration provides all protection methods for the institution's information system	13.5	44.5	27.1	14.8	0.0	3.559	0.912	0.747	Medium	6
<b>Development of creative and innovative capabilities</b>											
22	There is a clear plan in the organization for continuous improvement that has helped bring about creativity.	5.8	58.1	26.5	9.0	0.6	3.586	0.767	0.753	Medium	5
23	The organization is interested in selecting workers who have the ability to devise ways and means by which they can deal with all the situations they are exposed to during work.	9.0	41.9	29.7	16.8	2.6	3.360	0.964	0.708	Medium	7
24	The organization encourages workers to find new ways to facilitate the use of existing technology.	12.3	52.3	27.7	6.5	1.3	3.671	0.828	0.770	High	4
25	The organization encourages workers to acquire new skills on the job.	8.4	43.9	41.3	5.2	1.3	3.520	0.780	0.739	Medium	6
26	The organization encourages workers to submit suggestions aimed at	15.5	58.7	23.9	1.9	0.0	3.875	0.684	0.812	High	1



	developing and completing work accurately.										
27	The organization is interested in increasing the skills and capabilities of workers so that they can perform more than one job or task	12.9	54.2	24.5	7.7	0.6	3.704	0.821	0.777	High	2
28	The organization is interested in using new and innovative methods to increase the level of quality of performance.	12.3	54.8	25.8	4.5	2.6	3.689	0.850	0.774	High	3
<b>Performance Management</b>											
29	The system helps to organize work in all its administrative and technical levels	23.9	58.7	14.8	2.6	0.0	4.039	0.701	0.846	High	1
30	The system contributes to achieving positive results for the organization	14.8	49.0	26.5	7.1	2.6	3.660	0.912	0.768	High	5
31	Training, continuous learning, and feedback helped in employee self-development	12.3	56.1	26.5	5.2	0.0	3.752	0.737	0.786	High	3
32	Most employees accept the results of the evaluation and development plans needed to improve their performance	12.3	52.3	27.7	6.5	1.3	3.671	0.828	0.770	High	4
33	The system reduced the percentage of complaints and grievances received by the organization, both internally and externally	8.4	43.9	41.3	5.2	1.3	3.520	0.780	0.739	Medium	7
34	The system stimulated employees to compete	15.5	58.7	23.9	1.9	0.0	3.875	0.684	0.812	High	2





	internally and the desire to compete externally										
35	The system showed the actual performance level of the employees	6.5	51.0	34.2	8.4	0.0	3.552	0.741	0.745	Medium	6
<b>effective motivation</b>											
36	The organization provides a system of periodic bonuses to ensure that the work is done well.	11.6	47.1	27.7	11.0	2.6	3.533	0.934	0.742	Medium	7
37	Rewards and incentives fulfill all employee needs	14.8	56.1	25.2	3.2	0.6	3.809	0.752	0.799	High	3
38	The organization provides a system of exceptional bonuses to encourage employees to do business efficiently.	12.9	54.2	24.5	7.7	0.6	3.704	0.821	0.777	High	5
39	The organization offers bonuses for overtime, which prompts the employee to stick to work.	12.3	54.8	25.8	4.5	2.6	3.689	0.850	0.774	High	6
40	The incentive system encourages workers to perform their jobs with the required efficiency and effectiveness	21.3	63.2	14.2	0.6	0.6	4.039	0.670	0.846	High	1
41	The incentive system encourages workers to consider inventing new ways of doing the work	21.3	53.5	23.2	1.9	0.0	3.901	0.779	0.826	High	2
42	The incentive system contributes to providing employees with willingness and willingness to	7.1	61.3	28.4	3.2	0.0	3.717	0.645	0.780	High	4



work outside the official working hours to complete work											
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Source: Study sample data

plane, indicating a medium degree of development of creative and inventive talents from the perspective of the study sample; the overall average of the dimension was 3.629.

The Performance Management dimension had 5 expressions in the high plane and 2 expressions in the medium plane, indicating a high degree of Performance Management from the perspective of the study sample; the overall average of the dimension was 3.724.

The effective motivation dimension had six expressions in the high plane and one expression in the medium plane, indicating a high degree of effective motivation from the perspective of the study sample; the overall average of the dimension was 3.770.

From the perspective of the study sample, it demonstrates the high degree of New ways to managing human resources; it turns out that the general average of the dimension 3.689.

The Knowledge management dimension had 5 expressions in the high plane and 2 expressions in the medium plane, indicating a high degree of Knowledge management from the perspective of the study sample; the overall average of the dimension was 3.714.

The training dimension expressions were 5 in the high plane and 2 in the medium plane, indicating a high level of training from the perspective of the study sample; the overall average of the dimension was 3.672.

The expressions of the Developing communication skills dimension were three in the high plane and four in the medium plane, indicating the Medium level of the dimension from the perspective of the study sample; the overall average of the dimension is 3.623.

Expressions of the growth of creative and inventive talents dimension had four expressions in the high plane and three expressions in the medium

**The second axis: Labor migration:**

**Table (VI) Phrases of the second axis**

N.	Phrase	Strongly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %	Mean	S.D	Relative weight	Degree	Arrangement
1	Bad economic conditions in all areas	12.9	62.6	20.6	3.9	0.0	3.842	0.692	0.805	High	2
2	Feeling frustrated and socially isolated	12.9	58.1	25.2	3.9	0.0	3.793	0.717	0.796	High	3
3	Desire to help the family	26.5	57.4	12.3	3.9	0.0	4.066	0.743	0.851	High	1
4	Inability to fulfill the requirements of marriage	9.0	48.4	29.0	11.6	1.9	3.500	0.891	0.735	Medium	8
5	Lack of interest in youth by officials	12.3	37.4	34.2	12.9	3.2	3.422	0.975	0.718	Medium	10
6	Great class disparity between individuals	13.5	50.3	29.0	5.8	1.3	3.684	0.833	0.773	High	6
7	Seeking the start of a new, better life	10.3	35.5	36.1	14.2	3.9	3.325	0.984	0.700	Medium	11
8	Getting rid of the surrounding psychological pressure	12.9	49.7	32.9	3.9	0.6	3.693	0.777	0.776	High	5
9	Striving for a	10.3	58.7	24.5	5.8	0.6	3.715	0.761	0.780	High	4



	better job										
10	Providing a better future for my children	12.3	35.5	32.3	13.5	6.5	3.318	1.073	0.699	Medium	12
11	Pursuing my ambitions	12.3	41.9	33.5	7.1	5.2	3.470	0.990	0.731	Medium	9
12	Freely expressing my opinions and beliefs	9.0	56.8	25.8	6.5	1.9	3.633	0.823	0.764	Medium	7

Source: Study sample data

### Test Research Hypotheses:

**H1. There is no statistically significant relationship between the New approaches to managing human resources and Labor migration**

When conducting a statistical test to determine the validity of the hypothesis, the research used the method of correlation coefficient Pearson and the results were as follows:

The Labor migration axis expressions were 6 in the high plane and 6 in the medium plane, indicating the Medium level of Labor migration from the perspective of the study sample; the general average of the dimension 3.636 was found.

Table (VII)

variable	level of Labor migration
level of New approaches to managing human resources	-0.887**

\*\*Statistically significant at the level of significance ( $\alpha = 0.01$ )

Source: Analysis of the study data using SPSS 22

- ✓ The high level of the study sample's performance management; it turns out the general average of the dimension 3.724
- ✓ The high level of effective motivation from the study sample; it turns out the general average of the dimension 3.770
- ✓ The high level of New approaches to managing human resources from the perspective of the study sample; it turns out that the general average of the dimension 3.689
- ✓ the existence of a negative effect of the level of New approaches to managing human resources on the level of Labor migration, that is, the higher the level of New approaches to managing human resources. The rate of labor migration has slowed.

### Recommendations

- ✓ Working to provide suitable job opportunities for individuals with remunerative and appropriate salaries to provide a good life in society
- ✓ The need to work on establishing projects that contribute to providing job opportunities for young people
- ✓ Work to train young people and provide them with the necessary skills needed by the labor market

It is evident from the previous table that there is a negative correlation relationship with statistical significance between the level of New approaches to managing human resources and the level of Labor migration at a significant level of 0.01, which shows the incorrectness of the Hypotheses of the study and shows the existence of a negative effect of the level of New approaches to managing human resources on the level of Labor migration, that is, the more level of New approaches to managing human resources The level of Labor migration has decreased

### VII. CONCLUSIONS

- ✓ The high level of knowledge management from the study sample; it turns out to be the general average of the dimension 3.714
- ✓ The high level of training from the study sample; it turns out to be the general average of the dimension 3.672
- ✓ The medium level of developing communication skills from the study sample; it turns out to be the general average of the dimension 3.623
- ✓ The medium level of the study sample's development of creative and innovative capabilities; it turns out the general average of the dimension 3.629



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- ✓ Giving young people the opportunity to express their opinions and ideas freely
- ✓ Work to increase the level of community awareness of the need to provide opportunities for young people in all fields

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