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MECHANISMS OF INFLUENCE OF MIGRATION PROCESSES ON THE SUSTAINABLE DEVELOPMENT OF ENTERPRISE ECONOMICS (CASE OF AZERBAIJAN)

A B S T R A C T

The purpose of the research is to determine the mechanisms of influence of migration processes on the sustainable development of the enterprise's economy (in the case of Azerbaijan). The role of migration processes in the sustainable development of the enterprise economy is emphasised by correlation with both migration and the development of the enterprise economy.

The methodology of the research is the correlation and regression analysis to define the link between migration and economic development indicators in Azerbaijan. Previous studies have highlighted the role of migrants in the economy of countries, but there is a lack of in-depth research that would quantify the impact of migration processes on the sustainable development of the enterprise economy and describe specific areas of such impact.

The practical importance of the research - to develop practical recommendations for improving the participation of migrants in the sustainable development of the enterprise economics in Azerbaijan based on the results of the analysis of the impact of migration processes on the enterprise economics in the country.

The results of the research – some recommendations were developed for further expanding opportunities for immigrants to strengthen their impact on the enterprise economy in Azerbaijan. The positive role of migrant workers in the economic development of countries is confirmed by determining the benefits of migration and supporting the results obtained with statistical indicators.

The originality and scientific novelty of the research – the current study hypothesizes that migration is closely related to the sustainable development of enterprises. It is assumed that migration contributes to the achievement of the SDGs related to the sustainable development of enterprises. Thus, the scientific novelty of the study is to identify and characterize the impact of migration processes on the sustainable development of the enterprise economics.

Keywords: sustainable development, enterprise economics, labor, migrants, innovation.

INTRODUCTION

Migration processes are an integral part of social life. The intensification of such processes under the influence of globalization, aggravation of conflicts of various origins and a number of macroeconomic factors will lead to an increase in their impact on all aspects of life and the business process. Labour migration is of particular importance, as it has a direct impact on the economy and sustainable development of enterprises in both countries of origin and destination. For example, labour outflows from a country can trigger labour shortages, while immigration flows into a country contribute to the growth of labour resources, although in some cases, they can create employment problems for local residents. These interrelationships and mutual influences are complex and require detailed study. In Azerbaijan, which has long been a country of emigration, migration processes require special attention in view of the opportunities created by migrants in the country. The return of the Karabakh region to the country makes the issue of migration particularly salient. Therefore, the research topic is relevant and makes a significant contribution to ensuring the sustainable development of Azerbaijani enterprises using the mechanisms of influence of migration processes.

1. Theoretical background

Migration, fertility, and mortality are three key components of demographic research. However, until recently, the analysis of fertility and mortality has dominated research, with insufficient attention paid to the characteristics of migration processes. However, migration is currently a crucial component for understanding population change and related processes [9, p.5-63]. Migration plays a leading role in demographic processes, significantly affecting the economic, cultural, and social environment. Therefore, migration policy is becoming increasingly important in the system of international relations [3, p. 1308-1315]. Studies of migration in countries with low population growth rates are particularly important. In different countries and regions with varying economic and cultural development levels, different traditions, and a range of natural resources, the aims of sustainable development may differ significantly [13, p. 99-112]. For example, in developed countries, the population growth rate tends to zero, so migration is an important source of human capital. In the case of developing countries, demographic processes are significantly influenced by internal migration from rural to urban areas, which changes the structure of the population within the country.

The term “migration” is derived from the Latin word “migratio” - migration. Migration has spatial and temporal dimensions. The temporal dimension of migration usually implies that a person's movement can be defined as migration only if it is long-term, at least one year. Otherwise, such persons may not be migrants, but, for example, holidaymakers, nomads, seasonal workers [16, p. 347-367]. It should be borne in mind that the timeframe for defining resettlement as migration differs from country to country and from one country to another. In most countries, there is a clear categorization in migration policy. For example, in Australia, migrants are categorized into permanent immigrants, long-term temporary immigrants (staying in the country for at least 12 months) and temporary visitors. Australia is a traditional immigration country, so in this case, most attention is paid to permanent immigration. However, in other

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countries, immigration is often seen as a temporary phenomenon. It can be concluded that the definition of migration is the result of state policy and depends on the economic, political, and social goals of a particular country [8, p. 269–281]. In this context, it should also be noted that migration takes two forms: immigration — the number of people entering a certain receiving territory, and emigration — the number of people leaving the country during a certain period [22, p. 1-28].

The spatial dimension of migration involves the crossing of a certain geopolitical border — within one state or between different states [16, p. 347-367]. E. Jensen defines migration as the long-term or permanent relocation of a person from a country of origin to another due to certain political or economic factors [23, p. 1-38]. However, this approach does not consider that migration can also include internal displacement within a country. Thus, taking into account the spatial dimension of migration, two main types of migration are most often distinguished: internal migration — moving from one territory/region of a country to another within the same country, and external migration — moving from one country to another [1, p. 306-340]. It is often suggested in academic papers to consider these processes together, as they can be closely related and intertwined. Sometimes internal migration can be characterized by longer distances and greater cultural differences between migrants than external migration, for example, in the case of moving from the west to the east of China. At the same time, international migration can occur over short distances between culturally similar people. There have been cases where borders, not citizens, have “migrated”: for example, after the collapse of the USSR, many internal migrants became foreigners in countries that regained their independence. That said, in the most general sense, migration can be defined as the crossing of a border of an administrative or political unit for a minimum period of time [17, p. 13-34]. It involves a change of permanent residence [20, p. 19–30].

The lack of unity in scholars' definitions of the term “migration” is also characteristic of attempts to provide an unambiguous definition of the concept of “migrant”. There are a number of reasons for this, including the following: the term “migrant” can refer to a very wide range of people in different situations. In addition, it is very difficult to determine the exact number of migrants and the time they have this status. Moreover, it is important to determine the moment when a person ceases to have migrant status. To these problems, we can add the fact that globalization processes have led to the emergence of new types of migrants, which is associated with the formation of diasporas [21, p. 1-48].

Today, the economic development of countries in general and the development of the enterprise economy cannot be imagined outside the UN Sustainable Development Concept. The 2030 Agenda for Sustainable Development, adopted by UN member states in 2015, contains a common plan for peace and prosperity. As a global socio-economic trend, migration cannot be ignored by the UN in the context of achieving the SDGs, including those related to sustainable business development [Baseline Study on Migration in Azerbaijan, 2018]. One of the key proofs of the global significance of migration is its current scale. Thus, as of mid-2020, there were about 280.6 million migrants in the world. The distribution of the number of migrants by region is uneven, with the majority of migrants concentrated in Europe (86.7 million), Asia (85.6 million) and North America (58.7 million) (Figure 4).

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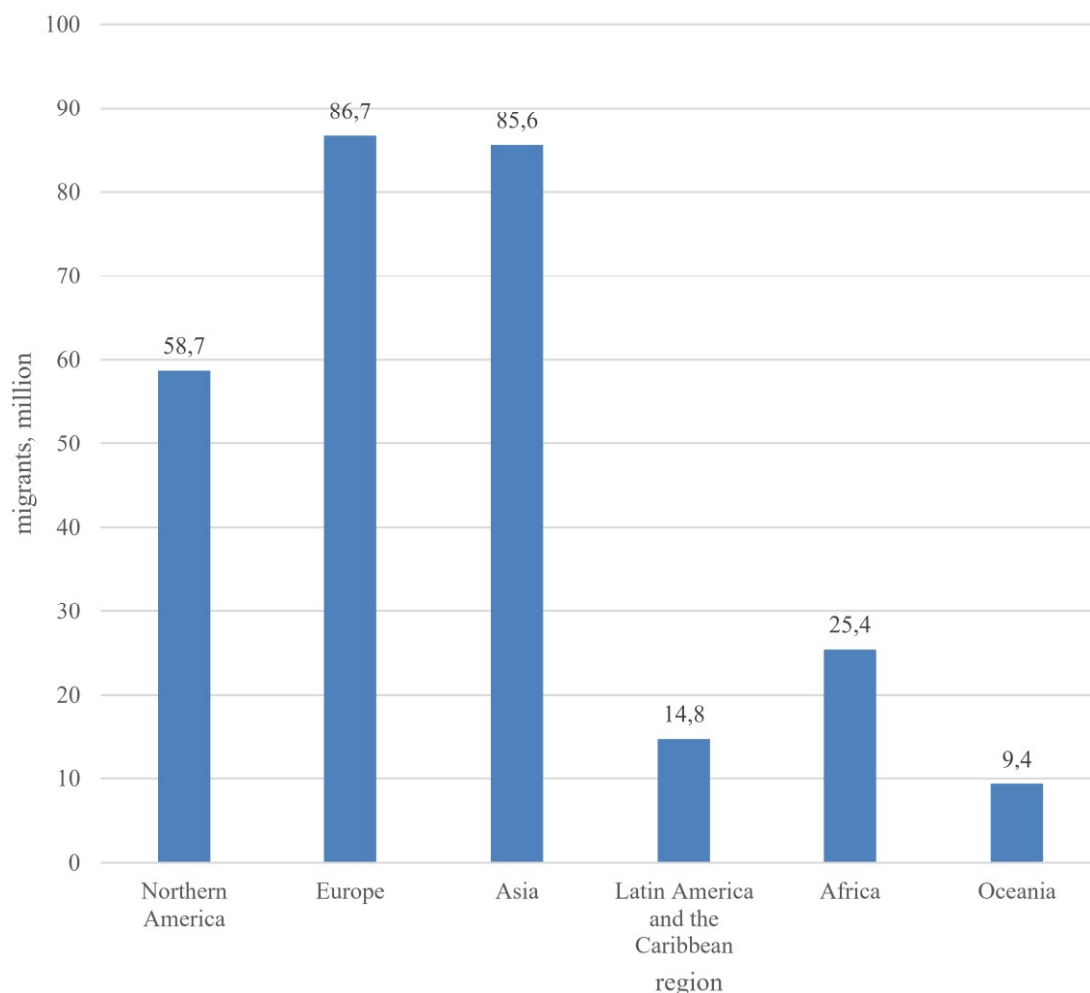


Figure 4. The number of international migrants by region of the world (compiled by the author from (United Nations, 2024a))

The relationship between migration and sustainable development is a two-way street, i.e., both migration affects sustainable development and sustainable development affects migration. E. T. Aniche concludes that documented migration contributes positively to sustainable development, while undocumented (irregular) migration can jeopardize sustainable development. The current stage of economic growth is based on the effective use of knowledge and information, which leads to the development of innovative economic growth [14, p. 50-68].

Given that GDP is often used as one of the most indicative indicators of economic development, it is advisable to analyse whether there is a link between GDP and migration. This will help to establish whether the economic growth of countries is linked to migration processes. Figure 5 shows the dynamics of global GDP and the number of international migrants.

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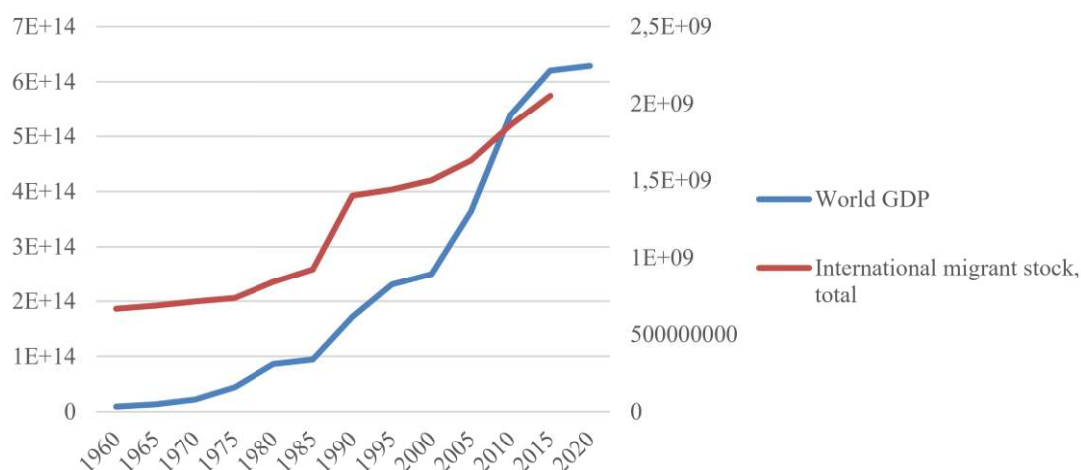


Figure 5. Dynamics of world GDP (in US\$) and the number of international migrants (total number of people) (built by the author according to (The World Bank, 2024)).

Figure 5 shows that the trends in GDP and the number of international migrants are similar. However, more precise information on the relationship between the two indicators can be obtained through a correlation analysis, the results of which are presented in Table 1.

Table 1.
Results of the correlation analysis between world GDP and the number of international migrants

	Averages	St.dev.	World GDP	International migrant stock
World GDP	-0,141414	0,898499	1,000000	0,960965
International migrant stock	0,000000	1,000000	0,960965	1,000000

(Calculated by the author according to (The World Bank, 2024))

Table 1 shows that there is a very strong positive correlation between the studied indicators. This means that as one indicator increases, the other increases, which may indicate that the economic development of countries is closely linked to the migration process.

2. Migration processes in Azerbaijan and their effects on the sustainable development of the enterprise economy

Both during the Soviet era and after gaining independence, Azerbaijan was a country where emigration significantly outnumbered immigration. After gaining independence, the country's population began to leave not only for the former Soviet republics, but also for other countries in Europe, Asia, North America, and Australia. Among the countries of the former USSR, Azerbaijan was the first country to face the problem of refugees due to Armenia's aggressive policy. However, its favourable geographical location, as well as dynamic development due to the implementation of effective government policies, led to an increasing flow of immigrants into the country, and since 2005, the country has been turning into an immigration

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country. All of these factors have led to the need to develop an appropriate migration policy that would promote international cooperation and take into account Azerbaijan's national interests.

The development of the enterprise economy in Azerbaijan, as well as the development of the state economy, is influenced by migration processes. This can be proved by analysing statistical indicators and identifying mutual dependencies between them. Figure 7 shows the main statistical indicators of migration in Azerbaijan.

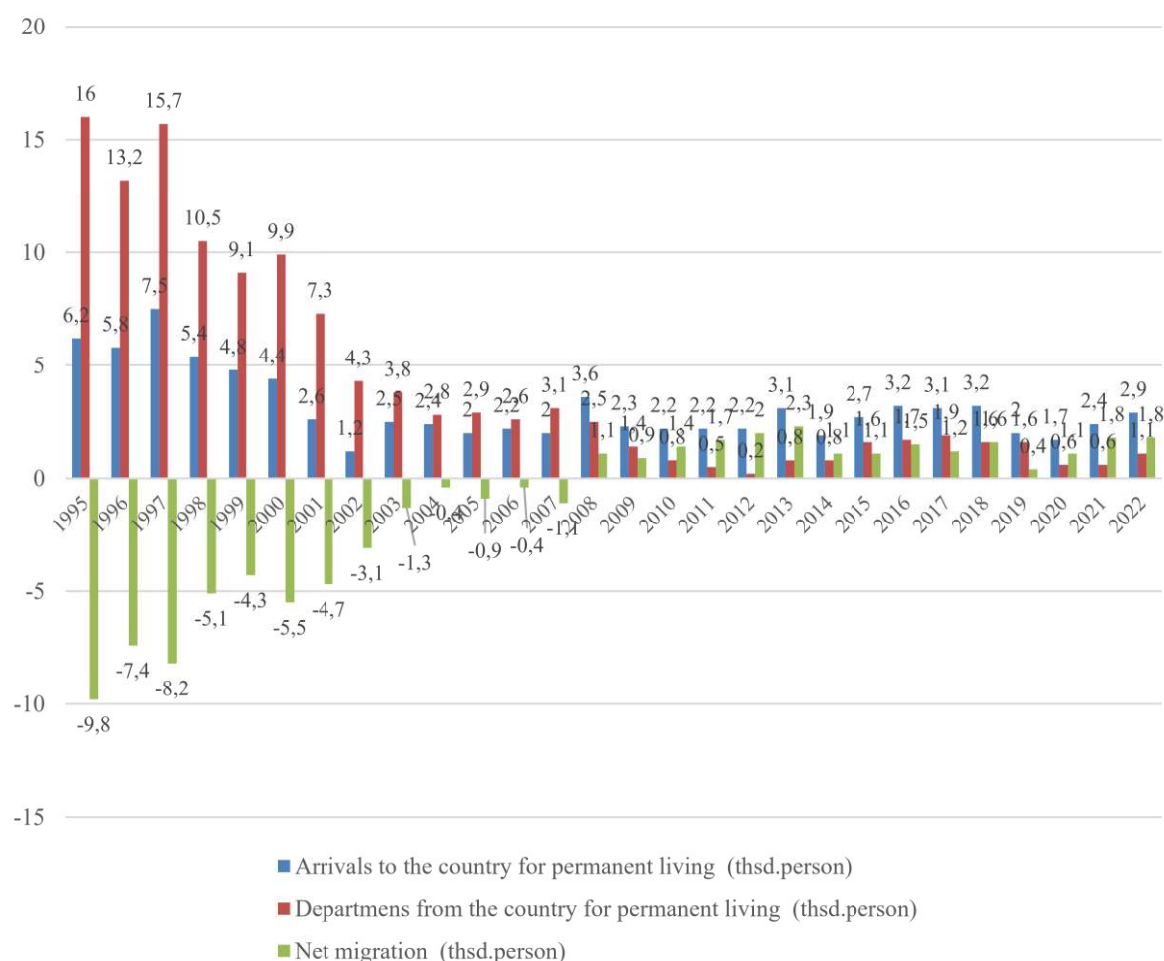


Figure 7. Key statistical indicators of migration in Azerbaijan for 1995-2022 (compiled by the author based on (ASIS, 2024))

Figure 7 shows the trends described in the theoretical part of the study. Thus, after independence, emigration from Azerbaijan significantly exceeded immigration. However, since 2004-2005, the number of people who left the country and the number of newcomers has almost levelled off, and after 2008, immigration has been dominating, as evidenced by the positive net migration figures in the country. Net migration shows the difference between the number of people entering the country and the number of people leaving.

The volume of industrial output and the number of industrial enterprises are growing significantly (Figure 9).

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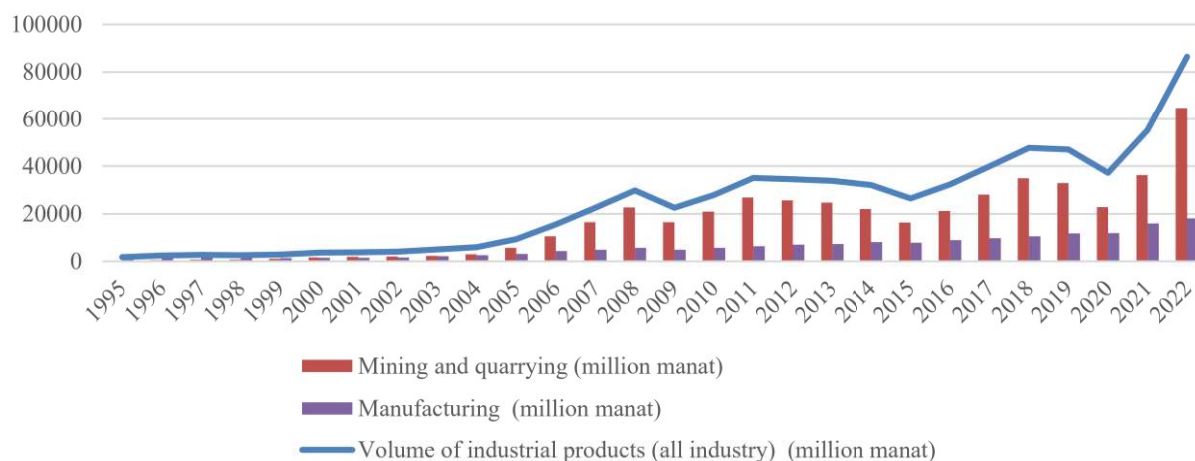


Figure 9. Industrial output of Azerbaijan in 1995-2022
(built by the author according to (ASIS, 2024))

Particularly in the economy's non-oil sector, domestic investments in infrastructure, education, and industrial development might guarantee sustained economic growth. The state will be crucial in fostering an environment that is conducive to investment, promoting structural reforms, preserving macroeconomic stability, negotiating advantageous terms for WTO membership, and diversifying the economy.

3. Adaptation and contribution of migrants to Azerbaijani enterprises

Given that Azerbaijan has long been a country dominated by emigration, foreign labour resources have played an important role in reducing the labour shortage, which, among other things, has contributed to increased labour productivity, economic growth and GDP.

As can be summarized from the results of the correlation analysis, most of the economic development indicators (presented in the left column of the table) are strongly related to migration indicators such as net migration and the number of people who have left the country for permanent residence. To get an idea of the strength of the relationship, it is useful to use Chadock's scale (Table 3).

Table 3.

Chadock's scale for qualitative assessment of the strength of the relationship between indicators

Quantitative measure of the closeness of a connection	Qualitative characteristic of the bonding strength
0,1-0,3	Weak
0,3-0,5	Moderate
0,5-0,7	Noticeable
0,7-0,9	High
0,9-0,99	Very high

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In addition to the numerical value, it is important to pay attention to the sign that characterizes the direction of the relationship. For example, almost all correlation values characterizing the relationship between economic indicators and the number of people who have moved abroad are negative. This means that an increase in one indicator is accompanied by a decrease in the other. In turn, the growth of net migration is directly related to the growth of economic development indicators.

To understand the essence of the analysis, it is worth examining the regression results for GDP (Table 4). According to the regression results for the dependent variable GDP (million manat, annual), R is 0.73793948, $R^2 = 0.54455467$, adjusted $R^2 = 0.52703754$, $F(1,26) = 31.087$, $p < 0.00001$, standard error of the estimate = 0.68772.

Table 4.

Regression results for the dependent variable GDP

	BETA	St.Er.	B	St.Er.	t (26)	p-value
Free term			0,000000	0,129967	0,000000	1,000000
Net migration (thsd.person)	0,737939	0,132352	0,737939	0,132352	5,575570	0,000007

The results of the multivariate regression analysis show a statistically significant relationship between net migration and GDP in Azerbaijan. The coefficient of determination (R^2) is 0.54455467. This means that about 54% of the variation in GDP can be explained by changes in net migration. The value of the F-statistic (31.087) is high, and the p-value is less than 0.00001, which indicates that the model is statistically significant at the margin.

The beta coefficient is 0.737939. This indicates that with an increase in net migration by one thousand people, GDP increases by 0.737939 million manats. The standard error of the estimate (0.132352) is quite low, which indicates a high accuracy of the beta coefficient estimate. The t-statistic value (5.575570) is high, and the p-value (0.000007) is less than the standard significance level of 0.05, which confirms the statistical significance of the results.

The results suggest that net migration has a statistically significant impact on GDP in Azerbaijan. That is, an increase in the inflow of migrants leads to an increase in GDP, which indicates a positive impact of migration processes on the economy of the state in general and the economy of the enterprise in particular.

It is proposed to assess the adaptation of migrants using the values of the Ease of Doing Business Index [The World Bank, 2024]. This index characterizes how easy it is to do business in a country, taking into account such indicators as Starting a business, dealing with construction permits, getting electricity, registering property, getting credit, Protecting minority investors, Paying taxes, Trading across borders, Enforcing contracts, Resolving insolvency. Table 6 shows the relationship between the number of immigrants in the world and the Ease of Doing Business Index, as determined by correlation analysis.

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Table 6.

The relationship between the number of immigrants in the world and the ease of doing business index

	Average	St.deviation	International migrant stock, total
Overall ease of doing business score 2020	-0,000714	1,002651	0,284477

Thus, there is a weak but statistically significant relationship between the number of immigrants in the world and the ease of doing business index. It is worth noting that Azerbaijan has a fairly high position in this index. Table 7 shows the main results of Azerbaijan's performance on the above index and its components.

Table 7.

Azerbaijan's main results on the ease of doing business index and its components

Topics	Doing Business 2020 Rank	Doing Business 2020 Score	Doing Business 2019 Score	Change in score (% points)
Overall	34	76.7	73.6	↑ 3.1
Starting a Business	9	96.2	96.1	↑ 0.1
Dealing with Construction Permits	59	73.4	73.1	↑ 0.3
Getting Electricity	80	77.3	77.3	...
Registering Property	44	75.4	72.2	↑ 3.2
Getting Credit	1	100	80.0	↑ 20
Protecting Minority Investors	105	50.0	46.0	↑ 4
Paying Taxes	40	84.0	84.6	↓ 0.6
Trading across Borders	83	77.0	77.0	...
Enforcing Contracts	28	70.3	65.7	↑ 4.6
Resolving Insolvency	47	63.5	63.8	↓ 0.3

As a result, Azerbaijan ranks 34th among countries in the world according to the Ease of Doing Business Index. It is particularly noteworthy that Azerbaijan ranks first in the world in the sub-index “Getting Credit”. Complementing these results with a cluster analysis for all countries for which the Ease of Doing Business Index is calculated, it can be noted that Azerbaijan belongs to the strongest cluster (Appendix D, Table D.1). Figure 15 shows the graphs of the averages for the three identified clusters (Azerbaijan belongs to the third cluster).

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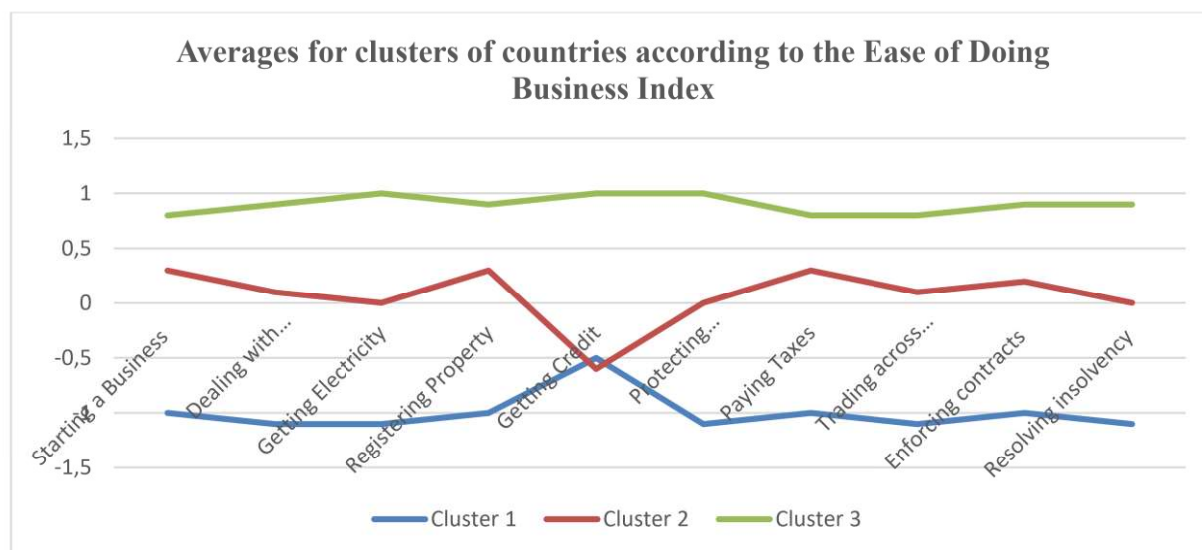


Figure 15. Graphs of averages for clusters of countries according to the Ease of Doing Business Index.

Thus, it can be concluded that the government's efforts to provide opportunities for easy business start-up and operation have had a very positive result. A favourable business climate has been created in the country, which, among other things, contributes to the improved adaptation of migrants.

CONCLUSIONS

The study revealed the theoretical and practical implications of migration processes in the context of the socio-economic and political crisis in the world. The analysis of approaches to defining the concept of migration and its types showed that such approaches can vary significantly. The main difference is in determining the spatial and temporal context of migration. Therefore, the study suggests relying on the definition of migration proposed in the national legislation of the state under study to prevent misunderstandings.

The overall result of the study proves that migration processes have a significant positive impact on the sustainable development of enterprises. In particular, the growth of the net migration indicator affects several economic indicators; in particular, it explains about 65% of the variation in the investment indicator, 54% of the variation in the GDP indicator, etc. Thus, stimulating and properly regulating migration processes should be one of the government's priority areas of activity. Further areas of research on the mechanisms of the impact of migration processes on the sustainable development of the enterprise economy may include the development of proposals for governmental and non-governmental programmes to stimulate the development of businesses founded by migrants. Such a programme may contain a description of ways of informing and communicating, a description of priority areas of business development in the region, legislative opportunities and, directly, proposals for encouraging migrants to participate in such a programme (certain benefits, opportunities, bonuses, etc.).

Thus, it can be concluded that the government's efforts to provide opportunities for easy business start-up and operation have had a very positive result. A favourable business climate

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has been created in the country, which, among other things, contributes to the improved adaptation of migrants. At the same time, a number of recommendations can be made to further expand opportunities for immigrants to increase their positive impact on the economy:

– The growth of net migration affects a number of economic indicators, in particular, explaining about 65% of the variation in investment. Accordingly, it is advisable to take further steps and implement government programmes to increase the investment attractiveness of the economy and enterprises for both domestic and foreign investors. In this context, it is worth noting that the attractive sectors for investment in Azerbaijan, as revealed in the study, are not only the gas and oil industries, but also agriculture, transport, trade, information technology, e-commerce, etc.

– The significant potential of the Karabakh region should be used for the benefit of the national economy and the economy of the enterprise, in which migrants can play an important role. It is necessary to further develop programmes to create favourable conditions for IDPs and migrants in order to encourage them to return/migrate to the region, which will provide it with labour, both highly skilled and unskilled. This will help to improve economic performance and increase the productivity of the region's economy.

– The historical features of the Azerbaijani economy should be used in tandem with innovative technologies, which will increase the competitiveness of enterprises, taking into account local advantages.

– Further improvement of the legislative framework and its harmonization with international standards is needed. On the one hand, such measures should help reduce the number of illegal migrants, and on the other hand, encourage legal migration flows into the country.

– The potential of labour migration should be used to support the sustainable development of enterprises. This may involve various programmes to support migrants, especially educational programmes and training.

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MİQRASIYYƏ PROSESLƏRİNİN MÜƏSSİSƏLƏR İQTİSADİYYATININ DAVAMLI İNKİŞAFINA TƏSİR MEXANİZMLƏRİ (AZƏRBAYCAN TİMSALINDA)

X Ü L A S Ə

Tədqiqatın məqsədi miqrasiya proseslərinin müəssisənin iqtisadiyyatının davamlı inkişafına təsir mexanizmlərini müəyyən etməkdir (Azərbaycan timsalında). Müəssisə iqtisadiyyatının davamlı inkişafında miqrasiya proseslərinin rolu həm miqrasiya, həm də müəssisə iqtisadiyyatının inkişafı ilə əlaqəsi ilə vurğulanır.

Tədqiqatın metodologiyası - Azərbaycanda miqrasiya ilə iqtisadi inkişaf göstəriciləri arasında əlaqəni müəyyən etmək üçün korrelyasiya və reqressiya təhlilindən ibarətdir. Əvvəlki tədqiqatlar ölkələrin iqtisadiyyatında miqrantların rolunu vurğulamışdır, lakin miqrasiya proseslərinin müəssisə iqtisadiyyatının davamlı inkişafına təsirini kəmiyyətcə qiymətləndirəcək və bu təsirin konkret sahələrini təsvir edəcək dərin tədqiqatlar yoxdur.

Tədqiqatın tətbiqi əhəmiyyəti - ölkədə miqrasiya proseslərinin müəssisə iqtisadiyyatına təsirinin təhlilinin nəticələrinə əsasən Azərbaycanda müəssisə iqtisadiyyatının davamlı inkişafında miqrantların iştirakının yaxşılaşdırılması üçün praktiki tövsiyələrin hazırlanması.

Tədqiqatın nəticələri - Azərbaycanda immiqrantların müəssisə iqtisadiyyatına təsirini gücləndirmək imkanlarının daha da genişləndirilməsi üçün bəzi tövsiyələr işlənib hazırlanmışdır. Ölkələrin iqtisadi inkişafında əməkçi miqrantların müsbət rolu miqrasiyanın faydalarının müəyyən edilməsi və əldə edilən nəticələrin statistik göstəricilərlə təsdiqlənməsi ilə təsdiqlənir.

Tədqiqatın orijinallığı və elmi yeniliyi - hazırkı araşdırmada miqrasiyanın müəssisələrin davamlı inkişafı ilə sıx bağlı olduğu fərziyyəsi irəli sürülür. Güman edilir ki, miqrasiya müəssisələrin davamlı inkişafı ilə bağlı DİM-lərə nail olmağa kömək edir. Beləliklə, tədqiqatın elmi yeniliyi miqrasiya proseslərinin müəssisə iqtisadiyyatının davamlı inkişafına təsirini müəyyən etmək və xarakterizə etməkdir.

Açar sözlər: davamlı inkişaf, müəssisə iqtisadiyyatı, əmək, miqrantlar, innovasiya.

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МЕХАНИЗМЫ ВЛИЯНИЯ МИГРАЦИОННЫХ ПРОЦЕССОВ НА УСТОЙЧИВОЕ РАЗВИТИЕ ЭКОНОМИКИ ПРЕДПРИНИМАТЕЛЬСТВА (НА ПРИМЕРЕ АЗЕРБАЙДЖАНА)

Р Е З Ю М Е

Цель исследования – определение механизмов влияния миграционных процессов на устойчивое развитие экономики предприятия (на примере Азербайджана). Подчеркивается роль миграционных процессов в устойчивом развитии экономики предприятия посредством взаимосвязи как с миграцией, так и с развитием экономики предприятия.

Методология исследования – был проведен корреляционно-регрессионный анализ для определения связи между миграцией и показателями экономического развития Азербайджана. В предыдущих исследованиях подчеркивалась роль мигрантов в экономике стран, однако отсутствуют глубокие исследования, которые бы количественно оценивали влияние миграционных процессов на устойчивое развитие экономики предприятий и описывали конкретные направления такого влияния.

Практическая значимость исследования - разработка практических рекомендаций по повышению участия мигрантов в устойчивом развитии экономики предприятий Азербайджана на основе результатов анализа влияния миграционных процессов на экономику предприятий страны.

Результат исследования – разработаны рекомендации по дальнейшему расширению возможностей иммигрантов для усиления их влияния на предпринимательскую экономику Азербайджана. Положительная роль трудовых мигрантов в экономическом развитии стран подтверждена определением преимуществ миграции и подкреплением полученных результатов статистическими показателями.

Оригинальность и научная новизна исследования - в настоящем исследовании выдвигается гипотеза о тесной связи миграции с устойчивым развитием предприятий. Предполагается, что миграция способствует достижению ЦУР, связанных с устойчивым развитием предприятий. Таким образом, научная новизна исследования заключается в выявлении и характеристике влияния миграционных процессов на устойчивое развитие экономики предприятий.

Ключевые слова: устойчивое развитие, экономика предприятий, рабочая сила, мигранты, инновации.

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