

BACHELOR'S THESIS SUPERVISOR'S REPORT

Student's name: Yaroslav Kuchak

Bachelor's Thesis Supervisor (BT): Ing. Martin Mikeska, Ph.D.

BT topic: Analysis of the Decision of Ukrainian Employees and Entrepreneurs to Participate in the European or Ukrainian Labor Market

Acad. year: 2024/2025

Notes on completing the report:

1. For the evaluation of each criterion, use the following scale: A - fulfilled very well, significantly exceeds the requirements; B – fulfilled with quality; C – fulfilled without reservations; D – fulfilled with minor deficiencies; E - fulfilled but with significant deficiencies; F - not fulfilled.
2. If any criterion is graded F, the thesis must be evaluated as unsatisfactory overall, not meeting the criteria for the BT defence, and such a thesis cannot be recommended for the defence
3. BT Supervisor must provide written commentary for each evaluation criterion!

Assessment criteria:

Assessment

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1. Thesis Objectives and Methods	A
<i>The commentary focuses on: clarity of the formulation of the thesis objectives and the methods used in the thesis elaboration; evaluation of how well the thesis objectives align with the thesis theme; the methods and procedures chosen to fulfil the thesis objectives.</i>	
The objectives of the thesis are clearly stated on page 12 and align precisely with the assigned topic. Four specific goals are identified: identification of key migration drivers, comparison of motivations of employees and entrepreneurs, assessment of policy impacts, and formulation of policy recommendations. The chosen mixed-methods approach—using both primary (questionnaire-based) and secondary (international datasets and academic sources) data—is appropriately justified and enhances the robustness of findings (pp. 30–34). The research questions and hypotheses are well articulated and connected to the analytical framework (pp. 30–31).	
2. Theoretical Background	A
<i>The commentary focuses on: the content of the critical literature research; the appropriateness of the chosen domestic and foreign literature sources; the method of citing sources in an adequate manner.</i>	
The theoretical part (pp. 13–28) provides a comprehensive overview of migration theories, including neoclassical economics (Borjas, 2020) and entrepreneurial migration theory (Kuratko, 2014). The thesis draws on a well-selected mix of domestic and foreign literature, with appropriate referencing throughout (over 30 sources, many recent, e.g., EUAA 2024, IOM 2024, UNHCR 2025). All references are cited correctly in ISO format (see Bibliography, pp. 49–50). The literature review is critical and establishes a sound foundation for the analytical part.	
3. Practical Application – Analysis	A
<i>The commentary focuses on: the use of knowledge from theory, its appropriateness of application theory in practice; sufficient description of the process of application of the methods of work; overall assessment of the current state; sufficient substantiation of the conclusions of the analyses; the difficulty of data collection and processing.</i>	
The analysis section (pp. 35–42) thoroughly examines primary data from 96 Ukrainian migrants, mainly in the Czech Republic, using both descriptive statistics and thematic qualitative analysis. The findings are compared with secondary data from EU and international organizations (e.g., EUAA, World Bank). Key insights include differences in wage satisfaction, labor market integration, language barriers, and long-term intentions. Cross-tabulations (e.g.,	

Figure 5, p. 40) and visual comparisons (e.g., Figures 2–4, pp. 36–38) strengthen the presentation. Data collection challenges and limitations are acknowledged on page 34.

4. Practical Application – solution / proposal / research

A

The commentary focuses on: the connection of the solution part of the thesis to the theory and to the results of the analyses; the justification of proposals with appropriate arguments; the fulfilment of the set objectives. For BPs with a research focus, the focus should be on the discussion of the results and their evaluation.

The recommendations (pp. 43–45) are logically derived from both secondary and primary data analysis. Separate recommendations are made for employees (e.g., language training, qualification recognition) and entrepreneurs (e.g., simplification of business registration, mentorship). The proposals are realistic, policy-relevant, and directly address issues identified in the analysis. The student shows an ability to think critically and propose context-sensitive solutions (e.g., for post-war return to Ukraine). This demonstrates a mature synthesis of theoretical and empirical insights.

5. Formal Layout

B

The commentary focuses on: logical coherence of the text of the thesis; use of correct terminology; use of the prescribed standard of citation of sources; appropriate linguistic and graphic level.

The thesis follows the FAME template and has an appropriate length (58 pages of core text). It uses academic language and structure consistently. The terminology is accurate and professional. ISO citation style is applied correctly. Minor formal issues include sporadic typographical errors (e.g., “recommednations” on p. 43), and some tables or visuals could benefit from slight formatting improvements. These issues do not detract from the quality of the content or its clarity.

Overall thesis assessment *

A

The bachelor’s thesis is a high-quality and analytically robust work that significantly exceeds standard requirements. It combines relevant economic theories with a well-executed mixed-methods approach and brings valuable insights into migration decision-making. The recommendations are practical, well-founded, and tailored to both target groups.

* The final grade is not an arithmetic average of the individual criteria for assessing the thesis.

Questions for the defence:

1. How would your recommendations differ if the main host country were Germany or Poland instead of the Czech Republic?
2. How could Ukraine encourage highly skilled migrants to return home after the war?
3. Did you consider conducting a follow-up study in the future to track the same respondents over time?

The thesis **fulfils** the criteria for the defence of the BT. The thesis **is recommended** for the defence.

The thesis has been checked for the originality of the work in IS STAG. Based on the results of this review, it was concluded that the work **is not** plagiarism.

Date 29.05.2025

Signature of BT Supervisor