

**LABOUR MIGRATION DECISION MAKING BEHAVIOR IN  
TEA ESTATES**

**(SPECIAL REFERENCE TO NUWARAELIYA DISTRICT)**

A dissertation submitted to the  
Faculty of Animal Science and Export Agriculture  
Uva Wellassa University  
In partial fulfillment of the requirements for the award of  
Bachelor of Science in Export Agriculture

by  
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**2016**

## ABSTRACT

This study is an attempt to evaluate labour migration decision making behaviour in tea estates of Nuwaraeliya district. The primary data were collected from 151 labourers from seven tea estates in Nuwaraeliya divisional secretariat division. The theory of planned behaviour was used to accomplish the objectives of the study. Structured questionnaire was used to collect primary data from respondents. The questionnaire was formulated based on hedonic scale and each question contained positive and negative values of behavior. The questionnaire which consists of questions related to attitude, subjective norm and perceived behavioural controls which are predictors of multiple linear regression models used in analysis. Two regression models were used to determine the extent to which the identified variable affect migration decision making behaviour and behaviour intention on migration. Results revealed that middle age group (35-40) of labourers has more intention to migrate. In addition, female have more willingness to migrate than male in tea estates. This study also found that attitude, subjective norm and perceived behavioural control have positive relationship on the intention on migration. Furthermore, behaviour intention has shown positive effect on ultimate behaviour while perceived behavioural control has no significant effect on decision making behaviour of migration of laborers in tea estate. Finally, the study concludes that overall outcome evaluation of migration, social pressure and laborers' confidence on decision affect behaviour intention on migration. Labor migration decision making behaviour is determined only by outcome evaluation of migration and social pressure towards migration. Laborers' confidence and knowledge on migration have no significant effect on decision making behaviour towards migration.

*Key words:* Labour migration, Tea estates, Theory of Planned Behaviour