

EVALUATING MIGRATION AND WELL-BEING: IMPLICATIONS FOR OFFICE TECHNOLOGY AND MANAGEMENT EDUCATION

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Abstract

The global movement of people is reshaping societies and workplaces, necessitating an evaluation of its consequences for well-being and sustainable development within professional fields such as Office Technology and Management (OTM). This paper examines the relationship between migration and well-being, with a focus on how migrants' challenges affect workplace dynamics and productivity in office environments. The study examines the physical, mental, and social dimensions of well-being to determine how economic uncertainty, cultural adaptation, and integration pressures affect migrants' performance and adaptability in business and administrative roles. Socioeconomic outcomes such as job access, professional stability, and technology use are investigated to better understand how they affect migrants' quality of life and contributions to the workplace. The paper also assesses mental health issues such as social isolation, acculturation stress, and family breakdown, emphasizing the importance of culturally sensitive support systems and workplace policies that promote resilience and productivity. Special emphasis is placed on the role of technology in assisting migrant workers in OTM fields, from improving remote work opportunities to facilitating cross-cultural communication. Furthermore, the study evaluates the impact of migration policies on professional inclusion, comparing how inclusive or restrictive frameworks affect migrants' ability to learn new skills, adapt to technological tools, and integrate into professional communities. The findings suggest that inclusive policies and supportive workplace environments improve well-being and productivity, thereby promoting long-term development in business education disciplines. The paper emphasizes the importance of incorporating migration-related well-being assessments into OTM curricula to better prepare future professionals for the demands of a globally connected workforce. Finally, this study advocates for policies and practices that address migration's economic, technological, and social dimensions, allowing migrants and host societies to thrive in diverse and innovative business environments.

Keywords: Evaluation, Migration, Well-Being, Office Technology and Management, Business Education, Sustainable Development

Introduction

Migration has emerged as one of the most significant and transformative features of the 21st century, shaping global labour markets, social systems, and professional environments in profound ways. In an increasingly interconnected world, the movement of people across national borders has intensified, driven by a range of factors including economic aspirations, security concerns, educational opportunities, and the search for improved living conditions. According to recent global estimates, over 281 million people representing about 3.6% of the world's population—reside outside their countries of origin (International Organization for Migration, 2023). This growing mobility is not simply a matter of population redistribution; it represents a powerful force that continues to redefine societies, economies, and workplace dynamics across the globe. As migration expands, workplaces are becoming more culturally and socially diverse, reflecting the broader processes of globalization. Organizations across different sectors, including specialized professional fields such as Office Technology and Management (OTM), are increasingly composed of individuals from varied cultural, linguistic, and educational backgrounds. This diversity

can be a source of innovation, creativity, and enhanced productivity, as it brings together different perspectives and problem-solving approaches. However, it also introduces a range of complexities that can influence both individual well-being and organizational effectiveness.

The field of Office Technology and Management, which integrates administrative expertise with rapidly evolving technological skills, is particularly affected by these global migration trends. As migrants enter office-based professions, they often encounter challenges that can hinder their successful integration into the workplace. Language barriers, for instance, may limit effective communication and reduce confidence in professional interactions. Differences in technological exposure and training can also create gaps in competence, especially in environments that require familiarity with advanced digital tools and systems. In addition, cultural differences in workplace norms, communication styles, and expectations may lead to misunderstandings or feelings of exclusion. These challenges can have significant implications for migrants' job performance, satisfaction, and overall well-being. Difficulty in adapting to new work environments may result in stress, reduced productivity, and limited career progression. For employers and institutions, this can translate into inefficiencies, lower morale, and underutilization of human potential. Consequently, there is a growing need to critically examine how migration influences both personal well-being and professional outcomes, particularly in fields like OTM that demand both interpersonal and technical competencies (Agyemang & McGrath, 2022).

Historically, migration has been shaped by a combination of push and pull factors. Economic inequality between countries often compels individuals to seek better employment opportunities abroad, while political instability, conflict, and environmental challenges can force people to leave their homes in search of safety. At the same time, the promise of higher wages, improved living standards, and access to quality education continues to attract migrants to more developed regions. While these motivations highlight the potential benefits of migration, the process itself is often accompanied by significant difficulties. Migrants frequently face complex legal and administrative systems that can be difficult to navigate, particularly in unfamiliar environments. Securing work permits, residency status, and recognition of qualifications can be time-consuming and stressful. Beyond these structural barriers, migrants must also adapt to new cultural contexts, which may involve learning new languages, understanding different social norms, and adjusting to unfamiliar workplace expectations. This process of adaptation can be both challenging and overwhelming, especially when combined with the pressures of securing stable employment and financial security.

The cumulative effect of these challenges can significantly impact migrants' overall well-being. Physically, the stress associated with relocation and adjustment may affect health. Psychologically, feelings of isolation, anxiety, or uncertainty are common, particularly when individuals are separated from family and support networks. Socially, difficulties in building relationships and integrating into host communities can further compound these issues. In professional settings, these factors may manifest as reduced engagement, lower job satisfaction, and limited opportunities for advancement. Despite these challenges, migration also presents opportunities for growth, resilience, and mutual benefit. For migrants, it can lead to improved livelihoods, exposure to new ideas, and the development of valuable skills. For host countries and organizations, migrants contribute to workforce diversity, fill critical skill gaps, and enhance cultural competence. However, realizing these benefits requires deliberate efforts to address the barriers that migrants face. In the context of Office Technology and Management, this calls for inclusive policies and practices that support the integration and development of migrant workers. Educational institutions and employers must prioritize training programs that bridge skill gaps, promote digital literacy, and enhance

communication abilities. Equally important is the creation of supportive work environments that value diversity, encourage collaboration, and foster a sense of belonging.

Conceptual Framework

This study is based on the idea that migration, while increasing workforce diversity and boosting the economy, also has complex effects on the well-being and productivity of migrants, especially in office and administrative settings. The framework combines insights from migration studies, workplace well-being research, and educational policy to explore how these factors come together to influence Office Technology and Management (OTM) education. It recognises that migrants' experiences are influenced by economic, social, and cultural shifts, which directly affect their professional integration, technology use, and contributions to organizational performance. Migration patterns are a key element, including both cross-border and internal movement spurred by economic goals, political instability, and educational prospects. These movements often challenge migrants with issues like language barriers, cultural displacement, and job insecurity (Afolayan & Adepoju, 2022). These stressors affect physical, mental, and social well-being, which are vital to workplace engagement and productivity (Okafor & Omole, 2021). Physical well-being involves job stability and safe work environments, while mental and social well-being relate to emotional strength, feeling connected, and being included in professional networks. Socioeconomic and cultural integration factors further mediate the relationship between migration and well-being. Professional stability, income security, host-society acceptance, and access to upskilling opportunities shape how migrants adapt to new work contexts (UNESCO, 2023). A growing body of evidence highlights the role of workplace technology as a key facilitator of this process. Digital tools such as virtual collaboration platforms, translation applications, and remote work systems can reduce barriers, enhance skill development, and enable cross-cultural communication, fostering inclusion and productivity (Chen & McKenzie, 2023; World Bank, 2024).

The framework also acknowledges the moderating role of migration and labour policies. Inclusive policies that support skills recognition, provide access to training, and promote equitable workplace practices improve both well-being and organizational outcomes, while restrictive frameworks tend to exacerbate exclusion, acculturation stress, and professional stagnation (UNESCO, 2023). Organizational strategies, such as mentorship programs and mental health support, also serve as protective factors that enhance resilience among migrant workers. These interconnected constructs have direct implications for OTM education. Future office professionals must be equipped with skills in digital technology, cross-cultural communication, and inclusive management practices to thrive in globally connected workplaces. Integrating migration-related well-being assessments into OTM curricula prepares students to navigate diverse organisational environments and effectively address the challenges of workforce globalisation.

In summary, the conceptual framework suggests that migration influences well-being through its physical, mental, and social dimensions, with socioeconomic integration, workplace technology, and policy environments serving as mediating and moderating factors. The outcomes of these interactions, measured in terms of productivity, inclusion, and stability, inform the evolution of OTM education, ensuring that professionals are prepared to contribute to equitable and innovative business ecosystems.

Literature Review

The migration process is complex and multifaceted, significantly impacting migrants' well-being across physical, mental, and social dimensions. Berry (2005) introduced the concept of acculturation, highlighting the psychological and sociocultural stresses associated with adapting to new cultural environments. These stresses, often referred to as

acculturation stress, can manifest as anxiety, depression, and social isolation, particularly in the absence of strong social support systems (Hynie, 2015). Ager and Strang (2008) proposed a framework that underscores the role of economic stability, safety, and social connections in enhancing migrant well-being, further illustrating that the success of integration depends on both personal resilience and structural support. The World Health Organization (2023) and the International Organization for Migration (2022) have both acknowledged the mental health challenges facing migrant workers, including burnout and psychosocial distress, especially in precarious or low-skilled employment settings. Furthermore, the OECD (2021) reports that migrants typically experience lower subjective well-being compared to native populations, particularly during the early years post-migration. These disparities are often exacerbated by limited access to healthcare, insecure housing, and language barriers (Marmot et al., 2020). Migrant workers often confront several structural barriers to workplace integration, including unrecognized qualifications, legal restrictions, and linguistic limitations (Bloch, McKay, & Wrench, 2012). Kundu and Pearson (2011) emphasize that workplace discrimination, underemployment, and lack of career progression opportunities are persistent challenges for many migrants, hindering both professional and personal development. Meanwhile, Lee and Miller (2018) argue that access to professional development and recognition of prior learning are crucial for the successful integration of skilled migrants.

The occupational well-being of migrants is also shaped by workplace conditions. As Brewster, Sparrow, and Vernon (2016) suggest, organizations that foster inclusive human resource practices such as cultural sensitivity training, flexible work arrangements, and mental health resources tend to achieve higher levels of engagement and retention among migrant employees. In the context of Office Technology and Management (OTM), migrants often face unique challenges linked to technological adaptation and communication norms. The rapid evolution of workplace technologies demands ongoing skill development, which can be difficult for migrants already navigating legal, cultural, and social adjustments. Migrants may also struggle with digital literacy or lack access to continuous professional development opportunities due to language barriers or systemic exclusion. Yet, technology can also serve as an enabler of integration. Adeoye and Mensah (2023) advocate for the use of adaptive technologies and real-world simulations in education to better prepare students, including migrants, for the demands of modern office environments. These tools, when embedded in Business Education curricula, can equip future professionals with the skills necessary to manage diverse, multicultural workplaces.

Business Education programs play a pivotal role in shaping workplace cultures and preparing future leaders. However, existing curricula often lack comprehensive coverage of migration-related issues, particularly in professional fields such as OTM. Jackson (2010) and Osland & Bird (2000) stress the importance of developing intercultural communication competence and cultural sensemaking in business graduates. These skills are crucial for fostering inclusive environments where diverse teams can thrive. Additionally, integrating experiential learning, case studies, and partnerships with migrant-focused organizations can bridge the gap between theory and practice. This pedagogical shift aligns with global priorities like the Sustainable Development Goals (SDGs), particularly SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities), as emphasized by the UNDP (2024).

Migration policies critically influence migrants' access to education, employment, and integration pathways. Inclusive policies that validate foreign credentials, provide language and digital training, and encourage cultural exchange are essential for supporting migrant workers' full participation in the labour force (ILO, 2023; Koehler & Bilecen, 2022). Conversely, exclusionary policies can lead to the underutilization of migrant talent, loss of human capital, and economic inefficiencies. In the OTM field, these policy frameworks shape access to business education,

digital certification, and on-the-job training. Therefore, Business Education professionals must be equipped not only with technical skills but also with a clear understanding of how migration policy intersects with workforce development and organizational inclusion. While existing research provides insights into the general impacts of migration on well-being and labour participation, there is a notable gap in the literature regarding the specific challenges migrant workers face within the OTM profession. Additionally, there is limited focus on how Business Education can adapt to prepare future professionals to address these unique challenges. Further investigation is warranted to:

- a. Explore the interplay between migration, well-being, and technological adaptation in the OTM field.
- b. Identify effective curriculum strategies for teaching inclusive leadership and intercultural competence.
- c. Evaluate the role of policy in shaping migrant access to OTM roles and education.

Migration, Well-being, and Workforce Skills

Migration influences not only demographic and labour market trends but also the development and use of workforce skills, directly affecting migrants' well-being and professional integration. Migrants often face multiple stressors such as economic instability, cultural adaptation pressures, language barriers, and limited access to professional networks that impact their physical, mental, and social health (Okafor & Omole, 2021). These stressors, in turn, affect their ability to participate in skill development programs and succeed in office and administrative roles, where technological skills and cross-cultural cooperation are critical. Well-being serves as both a foundation for and a result of skill building. Migrants in good physical health, mental resilience, and strong social support are more likely to pursue upskilling and effectively apply their skills in various professional environments (Afolayan & Adepoju, 2022). Conversely, those facing acculturation stress, job insecurity, or isolation often struggle to focus on education and training, which can lead to underemployment, deskilling, or poor workplace performance. Addressing these challenges through supportive workplace policies and access to mental health services boosts both individual resilience and organizational efficiency.

Education and vocational training serve as critical mediators in this relationship. Office Technology and Management (OTM) programs, in particular, can promote workforce readiness by embedding migration-related well-being assessments, cross-cultural competencies, and digital literacy into their curricula. Such integration equips both migrant and native students with the skills needed to navigate globalized workplaces while fostering inclusion and psychosocial stability (UNESCO, 2023). Flexible learning pathways, including digital platforms and remote training, also reduce barriers to participation and skill acquisition, supporting migrants in adapting to technologically driven office environments (Chen & McKenzie, 2023). National and institutional policies further moderate this dynamic. Inclusive migration and labour policies that prioritize skill recognition, subsidized training, and digital access significantly enhance migrants' employability, well-being, and long-term workforce participation (World Bank, 2024). Restrictive or exclusionary frameworks, by contrast, exacerbate skill underutilization, economic vulnerability, and psychosocial distress, undermining both individual and organizational outcomes. Migration, well-being, and workforce skills exist within a cyclical and mutually reinforcing relationship. Stable well-being supports skill acquisition and utilization; access to education and workforce development opportunities enhances employability and resilience; and inclusive policies sustain these outcomes, driving productivity and innovation in office and administrative environments. Recognizing and leveraging these interconnections is essential for shaping OTM education and workplace practices that respond to the realities of a globally connected workforce.

Migration Trends and Workforce Implications

Global migration has become one of the most significant forces reshaping labour markets and organizational structures in the 21st century. Recent data indicate that international migrants now account for over 3.6% of the world's population, with Africa experiencing some of the fastest-growing mobility patterns due to economic disparities, climate stress, and political instability (International Organization for Migration [IOM], 2023). In Sub-Saharan Africa, migration is predominantly intra-regional, with workers moving toward urban and industrial centers in search of employment opportunities. These movements, while contributing to economic growth, also create challenges in aligning migrant skills with labour market demands and ensuring equitable workforce integration.

One major implication of these trends is the increased diversity of the workforce, which, while fostering innovation, can also strain workplace cohesion if not managed effectively. Migrants often face structural barriers, including non-recognition of prior qualifications, skill mismatches, and limited access to professional networks, resulting in underemployment or concentration in low-skill sectors despite holding mid- or high-level competencies (World Bank, 2024). This phenomenon not only limits individual economic advancement but also represents a loss of human capital for host economies. The rise of digital transformation in work further complicates these dynamics. While automation and remote work platforms create new opportunities for flexible employment, they also demand higher levels of digital literacy and adaptability. Migrants lacking access to digital training or affordable technology face heightened risks of exclusion from emerging labour opportunities (Chen & McKenzie, 2023).

Conversely, when migrants are supported with upskilling initiatives, particularly in office and administrative roles, they contribute significantly to organizational productivity and innovation. Migration trends also place increasing pressure on education and vocational training systems, including Office Technology and Management (OTM) programs. There is a growing need for curricula that integrate cross-cultural communication, digital skills, and knowledge of global labour mobility to prepare both migrants and native students for diverse work environments (UNESCO, 2023). Such adaptations not only enhance employability but also foster social cohesion by equipping graduates to manage diversity in the workplace effectively. Finally, the workforce implications of migration heavily depend on policy environments. Inclusive labour and migration policies that promote skill recognition, subsidized training, and equitable access to technology have been shown to boost workforce participation, productivity, and social stability among migrants (IOM, 2023; World Bank, 2024). Conversely, restrictive or fragmented policies tend to worsen skill underutilization, economic vulnerability, and workplace tensions, hindering organizational and societal development. Essentially, understanding migration trends and their effects on the workforce is key to shaping education, workplace practices, and policy measures. Coordinating these elements ensures migration acts as a catalyst for innovation, resilience, and growth in the office and administrative sectors, rather than causing fragmentation or skill wastage.

Well-being Challenges for Migrants in the Workplace

Migrants face multifaceted well-being challenges in the workplace that extend beyond typical occupational concerns, encompassing psychological, social, and economic dimensions. These challenges often stem from systemic inequalities, cultural barriers, and the precarious nature of many migrant employment arrangements. First, limited proficiency in the dominant language of the host country often impedes effective workplace communication, leading to misunderstandings, social exclusion, and reduced confidence (Chen et al., 2021). Second, language limitations can also restrict access to job-related information and career development opportunities, thereby increasing occupational stress. Migrants frequently struggle with acculturation and adapting to unfamiliar workplace

norms. These challenges are compounded by experiences of bias, stereotyping, and exclusion, which may manifest as microaggressions or structural barriers (OECD, 2023). Such experiences have been linked to lower job satisfaction, diminished organizational commitment, and heightened psychological distress (Jaskiewicz & Tulenko, 2020). Third, many migrants are overqualified for the jobs they hold, often due to non-recognition of foreign qualifications or limited professional networks (Dustmann et al., 2016). Precarious or low-wage employment, coupled with limited opportunities for upward mobility, contributes to financial instability and negatively impacts mental health (Eurofound, 2022). More so, migrants are disproportionately represented in sectors with demanding work schedules, including long hours and physically intensive tasks. Such conditions can result in burnout, physical strain, and adverse health outcomes, particularly when coupled with the need to remit earnings to support families abroad (Boll et al., 2020).

Also, institutional barriers, documentation status, and a lack of awareness often prevent migrants from accessing workplace benefits, health services, or legal protections (ILO, 2021). This limited access amplifies vulnerability to exploitation and hinders their capacity to achieve well-being. More over, the absence of established social networks and separation from family contribute to loneliness and emotional distress. Social isolation not only undermines psychological well-being but can also reduce engagement and productivity in the workplace (Ryan et al., 2022). For those with temporary or uncertain residency, concerns about deportation or visa restrictions generate chronic stress. This uncertainty disrupts career planning and negatively influences both workplace performance and long-term integration prospects (Triandafyllidou, 2021). Collectively, these factors demonstrate the profound interconnection between migrant well-being and workplace dynamics, influencing not only individual health outcomes but also broader organizational productivity and workforce resilience. Addressing these challenges necessitates targeted policies that incorporate mental health support, skills recognition, anti-discrimination measures, and culturally responsive workplace practices.

The Role of OTM Education in Addressing Migration Challenges

To address these multifaceted challenges, OTM curricula must evolve to incorporate content that sensitizes students to the realities of global migration. This includes training on cross-cultural communication, inclusive management practices, and adaptive technology use. Furthermore, embedding real-world case studies, experiential learning, and collaboration with migrant-focused organizations can enrich student understanding and equip them with practical tools for managing workplace diversity (Adeoye & Mensah, 2023). By framing migration as both a challenge and an opportunity, OTM education can foster a generation of professionals capable of navigating and leading diverse office environments. These educational reforms also align with global development goals, particularly SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities), which emphasize inclusive labour practices and the well-being of all workers, including migrants (UNDP, 2024). The well-being challenges faced by migrants in the workplace, ranging from communication barriers to employment precarity, carry significant implications for Office Technology and Management (OTM) education. As OTM programs prepare students for administrative, managerial, and technological roles in increasingly diverse workplaces, curricula and training must address both the competency needs of graduates and the organizational realities associated with integrating a migrant workforce.

1. **Emphasis on Cross-Cultural Communication and Digital Collaboration Tools** - Language barriers and cultural diversity among employees highlight the importance of equipping OTM students with proficiency in communication technologies (e.g., translation software, collaborative platforms, AI-enabled communication tools). Integrating

cross-cultural business communication training ensures graduates can facilitate inclusive and efficient workflows in multicultural environments (Aina, 2021).

2. Training in Inclusive Administrative Practices - Administrative and management professionals play a pivotal role in fostering equitable workplaces. OTM education must emphasize skills for developing and implementing inclusive onboarding systems, diversity-friendly HR processes, and technology-driven support tools that cater to migrant workers (OECD, 2023).

3. Integration of Well-being and Workforce Analytics - Given the stress and isolation experienced by migrants, OTM graduates need skills in using workforce analytics, employee engagement tools, and digital wellness platforms. Training in these tools enables future professionals to identify well-being trends and recommend interventions, supporting both employee health and organizational productivity (Eurofound, 2022).

4. Focus on Policy Literacy and Compliance Technologies - Legal uncertainties surrounding migration status necessitate that office managers are versed in compliance software and digital record systems to ensure adherence to labour laws, visa requirements, and social protection policies. Embedding these competencies within OTM curricula enhances institutional capacity for lawful and ethical workforce management (ILO, 2021).

5. Development of Adaptive Leadership and Change Management Skills - Migrants' workplace integration often involves organizational restructuring or the adoption of new technologies to support hybrid, multilingual, or flexible work arrangements. OTM education should therefore incorporate training in adaptive leadership and change management, ensuring graduates can lead teams effectively during transitions (Ryan et al., 2022). By embedding these competencies, OTM programs can prepare graduates to not only navigate but also proactively address the challenges of a diverse workforce. This approach enhances organizational resilience and positions OTM-trained professionals as central agents in promoting both operational efficiency and employee well-being.

Conclusion

Migration is a defining feature of the global workforce, offering both opportunities and challenges for individuals and organizations. This paper highlights the complex interplay between migration, well-being, and workplace dynamics, especially within the field of Office Technology and Management (OTM). Migrant workers often encounter unique difficulties related to cultural adaptation, mental health, access to professional development, and integration into diverse workplace environments. These challenges can significantly affect their productivity, job satisfaction, and long-term success. Addressing these issues requires a multifaceted approach that includes inclusive workplace policies, supportive leadership, and reforms in Business Education. By incorporating migration-related content into curricula such as cross-cultural communication, ethical management practices, and technology training, educational institutions can better prepare future professionals to lead in multicultural environments. Moreover, inclusive migration policies and proactive organizational strategies are crucial for promoting the well-being and full participation of migrant workers. Ultimately, fostering inclusive, supportive, and adaptable workplaces not only improves the well-being of migrant employees but also boosts organizational performance and contributes to broader social and economic development goals in an increasingly globalized world.

Policy and Practice Recommendations

Addressing the intersection of migration, well-being, and workforce development requires coordinated strategies from educational institutions, policymakers, and industry stakeholders. The following recommendations aim to strengthen workforce resilience, promote equity, and enhance the relevance of Office Technology and Management (OTM) education in preparing graduates for diverse, technology-driven workplaces.

Governments and professional bodies should establish mechanisms for recognizing foreign qualifications and prior learning, enabling migrants to access roles that match their skills (OECD, 2023). Digital credentialing platforms and blockchain-based verification systems can streamline this process. Labour policies should require organizations to implement cultural competency and anti-discrimination training for managers and staff. Policies must also incentivize the adoption of digital collaboration tools (e.g., translation software) to improve communication and inclusion in multilingual teams. Migrants, including those on temporary contracts, should have equitable access to health services, mental health programs, and workplace benefits. Governments should collaborate with employers to fund and deliver these supports, using technology-driven solutions such as virtual counseling platforms. Policies should promote collaboration between higher education institutions, technology firms, and employers to design tailored training programs, ensuring migrants and local workers develop digital and administrative competencies needed for evolving labour markets. Also, OTM curricula should embed training on digital communication platforms, AI-enabled tools, and culturally responsive business communication, ensuring graduates can facilitate inclusive teamwork in multicultural offices. Students should be trained in the use of HR analytics, digital engagement surveys, and wellness platforms to identify stressors and inform data-driven workplace interventions.

Given legal uncertainties surrounding migration, OTM programs should incorporate training on compliance software, labour law awareness, and ethical workforce management systems to ensure graduates can support lawful, equitable practices. Internships, case studies, and joint programs with organizations employing diverse workforces can expose OTM students to real-world challenges, including the integration of migrant employees, the use of remote collaboration tools, and the application of change management practices. By implementing these policy and practice measures, stakeholders can mitigate the well-being challenges of migrants while enhancing workforce productivity and resilience. These actions position OTM education as a central driver in preparing graduates to manage and leverage diverse, digitally connected workforces, ultimately supporting economic growth and social cohesion.

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