

Understanding the Phenomenon of Brain Drain: An In-depth Analysis of the Emigration Patterns and Implications for Information Technology Professionals in Sri Lanka

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Abstract

This research paper aims to comprehensively analyse the brain drain phenomenon within the context of Information Technology (IT) professionals in Sri Lanka. The study delves into the emigration patterns and explores the underlying factors contributing to the outflow of skilled IT personnel from the country. By employing a mixed-methods strategy encompassing surveys, interviews, and data analysis, this study illuminates the motivations and encounters of Sri Lankan IT professionals who opt to depart from the country. Analysis is carried out using a Python model that uses pandas and matplotlib libraries. The findings highlight several key drivers behind the brain drain of IT professionals in Sri Lanka. Factors such as limited career opportunities, inadequate remuneration, lack of professional development prospects, and a perceived lack of recognition and support for IT expertise emerge as significant contributors. Moreover, external factors like immigration policies in destination countries and global demand for IT skills also play a role. The consequences of brain drain on the IT sector in Sri Lanka are multifaceted. On one hand, the loss of skilled professionals hampers the industry's growth and innovation potential. This research paper concludes with recommendations to address the brain drain challenge in Sri Lanka's IT sector. Policy interventions focusing on improving local career prospects, enhancing work environment conditions, fostering collaboration between academia and industry, and promoting a culture of innovation and entrepreneurship are proposed. These measures aim to mitigate the brain drain effects and create a conducive environment for IT professionals to thrive within Sri Lanka, ultimately benefiting the country's overall development and technological advancement.

Keywords: *Brain drain phenomenon, Information Technology professionals, Mixed-methods approach*