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Does a Cultural Mismatch Contribute to

Alienation or Animation?

The Role of Culture in the Relationship between Push and Pull Factors and

Migratory Grief

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Abstract

The present study aimed to investigate if there is relationship between push and pull factors and migratory grief (MG), and if this is moderated by an incongruence between the individual's and the host culture's individualistic and collectivistic orientation. The sample consisted of 1926 Danish, Swedish and Greek immigrants from countries all around the world. An online questionnaire was used to examine this, where MG was assessed with the Migratory Grief and Loss Questionnaire (MGLQ), cultural value orientations with the individualism and collectivism scale (INDCOL), and push and pull factors with one item each, constructed by the researcher. The results revealed a significant, but weak, relationship between push factors and MG, and pull factors and MG. This implies that the more an immigrant's migration decision was based on push and pull factors, the less MG was reported. A significant, positive correlation, with a modest effect size, was found between a cultural incongruence and MG, but only for immigrants who are more collectivistic than their host country. These immigrants reported the highest levels of MG. One interaction effect was significant, but weak, namely: a cultural incongruence on the relationship between pull factors and MG, but only for those who were more individualistic than their host country. This means that immigrants with this type of cultural incongruence report the lowest levels of MG, when the migration decision is strongly based on pull factors.

Key words: Migratory grief (MG), push factors, pull factors, collectivism, individualism, cultural incongruence

Migration is ubiquitous, with nearly 272 million reported migrants in the year 2019, constituting 3.5% of the world's population (United Nations, 2019). A migrant is defined as "any person who is moving or has moved across an international border or within a state away from his/her habitual place of residence, regardless of (1) the person's legal status; (2) whether the movement is voluntary or involuntary; or (3) what the causes for the movement are" (Castelli, 2018, p.1). Considering the large amount of individuals migrating, the migration process together with the extent to which the experience is positive, differ vastly across individuals. In the last decade, an increase in research studies on the impact of migration on mental health has been noted. In this stream of research, negative mental health consequences have been particularly emphasized. Despite the increase in research studies, the conditional nature of this relationship

remains poorly probed. Hence, little clarity has yet been reached regarding major determinants of the relation between migration and mental health. Given the psychological distress that migration might bring about, it is crucial to consolidate our understanding of the involved factors.

It is known that a person's migration motivation is related to the subsequent migration experience (Nigem, & Bardis, 1980). A well-known theory that accounts for this is Lee's migration model, which attempts to understand patterns of migration by means of push and pull factors (Nigem, & Bardis, 1980). Push factors are defined as factors in the home country "which motivate a person to leave the homeland" (Ranee, 2018, p.4). Examples include political dissatisfaction, oppression, poor medical care, natural disasters, and educational or job limitations (Ranee, 2018; Wildsmith-Cromarty & Conduah, 2015). Pull factors are those "which the person perceives as encouraging and attractive for life" (Ranee, 2018, p.4) in the host country. Example of these include better standards of living, political security, or educational and economic opportunities (Ranee, 2018).

In fact, research shows that push factors are associated with psychological problems, such as post-traumatic stress symptoms, psychosis, depression and anxiety among immigrants (Gülşen, Knipscheer, & Kleber, 2010). In contrast, pull factors negatively correlate with depressive symptoms (Gong, Xu, Fujishiro, & Takeuchi, 2011). Although valuable, this research offers little attention to normal instances of psychological distress associated with migration, as it focuses exclusively on psychopathology. Some examples of instances not necessarily reaching pathological levels are: grief, adaptation difficulties, identity problems and loneliness. In view of the fact that psychopathology, especially trauma, is highly prevalent in the refugee population (Betancourt et al., 2012; Hollifield, Warner, Lian, & Westermeyer, 2002), this group will not be the focus of this research. That way, we can shed more light on instances of normal distress related to migration, which have not been extensively studied yet.

One concept that is not pathological in nature is migratory grief (MG), which has only recently been introduced in literature. MG can be defined as "a phenomenon that occurs as a result of long-term migration (voluntary or involuntary), is accompanied by stressors related to the loss of the home country and adjustment to the new country, both of which entail the change of self-identity" (Grycuk, 2020, p.4). Given the infancy of this concept, research investigating its relation with push and pull factors is limited. Albeit scarce, some research did investigate this. The authors revealed a positive but modest relationship between push factors, and MG, and a

negative but also modest relationship between pull factors and MG (Touza, 2020). In spite of this discovery, it was not acknowledged that push and pull factors as well as people's migration experience can vary across cultures (Berry, 2005). Hence, there might be cultural moderators of this relationship which have received little to no research attention.

A corollary of migrating is a change of cultural context, which can be difficult to adapt to and consequently, cause a considerable amount of distress (Berry, 2005). In fact, research shows that a cultural discrepancy of values and practices between the home and the host country positively relates to various psychological problems (Fulmer et al., 2010; Wen, Hu & Hao, 2017). Examples of such problems include a sense of alienation, and loss and confusion regarding roles, values, and self-identity (Zubin, 2007). Conversely, the author argues that a person-culture match is related to a sense of belonging. These findings relate back to MG i.e., the aspects: change of self-identity and adaptation to the host culture. Considering all these findings, it is plausible that the way in which migration motivations relate to MG, depends on a cultural congruence between the individual and the host country.

Cultural differences can be studied in the form of cultural value orientations, which refer to beliefs and values reflecting how people relate to others in a culture (Mccarty & Hattwick, 1992). More specifically, the dimension of individualism and collectivism (IND COL) has received particular recognition in the literature. Individualism is characterized by self-reliance, independence and emotional distance from in-groups (Lee, Beckert, & Goodrich, 2010; Orosová et al., 2017). On the contrary, collectivism is characterized by interdependent relationships, family integrity and sociability (Lee, Beckert, & Goodrich, 2010; Orosová et al., 2017).

When it comes to cultural IND & COL differences, Hack-Polay (2020) revealed that expatriates from relatively collectivistic cultures, living in an individualistic culture, report cold welcomes, missing aspects of homeland, and higher levels of loneliness, than expatriates from relatively individualistic cultures. Conversely, Lee (2016) discovered that international students in a relatively collectivistic culture (Taiwan), differ in the degree of perceived homesickness. More precisely, students from individualistic non east-Asian countries allude to more homesickness than those from more collectivistically oriented east-Asian countries (Lee, 2016). These pieces of evidence are line with research from Wen, Hu and Hao (2007) and Zubin (2007), suggesting that a cultural mismatch might be crucial for the subsequent migration experience. Drawing together the themes discussed, these findings point to a potential link between a cultural

incongruence and MG, with the IND-COL dimension specifically playing a role in this association.

Relating this back to migration motivations, little to no research has investigated the relationship between MG and push and pull factors, while also accounting for an IND & COL person-culture match. Equally important, migration-related distress in a non-refugee sample has been sparsely probed. Given the omnipresence of psychological distress associated with migration, and the limited knowledge about effective interventions, it is of importance to investigate this further. With this in mind, we aim to bring to light the potential need for prevention and intervention strategies, targeting MG. Correspondingly, shedding light on determinant factors strengthens the case for adopting a more targeted approach. Therefore, the present study sets out the answer the following question: what is the relationship between push and pull factors and MG, and is this moderated by an incongruence between the individual's and the host culture's IND & COL orientation, in a non-refugee sample?

Hypotheses

Based on previous literature, 6 hypotheses and predictions are formulated. Firstly, pull factors will negatively correlate with MG (H1). We predict that immigrants who score high on items assessing MG, will score low on items assessing pull factors. Conversely, push factors will positively correlate with MG (H2). We predict that immigrants who score high on items assessing MG will obtain a higher score on items assessing push factors. This is based on findings from Touza (2020), revealing these two relationships. Thirdly, an incongruence between the individual's and the host country's cultural orientation will positively correlate with MG (H3). We predict that immigrants who score higher on individualism than their host country (IND-COL incongruence), and those scoring lower on individualism than their host country (COL-IND incongruence), will report higher levels of MG. This is based on research from Hack-Polay (2020) and Lee (2016), finding evidence for a person-culture mismatch in relation to homesickness.

Furthermore, push factors will not interact with pull factors (H4), which is based on research from Touza (2020), revealing this. In addition, a cultural incongruence will moderate the positive relationship between push factors and MG, making the association stronger (H5). We predict that immigrants who report being strongly influenced by push factors in their

migration decision, and have an IND-COL or COL-IND cultural incongruence, will report higher levels of MG, compared to immigrants with no incongruence. Lastly, a cultural incongruence will moderate the negative relationship between pull factors and MG, curbing the strength of this association (H6). We predict that immigrants who report being strongly influenced by pull factors in their migration decision, and have an IND-COL or COL-IND cultural incongruence, will report higher levels of MG, compared to immigrants with no incongruence. These two hypotheses are drawn upon findings, demonstrating a positive relationship between a person-culture mismatch and migration-related distress (Fulmer et al., 2010; Wen, Hu, & Hao, 2017), and the notion that a person-culture match foster a sense of belonging (Zubin, 2007).

2. Methods

2.1 Participants

In total, 3709 participants completed the questionnaire. Out of these, 546 participants (15%) were excluded for not consenting, 815 (22%) for completing less than 90% of the survey, 107 (3%) for not matching the nationality requirements (Danish, Swedish, Greek), 286 (8%) for not having answered to the items about push and pull factors or collectivism and individualism. Lastly, 29 (.008%) global outliers were identified and excluded. After excluding these, 1926 participants remained (584 males (30.3%), 1336 females (69.4%), 5 other (.003%); 594 Danish (31%), 1034 Swedish (54%), 298 Greek (15.4%). The average age was 43 ($SD = 13.1$). For more information about the participants, see the appendix section (Appendix A).

2.2 Materials

2.2.1 Background information

Background information about the participants was collected in the first part of the questionnaire. This included age, gender, nationality, country of upbringing, education, marital status, number of children, birth year of children, employment, years since migration, whom the individual migrated with, whom the migration decision was based on, country migrated to and from, to what extent expectations of the host country were met and to what extent their decision to migrate was based on the following factors: educational, economic, political, social, personal security and personal development (Appendix B).

2.2.2 Migratory Grief

Our dependent variable, MG, was assessed using the 18-item Migratory Grief and Loss Questionnaire (MGLQ) (Casado, Hong & Harrington, 2010). Participants were asked to indicate to what extent each statement was applicable to their experience, using a 4-point Likert scale, ranging from 1 (*never*) to 4 (*always*). The scale consists of the factors: 1) attachment to homeland "e.g., Things were nicer in homeland" and 2) identity discontinuity "e.g., I am not sure who I am". A high score indicates higher levels of MG. The scale shows good internal consistency reliability in the present study, with Cronbach's α = .87. The scale has also shown good validity, significantly correlating (r = .54) with the Chinese depressive symptom scale (CDS-16) (Casado, Hong, & Harrington, 2010).

2.2.3 Push & pull factors

Our two independent variables, push and pull factors were assessed using one item each. These items were constructed by the researcher, using the definition described in the introduction of this paper, of these two theoretical concepts. These definitions were given and participants were asked the following questions: "To what extent were your reasons to migrate motivated by 'pull' factors in your host country?" and "To what extent were your reasons to migrate motivated by 'push' factors in your home country?" (see Appendix E). A 10-point Likert scale was used, ranging from 0 *(no influence at all)* to 10 *(complete influence).*

2.2.4 Individualism & collectivism

The individualism and collectivism scale (INDCOL) (Triandis & Gelfland, 1998) was used to assess cultural value orientations on an individual level. The scale consists of 16 items and respondents were asked to indicate to what extent each statement was applicable to them on a 9-point Likert scale, ranging from 1 (*never or definitely no)* to 9 (*always or definitely yes*). One example question from the collectivism sub-scale was: "Parents and children must stay together as much as possible" and one from the individualism sub-scale was: "I'd rather depend on myself than others". A high score indicates higher levels of an individualistic or collectivistic orientation. The scale shows a reasonable to moderate internal consistency reliability in the present study, with a Cronbach's α = .79 for the individualism sub-scale, .42 for the collectivism sub-scale, and .73 for the two combined. In addition, the INDCOL scale has shown promising validity, with positive correlations (r =.51) with e.g., the Family Allocentrism-Idiocentrism Scale (FAIS) (Germani et al., 2019).

To determine the level of individualism for participants' host countries', scores based on Hofstede's cultural dimensions theory were used (Hofstede, 1997).

2.3 Procedure

Firstly, the questionnaire and the study was registered and approved by the ethical committee of the faculty. Secondly, an online questionnaire was uploaded on Qualtrics and sent out via Facebook groups for Danish, Swedish and Greek immigrants in countries from around the world. Participants were offered the chance to win a 15 euros voucher at Amazon for participating. This was stated in the information letter and in the informed consent. The questionnaire consisted of a general information form in which the aim of the study was explained, followed by a consent form, which participants needed to agree to before accessing the questions. The participants were asked to fill out background and demographic information mentioned in the section above. Subsequently, participants filled out the questionnaire which comprised the previously mentioned scales. Finally, a debriefing form was included at the end of the questionnaire. The expected duration of filling out the questionnaire was 10 minutes.

2.4 Data analysis

The participants' total MG score was obtained by summing up each item of the MGLQ for each participant. For the independent variables, the single items of push and pull factors gave the final score on these constructs. To compute the moderator variable, cultural incongruence, multiple steps were taken. Firstly, a total score for the two sub-scales, individualism and collectivism, was calculated. Subsequently, the total score of COL was subtracted from that of IND for each participant. This created a new variable (COL-IND), reflecting whether participants are more individualistically or collectivistically oriented. Subsequently, the level of individualism of participants' host countries was assigned, in accordance with scores based on Hofstede's theory. After this, the total score of the variable, COL-IND, was subtracted from the level of individualism of the host country for each participant, creating a new variable. This reflected a cultural incongruence between the individual's and the host culture's IND orientation. A positive score reflected higher levels of individualism than the host country, a negative score reflected lower levels of individualism than the host country, and a score between -10 and 10 reflected no incongruence. This constituted the three levels of the moderator variable, cultural

incongruence (IND-COL incongruence, no incongruence, COL-IND incongruence). Dummy coding was used for this variable with the level, no incongruence, as a reference level. Before conducting the analysis, push and pull factors and MG were centered and standardized.

Assumptions were tested, including normality, linearity, multicollinearity, homoscedasticity and outliers. Normal distribution of the residuals was checked for by saving the standardized residuals and overviewing them in a histogram when conducting the analysis. Linearity was checked for in a p-plot of the regression standardized residuals and multicollinearity in a correlation table. Homoscedasticity was tested using a scatterplot of the standardized residuals vs predicted values. Outliers were identified in a boxplot. None of these assumptions were violated.

Lastly, a multiple linear regression analysis was performed in SPSS Statistics 25. MG was the criterion, push and pull factors were the first two predictors, and cultural incongruence was the moderator.

3. Results

3.1 Descriptive statistics

Descriptive statistics were collected from the three incongruence groups (see table 2), as well as about factors which influenced the migration decision (Appendix B). In the total sample, personal development had the highest average and was the most influential factor thereof. Similar results were observed among the three incongruence groups, where the IND-COL group had the highest mean.

Table 2.

	n	*%*
Cultural incongruence		
COL-IND incongruence	1331	69.1
No incongruence	220	11.9
IND-COL incongruence	366	19

Additionally, descriptive statistics were collected of the three continuous variables: MG (*Min* = 18, *Max* = 66), as well as push factors and pull factors (*Min* = 0, *Max* = 10). The COL-IND group reported the highest levels of MG, and the no incongruence group the lowest (see table 4).

Table 4. Descriptive statistics

	variables	*n*	*%*	*m*	*sd*
Total sample	*MG*	1926	100	36.05	8.58
	Push factors	1926	100	4.29	3.47
	Pull factors	1926	100	7.35	2.93
COL-IND incongruence	*MG*	1331	69.1	37.04	8.82
	Push factors	1331	69.1	4.09	3.48
	Pull factors	1331	69.1	7.4	2.93
No incongruence	*MG*	229	11.9	33.48	6.9
	Push factors	229	11.9	4.58	3.6
	Pull factors	229	11.9	7.32	3
IND-COL incongruence	*MG*	366	.19	34.05	7.94
	Push factors	366	.19	4.84	3.31
	Pull factors	366	.19	7.18	2.92

3.2 Regression analysis

3.2.1 Model 1

Model 1: the main effect model, was significant and explained 7.7% of the variance in the dependent variable, MG ($R^2 = .075$, $F(39.869)$, $p = .000$). Push and pull factors significantly predict MG, but with a weak effect size. A COL-IND incongruence significantly predicts MG with a modest effect size. This means that immigrants with a more collectivistic orientation than their host country, report higher levels of MG, in comparison to immigrants with equal cultural orientation as their host country. In contrast, the predictive value of an IND-COL cultural incongruence on MG is non-significant (See table 5).

Table. 5 Model 1

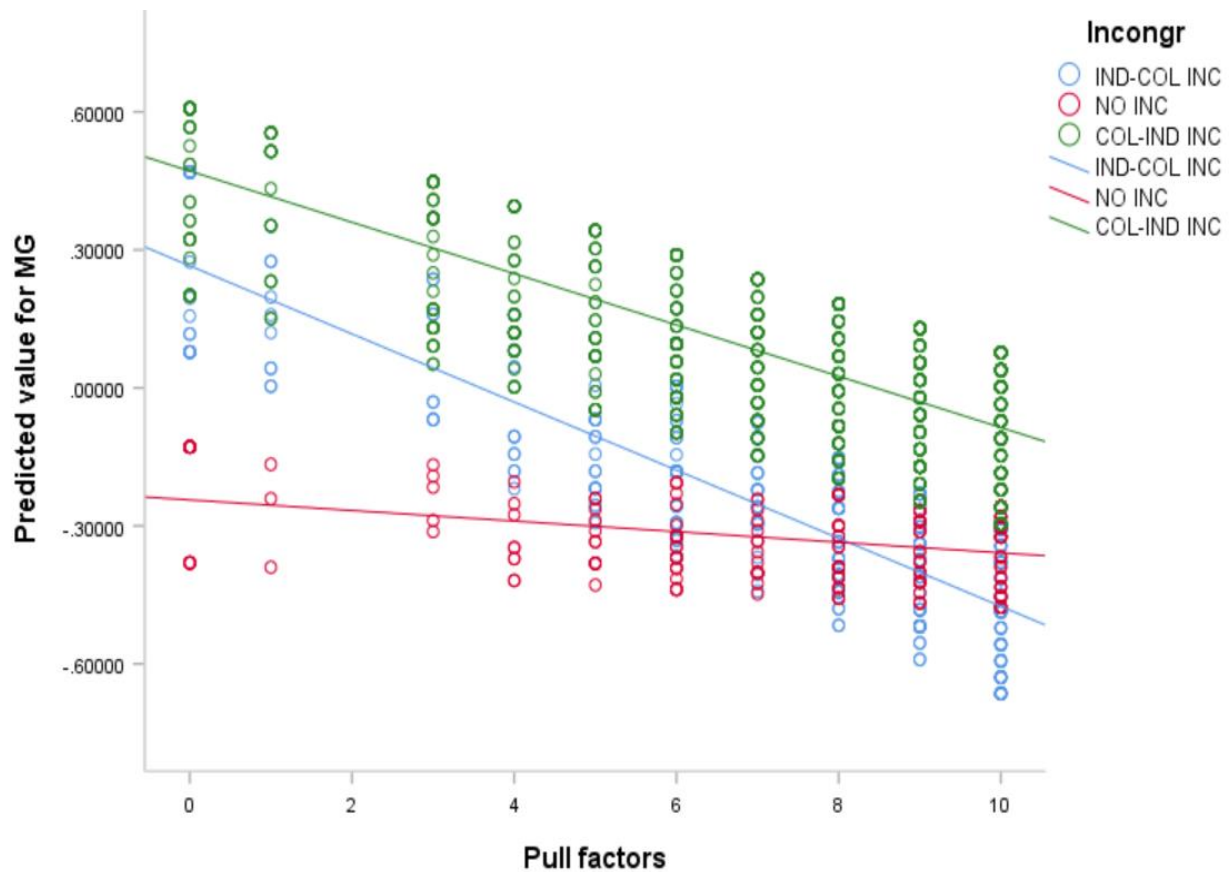| *Variables*	*b*	*t*	*p*
Push factors	-.036	-6.64	.000
Pull factors	-.052	-7.439	.000
COL-IND incongruence	.373	5.819	.000
IND-COL incongruence	.063	.841	.4

3.2.2 Model 2

Model 2: The integral main and interaction model, was significant and explained 8% of the variance in MG ($R^2 = .076$, $F(18.520)$, $p = .000$). However, the added predictive value to Model 1 was non-significant ($p = .219$). The predictive value of push and pull factors on MG significantly changed from Model 1, while both cultural incongruences did not.

The interaction effect of a cultural incongruence on the relationship between push factors and MG was non-significant. In contrast, the interaction of a COL-IND incongruence on pull factors and MG was marginally non-significant, while the interaction of an IND-COL incongruence on this association was significant, but weak. This means that the negative relationship between pull factors and MG becomes stronger for immigrants who are more individualistically oriented than their host country (see figure 1 for interaction plot). To conclude, this latter significant interaction effect, together with the main effect of COL-IND incongruence, constitute the general predictive value of MG in Model 2 (see table 6).

Table. 6 Model 2

Variables	b	t	p
Push factors	-.023	-1.376	.169
Pull factors	-.012	-.580	.562
COL-IND	.375	5.838	.000
IND-COL	.063	.823	.4
IND-COL x COL-IND	.000	-.184	.854
COL-IND x Push factors	-.015	-.862	.389
IND-COL x Push factors	-.014	-.640	.522
COL-IND x Pull factors	-.04	-1.849	.065
IND-COL x Pull factors	-.065	-2.514	.012

Figure 1

Interaction plot

4. Discussion

The question investigated in the present study was: what is the relationship between push and pull factors and MG, and is this moderated by an incongruence between the individual's and the host culture's collectivistic and individualistic orientation? We firstly hypothesized that immigrants scoring higher on pull factors would report lower levels of MG (H1). Our results confirmed this, albeit with a weak effect size, indicating that the more the migration decision was based on factors attractive for life in the host country, the less MG was reported. These results are in line with previous research (Touza, 2020). Secondly, we hypothesized that immigrants scoring higher on push factors would report higher levels of MG (H2). Surprisingly, this hypothesis was disconfirmed, indicating that immigrants whose migration decision was based on factors in the homeland, report significantly lower levels of MG. Although, the strength of the

association was weak. This contradicts previous research findings, demonstrating the reverse relationship (Touza, 2020).

These latter results can be interpreted by considering the study population and the definition of push factors. In the study from Touza (2020), push factors explicitly refer to forced migration, while this element was left out in our definition. Additionally, the link previously found between push factors and MG, only applied to immigrants from Venezuela (Touza, 2020), leaving the country due to war, political oppression, poverty etc. In contrast, the majority of the immigrants in our study left the country due to the ambition to self-develop, potentially with a higher sense of autonomy. Autonomy in the migration decision might be crucial for the subsequent migration experience, explaining the reverse relationship found between push factors and MG in this study. Autonomy in this case could take two possible forms: 1) unwillingness to return to one's homeland due to factors motivating the initial migration decision, and 2) deciding to leave temporarily, but with a plan to return at a later time.

Thirdly, we hypothesized that immigrants with a cultural incongruence would report higher levels of MG (H3). Our results partly confirmed this hypothesis. We discovered that a cultural incongruence is associated with higher levels of MG, with a modest effect size, for immigrants who are more collectivistic, but not for those who are more individualistic, than their host country. The first findings bear resemblance to the general theoretical framework on homesickness, adaptation problems and MG for immigrants with a cultural incongruence (Lee, 2016; Rahman, 2018; Smith & Khawaja, 2011), with more of these problems for these immigrants, while the latter findings do not. Thus, the notion of a person-culture mismatch as a predictive factor for psychological problems in the host country, seem to only apply for the more collectivistic immigrants, in relation to their host country.

These findings can be interpreted by considering the values associated with collectivism (interdependency and family integrity) and individualism (emotional distance form in-groups and self-reliance) (Lee, Beckert, & Goodrich, 2010; Orosová et al., 2017). Relating this to the belongingness theory, which maintains that human beings are inherently motivated to strive for interpersonal attachments and are reluctant to the dissolution of existing bonds (Watt & Badger, 2009), cultural value orientations might affect this innate drive differently. It is plausible that collectivistically oriented immigrants are less tolerant of the absence of their existing social

bonds i.e., family members, than more individualistically oriented immigrants. This potentially explains the higher levels of MG observed among these immigrants.

To sum up, we firstly conclude that the more immigrants' migration decision is based on factors in their home country or factors attractive for life in the host country, the less MG can be expected. Secondly, we confirm that immigrants with a cultural incongruence between the person and the host country report higher levels of MG, but only for those who are more collectivistic than their host country.

In the second model, we firstly tested H4: there is no interaction effect between push and pull factors in relation to MG. Our results confirmed this, which is in line with previous research (Touza, 2020). This infers that the relationship between pull factors and MG is not dependent on the magnitude of push factors for immigrants. Additionally, we tested our 5th and 6th hypotheses, namely: a moderation effect of a cultural incongruence on the two relationships between push and pull factors, and MG, respectively. We expected that the positive relationship between push factor and MG would be stronger for immigrants who are more individualistic or collectivistic than the host country (H5), whereas the negative relationship between pull factors and MG would be less strong (H6). Our results run counter to H5, indicating that the extent to which immigrants report lower levels of MG when their migration decision is based on factors in their home country, is not dependent on a person-culture match in the host country, in terms of individualism and collectivism. Similarly, H6 was disconfirmed, with a significant moderation effect of a cultural incongruence, but only for immigrants who are more individualistic than the host country, and in the opposite direction than expected. These immigrants, in fact, report even lower levels of MG, when their migration decision is strongly based pull factors. The added value of these results implies that, although being more individualistic than the host country is not significantly related to lower levels of MG alone, it is when these immigrants' migration decision is strongly based on factors attractive for life in the host country.

These puzzling results may be understood in light of the background information, where immigrants who are more individualistic than the host country reported being more influenced by personal development in their migration decision, compared to the other two groups. Personal development can be viewed from a perspective of personal growth which in simple terms refers to "a desire to become a better version of oneself" (Jain & Apple, 2015, p.2). Related to this, Pan, Wong, and Ye (2013) argue that cross-cultural transitions offer a substantial opportunity for

personal growth, with novel contexts that provide an expansion of knowledge, learning, and new perspectives. As such, it is possible that the pull factors which influenced the migration decision among these immigrants, were relevant for their ambition to self-develop. This possibly resulted in a more open and accepting attitude with regards to cultural differences in the host country. Stated differently, a desire for cultural differences might have played a role in their migration decision i.e., pull factors in the host country, which further decreased levels of MG observed among immigrants with a more individualistic orientation than the host country.

To conclude, we firstly confirm that the extent to which pull factors is related to levels of MG, is not dependent on whether the migration decision was based on factors in the homeland. Secondly, we disconfirm that the magnitude of MG experienced when immigrants' migration decision is based on push factors, is not dependent on either of the two types of cultural incongruences. In contrast, we confirm that this is the case when immigrants' migration decision is strongly based on pull factors. However, only significantly so for immigrants who are more individualistic than their host country and in the opposite direction than we hypothesized, with the lowest levels of MG observed among these immigrants.

Limitations, future directions and conclusion

Our results should be interpreted in light of several limitations. Firstly, this study uses a non-experimental design. This implies that causal relationships cannot be drawn. Secondly, the questionnaire was sent out in English, which leaves room for language barriers, where some questions might have been misunderstood. Because of this, the responses possibly do not reflect people's true motivations and attitudes, casting partial doubt on the questionnaire's construct validity. Lastly, the study was conducted during a global pandemic crisis, caused by the Corona virus (Krammer, & Simon, 2020). Due to the implemented social distancing-measures and travelling-restrictions, people's social lives are considerably restricted (Holmes et al., 2020). Accordingly, it is possible that immigrants generally report higher levels of MG due to 1) having a limited social network and 2) not being able to visit their home countries or receive visits from family and friends.

Despite these limitations, this study extends the findings of previous studies on the association between migration motivations and MG, by examining the unique role of a person-culture match on this. The goal of the present study was to bring to light the potential need for

prevention and intervention strategies for immigrants with migration-related problems, which do not necessarily reach clinical levels. The practical implication of our results highlight both the relevant and less relevant factors to consider in the development of the mentioned strategies. Given that less MG is associated with push and pull factors, and that the strength of these associations were weak, these factors do not appear to be of crucial importance in developing these interventions. In addition, immigrants that migrate due to pull factors and are more individualistic than the host country, is the least likely group to develop MG symptoms, indicating no need to focus on this group. However, important findings about immigrants who are more collectivistic than their host country emerged, pointing out that more attention on this immigrants' group is needed.

Although we were able to shed light on determinant factors related to MG, considerable gaps in knowledge remain. For instance, the present study did not account for the intention to return back to the homeland. This is a factor which might influence the extent to which immigrants experience MG and possibly play a role in autonomy related to the migration decision. Therefore, we suggest for future research to include this aspect for further investigation. Equally valuable, an important future question concerns the underlying mechanisms responsible for MG among immigrants who are more collectivistic than their host country. Discovering mediators for this relationship would be of value for the effectiveness of the developed interventions targeting MG.

In conclusion, we discovered that immigrants whose migration decision is based on factors in the home country (push factors) or factors attractive for life in the host country (pull factors), report less MG symptoms. The latter association is congruent with previous research and what we expected, while the first is not. In addition, consistent with the popular belief, immigrants with a more collectivistic orientation than their host country reported higher levels of MG. In contrast, the lowest levels of MG symptoms was observed among immigrants who are more individualistic than their host country and whose migration decision was based on pull factors. This particular finding is incongruent with the notion of a person-culture mismatch and higher levels of associated migration-related problems. With our results, we call for urgency in developing intervention and prevention programs aimed at developing coping-strategies for non-refugee immigrants, specifically with a more collectivistic orientation than their host country. By

mitigating the effects of MG among non-refugee immigrants, we hope to aid these individuals in adjusting to and integrating in their host culture in an adaptive manner.

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Appendix A

Background information

Table 1

	n	*%*
Education		
No schooling	4	.2
Middle school	36	1.9
High school	445	23.1
University	1439	74.7
Employment		
Employed	1395	72.8
Unemployed	374	19.5
Student	146	7.6
Marital status		
Single	281	14.6
In a relationship but not living together	127	6.6
In a relationship and living together	453	23.5
Married	926	48.1
Divorced	116	6
Widowed	23	1.2
Children		
Yes	1082	56.2
No	842	43.8
Children born		
Before migrating	449	22.3
After migrating	709	36.8
Migrated with		
Alone	1177	61.1
With family	338	17.5
With a partner	374	19.4
With friends	37	1.9

Migration decision was based on

Myself	1326	69
My family	248	13
My partner	590	31
My children	36	.03

Appendix B
Influential factors for the migration decision
Table 3

	Migration decision influenced by factors below	n	Min	Max	Mean	Sd
Total sample	Educational	1916	1	5	2.07	1.491
	Economic	1882	1	5	2.77	1.505
	Political	1920	1	5	1.65	1.1
	Social	1903	1	5	2.08	1.405
	Personal security	1902	1	5	1.53	1.050
	Personal development	1911	1	5	3.56	1.197
COL-IND incongruency	Educational	1322	1	5	2.22	1.552
	Economic	1304	1	5	2.78	1.521
	Political	1314	1	5	1.67	1.125
	Social	1315	1	5	2.11	1.420
	Personal security	1312	1	5	1.42	.95
	Personal development	1319	1	5	3.53	1.2
No incongruency	Educational	229	1	5	1.72	1.261
	Economic	223	1	5	2.57	1.477
	Political	227	1	5	1.62	1.080
	Social	228	1	5	1.96	1.325
	Personal security	228	1	5	1.62	1.149
	Personal development	229	1	5	3.45	1.219
IND-COL incongruency	Educational	365	1	5	1.75	1.305
	Economic	355	1	5	2.83	1.459
	Political	361	1	5	1.6	1.020
	Social	360	1	5	2.03	1.245
	Personal security	362	1	5	1.85	1.050
	Personal development	363	1	5	3.74	1.155

Appendix C
Migratory Grief and Loss Questionnaire (MGLQ)

	Never (1)	Sometimes (2)	About half the time (3)	Always (4)
Miss homeland (1)	○	○	○	○
Things were nicer in homeland (2)	○	○	○	○
Dream about going back (3)	○	○	○	○
Think and worried about homeland and its people (4)	○	○	○	○
No better place than homeland (5)	○	○	○	○
Thoughts are drawn to homeland (6)	○	○	○	○
Think of pleasant things about homeland (7)	○	○	○	○
Leaving homeland like having a part of me cut off (8)	○	○	○	○
Feel like a stranger (9)	○	○	○	○
Thinking about homeland (10)	○	○	○	○
Only have pleasant memories of homeland (11)	○	○	○	○
Feel like crying (12)	○	○	○	○

Feels upset about being far away (13)	○	○	○	○
Not sure who I am (14)	○	○	○	○
Homeland is always my home (15)	○	○	○	○
Feel I am different (16)	○	○	○	○
Feel lost (17)	○	○	○	○
Need to have reminder of homeland (18)	○	○	○	○

Appendix D
Individualism and Collectivism scale (INDCOL)

	Never or definitely no (1)	Almost never (2)	Very rarely (3)	rarely (4)	Occas ionally (5)	Often (6)	Very often (7)	Almost always (8)	Always or definitely yes (9)
I'd rather depend on myself than others (1)	○	○	○	○	○	○	○	○	○
I rely on myself most of the time; I rarely rely on others (2)	○	○	○	○	○	○	○	○	○
I often do "my own thing" (3)	○	○	○	○	○	○	○	○	○
My personal identity, independent of others, is very important to me (4)	○	○	○	○	○	○	○	○	○
It is important that I do my job better than others (5)	○	○	○	○	○	○	○	○	○
Winning is everything (6)	○	○	○	○	○	○	○	○	○
Competition is the law of nature (7)	○	○	○	○	○	○	○	○	○
When another person does better than I do, I get tense (8)	○	○	○	○	○	○	○	○	○

If a coworker gets a prize, I would feel proud (9)	○	○	○	○	○	○	○	○	○
The well-being of my coworkers is important to me (10)	○	○	○	○	○	○	○	○	○
To me, pleasure is spending time with others (11)	○	○	○	○	○	○	○	○	○
I feel good when I cooperate with others (12)	○	○	○	○	○	○	○	○	○
Parents and children must stay together as much as possible (13)	○	○	○	○	○	○	○	○	○
It is my duty to take care of my family, even when I have to sacrifice what I want (14)	○	○	○	○	○	○	○	○	○
Family members should stick together, no matter what sacrifices are required (15)	○	○	○	○	○	○	○	○	○
It is important to me that I	○	○	○	○	○	○	○	○	○

respect the
decisions
made by my
group (16)

Appendix E
Push and pull factors

The upcoming two questions concern your motivation to migrate, distinguishing between push and pull factors. Push factors refer to factors which motivated you to leave the homeland whereas pull factors refer to factors which you perceived as encouraging and attractive for life in the country of destination.

Q1. To what extent were your reasons to migrate motivated by 'push' factors in your home country? (Factors which motivated you to leave the homeland). 0=not motivated at all by push factors and 10=fully motivated by push factors

	0	1	2	3	4	5	6	7	8	9	10
My reasons to migrate were motivated by push factors	○	○	○	○	○	○	○	○	○	○	○

Q2. To what extent were your reasons to migrate motivated by 'pull' factors in your host country? (Factors which you perceived as encouraging and attractive for life in the country of destination) 0=not motivated at all by pull factors and 10=fully motivated by pull factors

	0	1	2	3	4	5	6	7	8	9	10
My reasons to migrate were motivated by pull factors	○	○	○	○	○	○	○	○	○	○	○