

MASTER THESIS REVIEW

THESIS AUTHOR: Kaone Koodibetse

TOPIC: Anticipation of human capital flight in Botswana

BRANCH OF STUDY: Foresight for Environment and Development

AUTHOR OF REVIEW: Mgr. Martin Schlossarek, Ph.D.

EVALUATION, PART 1: CONTENT OF THE THESIS	
To what extent is the thesis structure logical and coherent? Did the author answer research questions? What has been achieved in terms of its objectives?	B
How complex and how well applied is the methodology of the thesis?	D
What is the quality of the content of the thesis? Are there any factual mistakes? Are the facts and described relations interpreted correctly? Did the author use appropriate terminology?	B
How well – in terms of the depth and quality – did the author analyse the topic?	C

Verbal assessment:

The author claims that the aim of the thesis is to find out:

- i. whether standard of living influence people's decision to leave Botswana, and
- ii. under which conditions are people willing to stay and work in Botswana.

The author met both aims of the thesis, although I have some reservations regarding methodology and also content of the thesis (see below).

In chapter Research methodology, the author claims that „the data [collected in the form of questionnaire] was obtained from a sample of randomly selected citizens and non-citizens of Botswana”. However, from further description in the same chapter, it seems that the author used convenience sampling for the collection of the data. I note that this method tends to generate massive sampling bias and it does not allow generalization of results (author sometimes generalize, for example, at page 78 she claims: „200 participants took part in the questionnaire ... All these participants are literate, therefore Botswana reached their goal of high literacy levels.“).

Regarding the theoretical part of the thesis, I often missed contextual background when discussing various topics (shortage of healthcare workers, quality of infrastructure, education, poverty, population growth). Especially comparisons with neighbouring countries / countries with similar GDP p.c. would be valuable.

I do not understand how chapter 4.4.0 Swot Analysis was created and why the author did not prepare some introductory text for the analysis.

I appreciate the inclusion of foresight-oriented chapter 5 which brings a higher level of originality and value-added to the thesis.

EVALUATION, PART 2: LITERATURE AND SOURCES CITED IN THE THESIS	
To what extent does the author use suitable sources? Is the quantity of cited sources appropriate for a master thesis?	B
What is the quality of citations and references? Are the sources traceable?	D

Verbal assessment:

The quantity of cited sources is appropriate, same applies for quality of sources. The quality of citations is rather below average. Some sources cited in text are not included in the list of literature

(Tlou, 1984; Witson, 2017; Muthu 2020). There are also inconsistencies in citations – sometimes initials of first names of author or first names are used (W G Morapedi, C. Kerven, Kate Lefko-Everett), while in other cases only surnames are cited. There are other minor inconsistencies which are confusing for reader, such as slight differences in names used in the text and in the list of literature (macro trends versus Macrotrends.net; Muthu versus MuthuVk, etc.).

EVALUATION, PART 3: FORMAL REQUIREMENTS	
What is the stylistic and grammar level of the thesis?	C
Is the format of the thesis in accordance with the usual standards of academic works? Does the graphic layout contribute positively to the quality of the thesis?	D

Verbal assessment:

There are plenty of mistakes related to small/big letters, the number of typos is high. Numbering of (sub)chapters is inconsistent, sometimes it starts from 0, sometimes from 1. The resolution of some figures / tables is too low, sometimes information in them is hardly readable (see for example figure 20 or figure 23). In general, graphic layout is rather a weakness of the thesis.

POINTS FOR DISCUSSION DURING THE THESIS DEFENCE
In Conclusion, you claim that Botswana will face brain drain in the next ten years. However, you do not make any statement about brain gain trends in Botswana. What is your expectation regarding brain gain? And how strong/weak will it be compared to brain drain?

OVERALL EVALUATION OF THE THESIS	
Verbal assessment: Based on the assessment written above, I recommend the thesis for defence and I propose grade C.	
Proposed grade:	C

DATE: 31.7.2021

SIGNATURE: _____