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HOW TO REDUCE "BRAIN DRAIN"

This essay will begin with Darwin's theory of evolution, generally known as the theory of the survival of the best. In doing so, I want to present the state as a living organism composed of a large number of cells that depend on one another and who should cohabit in perfect harmony. The organism as a cellular population needs variables, in this case, shaped as changes in our state in order to enable the survival of it. The need for these changes is found precisely in Darwin's claim that evolution comes through the production of variations in each generation and the different survival of organisms with different combinations of these variables. Organisms that have variables and stand out have greater opportunities for reproduction, and their descendants also benefit from the inherited, favorable character. Inevitably, we come to the conclusion that change is a key factor for progress, and that change can be left to those cells in society that stand out after their evolutionary progress. And which cells would lead to the change if not the brain one, reflected in the intellectual and intelligent youth. In addition to those evolutionary changes that are predetermined, in biology through the genes, and in society through the legitimacy of a society, it can undoubtedly influence the interactions between the cells that form these organisms as well as the cells themselves. According to the chaos theory, the introduction of an insignificantly small change in the original conditions creates a much different outcome than before. A small movement can induce a series of events. How to induce a change in the body to prevent brain drainage? To find mechanisms to deal with the brain drain, we first need to penetrate the motivation that drives this process. In doing so, it is constructive to look at all those external variables that we can influence, and in doing so, we can measure the effects of their modification. In this case, they would neglect internal variables such as family traditions, which can also stimulate the emigration process and focus exclusively on those motives that emerge from outside, from the blood of an organism called society. The understanding of the world, mirrored in every miniature cosmos, begins with each person from a children's game, and ends with active involvement in the decision-making processes. Between the game and the active role is the process of education as a formal process. Creating a healthy society that enables young people to understand their own possibilities and successfully self-realization and affirm in it is what the political leadership in a country should strive for. It is indispensable for each individual to constantly draw knowledge, both through the prism of the immediate and the immediate environment, as well as from the social conditions that govern the country in which he lives. Namely, the process of education, i.e. learning and upgrading, does not occur isolated only between the walls of educational institutions, but it also takes place in the everyday "existence". Education as a process does not only mean acquiring new knowledge, but it also implies an incentive for social cohesion, building the character of the personality, the opportunity for progress and career building, acquiring new friendships, through which the communication and the organizational abilities of the person, which are further crucial for the institution in which the person will work, etc. However, the most common crossroads on which intelligence chooses the way through passports and customs controls is the moment after the completion of education, and most often the higher. Why at the moment when the cells reach the active maturity through education, they decide to become active in foreign settings? Generations emerging from the state are fighting for greater recognition. In education, recognition first finds him in the higher title, dreaming and gaining a university degree that in a person's life means a crown of an era, a confirmation of his dedication and ability, proof of the existence of the path of his own affirmation. But what, then, after they have taken their powers and capabilities into their hands? Recognizing the importance of finances and the feeling of appreciation as pillars of the expectations of young people from the society in which they live, it is not surprising that these are the basic motives for the emergence of a "brain drain". While in developed countries, those who have completed higher education are smoothly passing through the transition to independent living, stimulated by employments and incomes that can not only be settled by taxes, but capital investments can be made, in underdeveloped or countries in development, often, this is almost impossible is perhaps the best scenario. The road to employment is painstaking and followed by non-transparency and political influence. If that point of success is already reached, the next step of independence is almost impossible given the balance between revenues and costs.



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Finally, over this financial mountain there is a cloud of emotions due to the lack of incentive policies in institutions and companies in which those who are capable and advanced provide space for growth and career. A large number of highly educated, capable and talented young people, including themselves, have so much to offer to this country. We know this because we see that our intellectual youth works in engineering, pharmaceutical, doctoral and other positions abroad. As in marketing, our country must recognize what it is that should offer it to keep its intellectuals from creating and creating in their native region. And, if you are wondering why I was focusing on the motives versus the solutions, I will answer that the motives are our solutions. For our country to meet the challenges faced by young people, we must direct our hand to the horizon of the two main driving forces we have talked about, finances and a sense of appreciation. I believe that the three fundamental segments that need to be worked out to strengthen these two forces are the educational process, the employment process and the process of active participation in the decision-making processes. The state should first provide opportunities for recognizing and directing young talented and creative people through appropriate education programs. Namely, this would be realized through gifted student programs in primary and secondary schools, and to postgraduate study programs in higher education for those who are more quickly and positively overcomes the given tasks. Strategic planning of educational programs according to labor market requirements would help compensate for the imbalance between the deficit of some professions and the surplus of others. After completing the studies, make fair, transparent and job distribution according to merit. Programs for talent employing nowadays by large companies around the world should be followed. After hiring, design clear paths for development with opportunities for early promotions for those employees who show excellent performance, normally followed by financial rewards. Finally, even if you designed a perfect strategy to prevent brain drain, they would not feel like "own" if they are not actively involved in creating it. The right to vote and the right to expression should be respected, even when it comes to dissatisfaction, as long as it is peaceful and in accordance with the law.

Because every pressure on young people acts counterproductively. Young people should not be passive observers of the situation, but should be directly involved in creating policies that affect them. All three segments must be targeted so that positive changes can be expected. Of course, there are many other strategies that can be used to regulate this issue, and in practice it would be desirable to apply it as soon as possible in order for all Macedonians together to contribute to the prevention of children who played games before yesterday such as the "road around the world" and "rapid geography," today create chips and create viruses in the United States, but to do so here by contributing to the growth of the domestic gross domestic product as well as branding our intellectual power. Let's prevent strangers, hungry for knowledge, to strain our genius "brains". We need to fight them the most, because we, the young people, are the driving force of our state, which without us would lose the basic values and general sense of its existence. Previous statements reflects the factual situation in our country and which, unfortunately, has raised the trend of leaving young higher education personnel abroad to earn money and expecting a better life. It is already very clear that the country faces an intellectual exodus in the last 20 years. Not so much the amount of wages, how many other factors in terms of feeling of appreciation, as better working conditions, a chance for faster career advancement, make highly educated cadres to build a job career abroad. The profile of highly educated professionals who decide to work abroad is different, but most often they are mechanical engineers, computer scientists, doctors. It is a fact that from an economic point of view it is a small country in development, so therefore, from my personal perspective, we cannot expect enormous wages and benefits and what other unreachable recognitions, but we can take things in our own hands and as young and talented staff to provide appropriate, acceptable, somewhat modest suggestions and ideas that will help in achieving "brain gain" instead of the current "brain drain". The organism of our country has a period of evolutionary change. These changes are only possible with the enlargement of the voyages, and not with the decrease in the number of cells in the brain tissue. Knowing the reasons for the potential decrease, we can change the variables and channel our collective intelligence into the brain's bends.

