

**A Qualitative Study Exploring the Migratory Push-Pull Factors
of American Basketball Players Playing in the
Chinese Basketball Association**

by

Te'Qin Hing Windham

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Advisor: C. Rosa Yeh, Ph.D.

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“Do not be afraid of going slowly; only be afraid of stopping.”

ABSTRACT

This qualitative study examined and analyzed the migration factors that influenced professional American basketball players to move and compete in China, specifically the push-pull factors that contributed to their migration to the Chinese Basketball Association (CBA). Although basketball is a well-studied and highly popular sport, the CBA is one of the least studied professional leagues in terms of sports migration theory research, yet has a sizable international labor force, especially American basketball players. This study was built upon the theoretical framework of previously researched sports labor migration, which assisted the data analysis process. The sample of this study included ten professional American basketball players who played in the CBA during the 2017-2018 season, many of whom have played in the NBA. This qualitative research used in-person, semi-structured interviews, with questions focused on the push-pull factors, such as the reasons to why they migrated to China and their experiences playing in the CBA. Based on the results of this study, the data uncovered some major trends: firstly, American basketball players leave the U.S. because of lack of playing opportunities, secondly, China has a desirable competition league for American basketball players, along with substantial financial gains, thirdly, the structure of the league, primarily the season length, proved to be a great pull factor for the CBA, and lastly, the CBA still can improve as it considers expanding and adding more teams.

Keywords: globalization, sports labor migration, basketball, push-pull factors

TABLE OF CONTENTS

ABSTRACT	I
TABLE OF CONTENTS	II
LIST OF TABLES	IV
LIST OF FIGURES	V
CHAPTER I INTRODUCTION	1
Background of the Study	2
Problem Statement	3
Purpose of the Study	4
Research Questions	6
Significance of the Study	6
Definition of Key Terms	6
CHAPTER II LITERATURE REVIEW	8
The Background of Basketball	8
Globalization of Basketball	9
CBA Background	11
CBA Rules for Foreign Players	12
Challenges of Playing in China	13
Benefits of Playing in China	18
Motivation Theory	20
Labor Migration Theory	21
Sports Labor Migration	24
CHAPTER III METHODOLOGY	30
Research Framework	30
Research Procedures	31
Population	32
Sample Profile	37
Instruments	38
Data Collection	40
Data Analysis	41

CHAPTER IV FINDINGS	45
Personal Push-Pull Factors	45
Professional Push-Pull Factors	47
Country Push-Pull Factors	52
CHAPTER V CONCLUSIONS AND IMPLICATIONS	56
Conclusions	56
Implications	58
Limitations.....	62
Future Research Suggestions.....	63
REFERENCES	65
APPENDIX A: CONSENT FORM	71
APPENDIX B: INTERVIEW QUESTION GUIDE	74
APPENDIX C: FOREIGN PLAYERS IN THE CBA	76
APPENDIX D: AMERICAN PLAYERS IN THE CBA	80
APPENDIX E: OTHER NATIONAL PLAYERS IN THE CBA.....	83
APPENDIX F: CODING- 1 ST ROUND	84
APPENDIX G: CODING- 2 ND ROUND	91

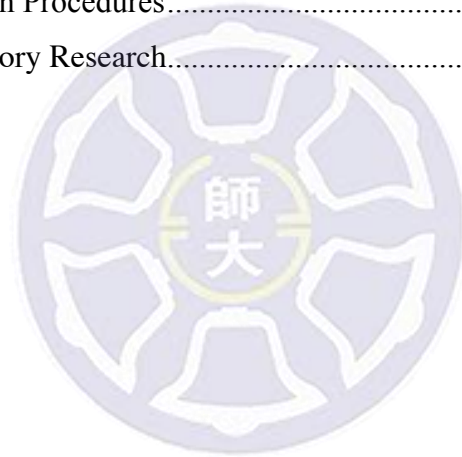
LIST OF TABLES

Table 2.1. List of Push-Pull Factors	23
Table 2.2. Factors Which Affect Migration	24
Table 3.1. CBA Composition of Foreign Players (2017-2018 season)	34
Table 4.1. Personal Push-Pull Factors	47
Table 4.2. Professional Push-Pull Factors	48



LIST OF FIGURES

Figure 2.1. Maslow's hierarchy of needs (1943)	17
Figure 2.2. Maslow's hierarchy of needs (1970)	18
Figure 2.3. Typology of Sports Migration.....	26
Figure 2.4. A typology of Football Labor Migration.....	27
Figure 2.5. Typology of QIs' mobility according to their motivation to migrate.....	29
Figure 3.1. Research Procedures	32
Figure 3.2. CBA Composition	35
Figure 3.3. Foreign Player Composition	35
Figure 3.4. American Player in the CBA.....	36
Figure 3.5. Dual-citizens foreign players in the CBA	36
Figure 3.6. Data Collection Procedures.....	41
Figure 3.7. Grounded Theory Research.....	42



CHAPTER I INTRODUCTION

International sport labor migration continues to be a driving force for increased competition in the world of modern sports and the sports labor market. Globalization has connected markets across many industries and crosses borders between nations. As a result, the global sports market has greatly benefited from the growth of globalization and has fed international talent into many countries, in terms of labor, talent and competition levels, expanding across country borders for their audience. Basketball as a sport has advanced in its pursuit to market itself around the world and has also benefited from globalization and international sport labor, as markets continue to overlap and compete for the global audience, specifically the United States' National Basketball Association (hereafter, NBA) which in turn has influenced the development of the Chinese Basketball Association (hereafter, CBA) (Luo, Lai & Huang, 2015).

Over the past two decades, the NBA has elevated basketball as an international sports league, creating an international sphere of influence and becoming the most dominating and competitive basketball league in the world, the ultimate sign of athleticism and competition (Maguire, 2004). In the 21st century, more players are converging onto the CBA market, China's top-tier league, for a chance to compete in a quickly growing market, which has become the next biggest professional basketball league next to the NBA. In the past, most players only considered European leagues as their only other option to play professionally if they did earn a spot on an NBA roster. However, most recently, more basketball players have turned to China as the next best option, following in the steps of famous former NBA players, such as Stephon Marbury, as a way to continue their professional careers.

Much of sports labor migration research has centered primary on the migration trends of soccer players and the various leagues and countries in Europe (Maguire & Stead, 1998; Frick, 2009). Maguire, for example, frequently examined migration trend among soccer players through the European Union and created a player typology based on these trends, which is often referenced by other researchers (Maguire & Stead, 1998; Maguire & Pearton, 2000). Additionally, Magee and Sugden (2002) researched international soccer players in England and formulated a player taxonomy, which illustrates experimental measures for sports

labor migration. Orłowski, Wicker, and Breuer (2016) focused their research on the professional sports coaches in Germany and the likelihood of their migrations.

Other studies have focused on relationship between globalization and immigration of female soccer players (Botelho & Agergaard, 2011). Other studies have addressed sports migration patterns and the demographics behind them, such as for soccer (Borges, Rosado, Oliveira, & Freitas, 2015) and baseball (Takahashi & Horne, 2006). Much of the past research has highlighted sports such as soccer and baseball, in European countries (Maguire, 2004). However, these studies have been limited to a few select sports in the oversaturated western regions of North America and Europe. Other studies have branched out to other regions, such as Takahashi and Horne (2006) researched Japanese baseball players. They have also introduced the economic factors that influence sport labor migration processes, controlling professional opportunities in foreign countries.

Background of the Study

This thesis study focuses on the push factors and pull factors that are involved in foreign players who migrate to China to play professional basketball. The globalization of basketball, how basketball has developed into an international powerhouse sport, can be considered pull factors that draw players to a sports league, along with the opportunity to play overseas and make a decent salary. Basketball has increased its influence over the years, especially with the impact and expansion of the NBA (<http://www.nba.com>). The NBA has paved the way for intentional influence and created an outreach that has transformed all levels of basketball programs and competitions, shaping how people interact with the game, broadcasting around the world, and implementing school and summer programs. The effect of the NBA has reached China, creating a new network of opportunities for foreign basketball players and developing the CBA at a soaring rate (Huang, 2013).

The impact that basketball has had on China and the organization of its competition leagues, specifically the CBA is also feature of the research. The CBA was formed in order to use basketball's influence to create its own league their own country, to develop their own national players to be more competitive on an international stage. The CBA, being only 22 years old

(<http://www.china.org.cn>), is still a toddler at best, in popularity, economic market, organizational structure, and intensity of competition. The CBA is among the top 12 global basketball leagues, but yet, still has room for growth in developing homegrown players and providing an elite level of international competition. This study drives in deeper into the league's structure and competition environment provided for foreign athletes, applicable external factors that possibly pull foreign players to join the CBA.

Foreign basketball players, especially American players, are the focus and the push-pull factors that influence their decisions to play overseas in China. There are many factors that motivate players to pick up and make the big move, for the sake of the game, for another chance to play basketball, push them to play in another country. Many players are impacted by external factors such as hiring opportunities and firing setbacks. In contrast, there are factors from the internal factors that players encounter such as the love for the game and personal goals. We will explore and uncover what motivates players to migrate to China to play in the CBA.

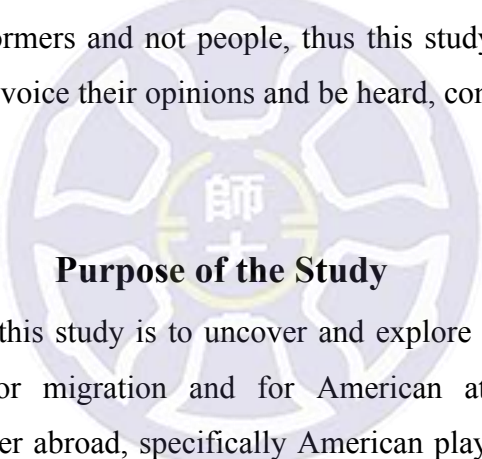
The possible implications of this study can assist recruiters, coaches, and teams in their recruitment processes in recruiting foreign players. In addition, can also help them better understand their foreign players, accommodating and helping them in their transitions to China and the CBA. Teams can create a more productive and comfortable living and team environment, keeping foreign players in China longer, for a long term basis, impacting the longevity and commitment of these players, supporting them and their time living overseas as an expat player. These findings can also be applied to other sports and business fields. The teaching profession, as the most saturated fields in China with the most foreign population, can benefit from these results of this research, shedding light on how to recruit and accommodate foreign teachers.

Problem Statement

Past research has provided information and context about globalization and sport migration. However, there is little research that describes athlete migration to Asian sports leagues. Most research focuses on soccer migration patterns and the players playing in European leagues. There is a gap in current research and a

lack of understanding on players moving to Asia, specifically China. This study focused on what push-pull factors contributed to professional basketball players' choices to move to China, whether they were cultural and exploratory reasons, professional opportunities, or personal factors.

This research emphasizes basketball as the sport focal point, because as an American-born sport, it is possible that this context may provide different insights about the sports migration theory that other past research, based on soccer and baseball, may not provide. This research plans to provide more awareness about the draw to China, what type of athlete chooses to move to China and the influencing factors that draw expatriates, to live and work in China; what makes China so attractive to leave one's home country. Specifically for American players, there may be different factors that pull and push athlete to move to China compared to other foreign players from other countries. In addition, athletes often feel they are only performers and not people, thus this study plans on providing these athletes a stage to voice their opinions and be heard, confront adversities and speak their truths.



Purpose of the Study

The purpose of this study is to uncover and explore the push-pull factors that impact sport labor migration and for American athletes to pursue a professional sports career abroad, specifically American players who migrated to China's CBA league. Although many studies have considered why foreign players have migrated to the NBA, but none have investigated why players have migrated from the U.S. to China. Some have considered it within the framework of globalization and sports labor migration, but none have applied such framework to Asian basketball leagues and sports migration patterns into Asia.

One of the goals of this research is to identify the push-pull factors that players consider and motivate their decision-making process for migration. The push-pull factors are ignited by motivators, and this study will identify and investigate these motivators, what drives these American basketball players to migrate to China. Motivation is the preceding influence to a push-pull factors and it is key to understanding the push-pull factors, which in turn lead to a decision or choice. Players' responses will be categorized into two groups, what pressures

them to leave their home country (push factors) and what attracts them to China and the CBA (pull factors). Other aspects will be included, such as the personal accounts from athletes, their individual stories, to put a face to sports and labor migration studies, powering to the athletes' voices. Although this sample would be considered in the "sport stars" category by Carter (2011), they each still have a story to tell, one which can give light to many of the thoughts, ideas, and fears within sport migration studies. By interviewing each athlete and getting detailed personal accounts, the researcher can remove the "filter" that Carter (2011) refers to when criticizing Maguire, and let readers hear the direct voice of each athlete included in this research sample, since their experiences are unique to China. In this research, the athletes will have the microphone to speak their truths and voice their opinions and factual experiences to help them create better experiences for future athletes and their comrades in competitions, to other current foreign players.

Through personal interviews, players have the opportunity to voice their honest opinions, in an industry that often sees them only as a commodity to aid in winning a championship, and not so much a person who is navigating a foreign country and alien social landscapes (Magee, 2013; Carter, 2011). This research replaces the personal aspect back into basketball, back into the research. This research aspires to help recruiters in improving their recruitment techniques and approaches for attracting foreign players to China, learning more about what appeals to foreign players and help them transition and adjust to the CBA and the local culture. This research can also unveil ways for teams to better accommodate their foreign players, understanding what players like and don't like about playing abroad. Coaches, Chinese players, and league front-office management alike can use this research to understand what foreign players encounter while playing basketball in China. By "walking in one's shoes," every part of a team organization can improve their methods and treatment of foreign players, helping the player to adjust and play at a better level, which in turns helps the organization achieve their goals.

Research Questions

Based on Everett Lee's (1966) "Theory of Migration," the research questions are based on three spheres of influence. Thus, the interview questions and results are organized by personal factors, professional career factors and country, or cultural, factors. In order to explore the push-pull factors that influence foreign basketball players migrate to China, specifically U.S. players, we must ask the following questions:

- What are the personal push-pull factors that influence players' decision to migrate to China?
- What are the professional career push-pull factors that influence players' decision to migrate to China?
- What are the country push-pull factors that influence players' decision to migrate to China?

Significance of the Study

The following research will have great impact on understanding why foreign talent move overseas, not just in the sports field but can also be useful in the general business field. This research will help practitioners, such as talent recruiters and athletic organizations, comprehend foreign basketball players who play abroad and how to better accommodate and assist them in their transition to China.

In the academic field, this research can fill in the gap by shedding light on the globalization of sports in China and the migration push-pull factors that are specific to China. This study will most benefit the players themselves, because collectively, they will be able to help one another and future players that are interested in moving abroad for their professions, especially to China, providing insight to their experiences and what push-pull factors had influenced their decisions to move to China and play in the CBA.

Definition of Key Term

"Migration is often analyzed in terms of the push-pull model," which include push and pull factors. They are defined below.

- **Push factors** – the factors that drive, or "push," people to leave their

country in pursuit for a better life and opportunities in another country. This can include economic, social, or political problems that impact a person's life (Opeskin, Perruchoud, & Redpath-Cross, 2012).

- **Pull Factors-** the factors that attracts people to a receiving or destination country, the country to which people move. Such factors include job opportunity, safety or refuge from war or natural disaster (Opeskin, et al., 2012).



CHAPTER II LITERATURE REVIEW

Many researchers have delved into the historical development of various international sports leagues and globalization has affected each sport over time, and in various countries. Other research has described the growth and popularity of basketball, the influence the NBA has impacted on different countries, and how the NBA attracts international talent. In this literature review, I will focus specifically on: Firstly, basketball and its growth into an international sport; secondly, the case of the NBA and its influence on the international sports market; and thirdly, the CBA and its influence on basketball and attracting international talent. Then this chapter will conclude with the theoretical research on sports labor migration, globalization of sports and other migration theories.

The Background of Basketball

Basketball has grown into such a global sports conglomerate, which is evident in the popularity of the NBA. In the United States, basketball, second to American football, is at the top of sports businesses at every level of competition. Basketball is so popular that the players are idolized, the sport romanticized and the business continuously growing, even past the State borders. Basketball has figured out how to transgress borders, cultures, nationalities and time. Many of the superstars of basketball have become some of the most recognized faces on this planet. Basketball has become such a global phenomenon that anywhere you go in the world, any person you ask will be able to name at least one famous star player. However, in order to fully understand and comprehend the depth and span of today's basketball environment, we must examine the beginnings and development of the sport over time. So let's look at the history and major timeline shifts of basketball in the United States and the NBA.

In terms of the Olympic games, basketball quickly grew more popular and more competitive over the last century. Basketball, at first, was only a demonstration sport at the 1904 Olympics in St. Louis and the 1924 London games (<http://www.nba.com>). In the 1936 Berlin Olympic games, basketball was added as a medal sport, which was won by the USA team (Zegers, 2017). Team USA has consistently outperformed the rest of the world with dominant performances in Olympic basketball for almost 80 years, winning the gold medals in 15 of 19

Olympic Games. Women's basketball entered the Olympic games in 1972 at the Munich games, and the US team has medaled at every game, except one (<https://www.olympic.org>).

The 1992 Barcelona Olympic Games, the face of basketball changed with the assembly of the USA "Dream Team," which included the NBA most famous and elite basketball players of all time, such as Michael Jordan, Magic Johnson, Larry Bird, Scottie Pippen, Patrick Ewing, Charles Barkley and Carl Malone (<https://www.olympic.org>). With the elimination of restrictions and distinctions between amateur and professional players in 1989, NBA professional players were now able to compete in the FIBA World Championships and the Olympics, thus allowing the most prominent and distinguished American players to play and represent Team USA (<http://www.nba.com>).

Another contributing factor was the fall of the Soviet Union and the splitting of their team into players playing for separate national teams, such as Lithuania and Russia (Zegers, 2017). Olympic basketball is the highest level of basketball and the most competitive in the world. Since its introduction in 1936, basketball has become more global, with more national teams becoming more competitive, learning from one another and hiring international coaches and staff to help develop their players.

Globalization of Basketball

"Global sport" is viewed as a thoroughly progressive and liberating phenomenon that opens up the potential for greater human contact, dialogue and friendship. Global sport events such as the 2008 Beijing Olympics and allied promotional campaigns including the International Olympic Committee's (IOC) 'Celebrate Humanity' program are said to promote the spread of human rights and democracy, and improve inter-cultural understanding. In contrast to such sentiments, the present structure of global sport can also be seen as symptomatic of a new and consumer dominated phase of western capitalism (<https://www.olympic.org>). Global consumer sport imposes its cultural products on vulnerable communities across the globe. One consequence of this imposition is the eradication of cultural difference- whether this is a result of Americanization or global capitalism. The west dominates the economic, technological, political

and knowledge resources and controls the levers of power of global sport. According to Maguire, global sport is thus tied to the opening up of new markets, including that of labor, and the commodification of cultures (Maguire, 2008). As much as cultural globalization can be viewed as unifying and universalizing, it can also be seen as divisive and destructive of the local cultures. The globalization and unification of cultures has sparked anti- movements whose members wish to resist the processes of globalization (Maguire, 2008).

Over the past decades, globalization has had a massive impact on sport. This is well illustrated by the example of soccer where an expanding international movement of athletes is changing the landscape of the game. The relationship between globalization and immigration of soccer players has been the focus of many studies that have considered the ways in which globalization has led to migration as well as the players involvement in such processes.

Globalization and sports migration has played a major aid in growing past country border, literally and figuratively. This relationship that exist between globalization and immigration of soccer players that Botelho and Agergaard (2011) refer to parallels that of basketball's global expansion and the influence of the NBA. I believe that with the popularity of the NBA, this has opened the door and provided the opportunity for many foreign players to make a mark on the CBA, to play in this league, because they are former stars in the NBA and are among the most talented players in the world, coming from the American arena of competition, learning the grit, toughness, and competitiveness from American basketball.

Global sport is tied to the opening up of new markets, including that of labor, and the commodification of cultures through the importation of foreign players and cultures. Many researchers have delved into the historical development of various international sports leagues and how globalization has affected each sport over time, and in various countries. Other research has described the growth and popularity of basketball, the influence the NBA has impacted on different countries, and how the NBA attracts international talent.

Basketball humbly expanded internationally shortly after its founding and its first appearance in the Olympics. The first international basketball games were

played in the 1920s, before officially being added to the Olympics in 1936. Then the first men's World Championship was played in Argentina in 1950, and the first women's World Championship played in Chile in 1953 (<https://www.olympic.org>). Since then, basketball has international competitions at youth and professional levels. Every year, FIBA holds an international championship, as well as the Olympics occur every four years. Athletes have the opportunity to play basketball in their national leagues, go abroad and compete in another country's league or represent their country in the World Championships and Olympics, of course if they are chosen to be on a team.

CBA Background

The CBA was created in 1995, and is now the top basketball league in China. Currently, it embodies 20 teams, with each team playing each of the other teams twice, a total of 38 games, during the regular season. For the playoffs, the top six teams automatically advance to the playoffs, while the next four teams play for the remaining two spots in the playoffs. The playoffs is structured in a tournament bracket style of 3 rounds (<http://www.niuball.com>).

Every CBA team, except the Bayi Rockets (the Chinese military-only team), are allowed have two non-Asian foreign players. The bottom-ranked five teams from the previous season are each permitted to sign a third Asian foreign player. The Asian foreign player must hold a valid passport from a registered FIBA Asia country and cannot have dual citizenship (<http://www.niuball.com>). The distinction between country of origin, citizenship, and the definition of a foreign player are critical in recruiting and competition. The term "Non-Asian" countries refer to all North American, South American, European, and Australian continental counties, but does not include African countries, in reference to a foreign player. For the third Asian player, he can come from any countries included in continental Asia and Africa. One major note is the fact that players from Taiwan, Hong Kong, and Macau are considered Chinese local players, not foreign players (<https://basketball.realgm.com>). Refer to Appendix C for a list of all foreign players who are currently in the CBA for the 2017-18 season.

The CBA is the only basketball league that enforces restrictions on the number of foreign players allowed on a team, the first of its kind in any

international professional basketball league. The implications this has on a team structure controls the number of player opportunities for foreign players in the CBA. The number of foreign players in the league could increase only if the number of teams also were to increase, however, the likelihood for an increase of foreign players per team is low.

CBA Rules for Foreign Players

There are strict playing rules for teams that have foreign players. The first rule is that non-Asian foreign players are allowed to play a combined six quarters per game. For instance, if Player A and Player B can each play three quarters, or Player A can play two quarters while Player B plays in all four quarters (<http://www.niubball.com>). Asian imports are under no playing time restrictions. One exception to this rule is when a team is playing against the Bayi Rockets (who have no foreign players), that team can only play their non-Asian foreign players for a total of five quarters and only one non-Asian foreign player can play in the fourth quarter, including Asian foreign players (<http://www.niubball.com>).

The CBA is considered to be more of a “scorers’ league,” which means that scoring is more important part of the league and the teams place more value on players who can score the most, which is great for international players. Many international players become the “go-to” guy on their teams, the one who can and will score the points. The CBA is also a physical league because the rules are more lenient and not strictly enforced compared to the NBA. This league aims to please the fans and can be compared more to American street ball (friendly, non-professional competitions between local teams), as the structure and rules are not as stringent and careful as those in the NBA.

Although foreign players have a limited number of minutes and quarters they can play each game, players have ample opportunity to score and perform as they like. The freedom players may have to shine offensively can be a pull factor for some American players to come to China. Being one of 2, sometimes of 3, foreigners on a team, he will have plenty of time on the court and control of the ball.

The implications of a limit on the number of foreign players per a team and the amount of time each player can play limits the opportunities afforded foreign

players in the CBA. For some, this could deter players from going to the CBA, and for others, they may disregard this. In terms of the league as a whole, it can imply that the league wants to keep the league focused on the Chinese players, and not be overwhelmed with foreign players, as most of them are better basketball players than most of the Chinese players. Frick's (2009) research concludes, "perhaps surprisingly, the decreasing playing time that is now available to "local players" has not yet resulted in an increasing competitive balance of the national teams of countries importing players and those exporting players" (p. 88).

In contrast, international players are seen as benefiting everyone involved on the team as Agergaard's (2017) research hinted that coaches' perceptions have changed from "considering migrant athletes as barriers to domestic talent to migrant athletes becoming useful for enhancing local and national talent development."

Challenges of Playing in China

Many foreign players face various challenges while playing overseas, specifically in China, which is culturally and socially different than most Western countries. Many American players who stay in China face many challenges, such as "cultural differences, language barrier, food, separation from friends and family" and career stability and future plans. Hsu (2014) lists that some American players deal with professional issues, such as: "fallout with team/owner, incompatibility with the Chinese lifestyle, signing with the highest bidder elsewhere, and so on." According to Lam (2014), the CBA has numerous local, Chinese elements. Many teams are located in small, unknown cities throughout the vast Mainland. So, traveling and finding comfortable accommodations can sometimes be difficult on the foreign players. One of the biggest criticisms of the CBA is the terrible refereeing, because the referees tend to be both incompetent and show preferential treatment for the home teams (Lam, 2014).

Another challenging aspect of living abroad is the ability to navigate and balance life between the host country and one's home. Schinke (2013) identified two major themes of acculturation through his focus group interviews:

- (a) Navigating two world views which referred to acculturation as a fluid process where athletes navigated between cultural norms of the home

community and the host community, and

(b) Acculturation loads, which referred to whether immigrants and those in the host country shared acculturation (i.e., acculturation as a two-way process) or managed the load with or without support from others (i.e., acculturation as one-directional). (Schinke, 2013)

In addition to professional and cultural obstacles, many migrant athletes like to stay connected with family and friends back home. However, there are some players that like to get away from home and have his own personal space, detaching himself from the circumstances he left in his home country. Sometimes, this can be a push factor that motivates some athletes to leave their home country to get away from non-ideal circumstances, in search for a clean start. For some elite athletes, they want to go to another country for a place that provides a safe space for him to focus on his sport and develop his skills, while other may enjoy a simpler life away from the fame and mania of celebrity life. In contrast, some athletes are forced out of their country and their only option to continue to play basketball may be to go to another country, because they do not have any viable options in their home country. Later in this research, various typologies and theories of sports migration that are currently available in literature in other sections of this chapter will further be described. Although such challenges exist while playing in China, the CBA still draws in many foreign players to come play and any thrive in the Chinese basketball league, offering many benefits for foreign players.

Benefits of Playing in China

As a great overseas option for many American basketball players, the CBA displays great potential and opportunity, including career development, cultural exploration and financial gains that pull foreign players to China. Over the last decade the salary and living accommodations have greatly improved, which has drawn more American talent to the CBA. Many team owners now operate independently, meaning they are willing to invest more money for foreign talent, with many yearly salaries in the \$1 million (USD) range. In 2010, Steve Francis and Stephon Marbury each signed the first million dollar contracts, thus forever

changing the landscape of basketball in China, illustrating the financial benefits. According to Lam (2014), “the CBA has become NBA’s backyard” referring to how the CBA can compete with the NBA in opportunity and contract benefits. While the United States has the most developed and competitive national basketball league and players in the world, Lam notes that China is “the biggest market in the world with over 300 million people who said they play or watch basketball in a population of 1.3 billion” (Lam, 2014). This number will continue to increase as more notable NBA players are attracted to the CBA and with the NBA expanding and bringing NBA games to China, and foreign basketball coaches implementing training camps for youth athletes to schools and privately.

China’s market size and yearly growth is currently greater than any other country and goes beyond its borders unlike any other. The CBA is positioning itself to laboring to become the premier international basketball league (Lam, 2014), especially with former NBA star, Yao Ming, installed as the new Commissioner in 2017. Ming proposes to bring NBA-style of organization and competition to China and develop and indoctrinate the Chinese owners and management, with the goal of becoming a bigger enterprise than the NBA itself.

China is the only league in modern-time with such great momentum, with exponential growth in the 21st century, which is of great benefit to owners and players alike. Foreign players, especially those who have played in the NBA, have the ability to be the “big fish in the little pond” with the CBA, instead of being a bench player on an NBA team, a “small fish in the big pond.” Similar to the Japanese baseball players who play in the American baseball league, Major League Baseball (MLB), American basketball players are able to bring profits to both China and US (Takahashi & Horne, 2006). They are able to bring their stardom, ability, and fans to China, to people who may already be familiar with them and their time in the NBA. Because so many people in China are more familiar with and excited about the NBA, many teams want a former NBA player on their team to bring some of their fans to watch CBA, and bring some of the money that comes along with that. As a results, owners are more than willing to pay more for such benefits and financial gains that a former NBA player brings, more fans, more ticket sales, and more TV airtime and contracts, and more endorsements.

In the 21st century, China’s sports market embodies growth and wealth,

with leagues looking for new ways to generate new business. With the determination and development of the CBA, there is great potential for foreign players to also benefit, which are more pull factors for foreign players.

Motivation Theory

In order to understand how migration theory can impact and be factored into an American player's choice to migrate, it is important to first point out the theories behind motivations and migration motivational theories. According to the Oxford Dictionary, Motivation is defined as "a reason or reasons for acting or behaving in a particular way" (<https://en.oxforddictionaries.com>). Motivational theory has been thoroughly investigated and researched, with some focused on the factors that influenced players prior to migration for their sports career (Agergaard, 2008; Maguire, 2008) and factors that had an impact after migration (Stead & Maguire, 2000), and the factors that influenced students to migrate for their educational careers (Li and Bray, 2007). Motivation focuses on the factors that influence people to act, or in the case of this research, the common factors that cause players to migrate to another country for their professional basketball career. Motivation is a fundamental part of people's behavior and decision-making process. Motivation of decisions is a part of the foundation for push-pull factors, the more basic idea of why people do things, what drives people to migrate and as related to this study, what drives professional American basketball players to migrate to China.

Maslow's "Hierarchy of Needs" highlights and categorizes the different types, or levels, of needs that motivate people. According to McLeod (2007), Maslow's work stated that people are "motivated to achieve certain needs," and when a particular need is fulfilled or met, "a person seeks to fulfill the next one, and so on" (p. 2). Each person has the desire to fulfill needs and will be motivated to fulfill a level of needs, and once accomplished, move onto the next level of needs.

The original "Hierarchy of Needs" categorized the needs into five tiers of "motivational needs", including physiological, safety, social, esteem and self-actualization (McLeod, 2007). Looking at Figure 2.3 below, physiological needs are the lowest and most basic of needs, while self-actualization is at the top of the pyramid, signifying that it is the more abstract and growth-based of needs. The

basic needs include physiological needs (food, water, warmth, rest) and safety needs (security and safety). The next two tiers are grouped into psychological needs, which include belongingness and love needs (intimate relationships and friendships) and esteem needs (prestige and feeling of accomplishment). At the top of the pyramid is self-fulfillment needs, otherwise categorized as self-actualization needs, which are achieving one's full potential. Once a lower level of needs is fulfilled, then a person's needs will move up to a higher tier and that person will work towards satisfying the new level of needs. The deficiency of a need is said to motivate people and the need to fulfill them will grow stronger the longer they go unmet (McLeod, 2007).

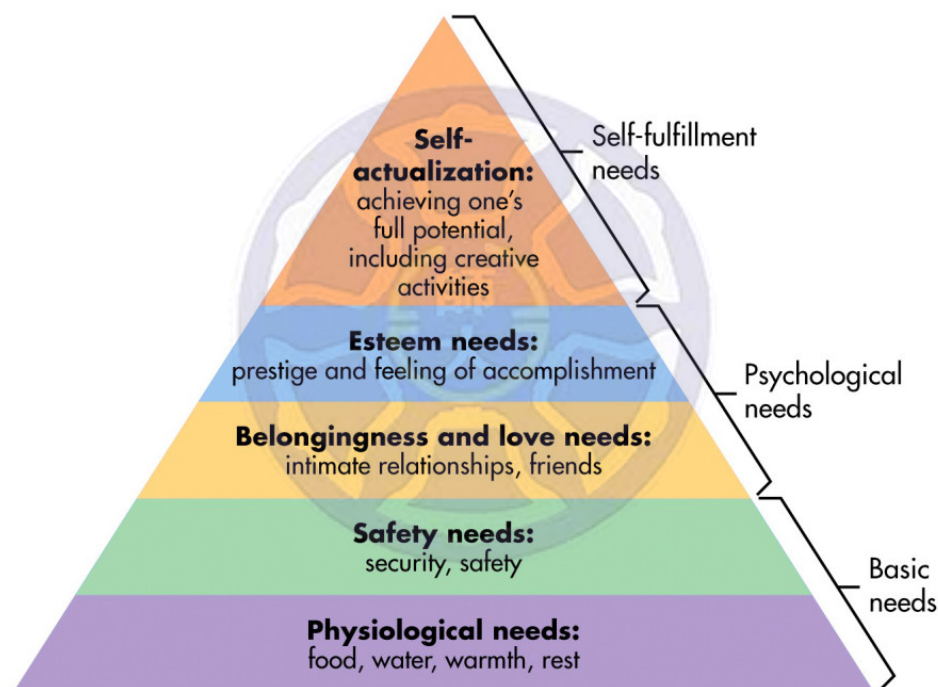


Figure 2.1. Maslow's hierarchy of needs (1943).

Adapted from McLeod, S. A. (2018). Maslow's hierarchy of needs. Retrieved from <https://www.simplypsychology.org/maslow.html>

Maslow later added more tiers to the original “Hierarchy of Needs” pyramid and expanded on the previous ideas of motivation and needs. In 1970, Maslow added “aesthetic needs,” “cognitive needs,” and “transcendence needs” to the upper echelon of the pyramid, as seen in Figure 2.4. McLeod (2007) defines

the need for knowledge and meaning as “cognitive needs,” aesthetic needs are the search and appreciation for beauty, balance and form, and transcendence needs are the need to help other people achieve a state of self-actualization. While there are personal needs people hope to fulfill in their lives, people also have the desire to have fulfillment in the workplace, which should motivate employees at work.

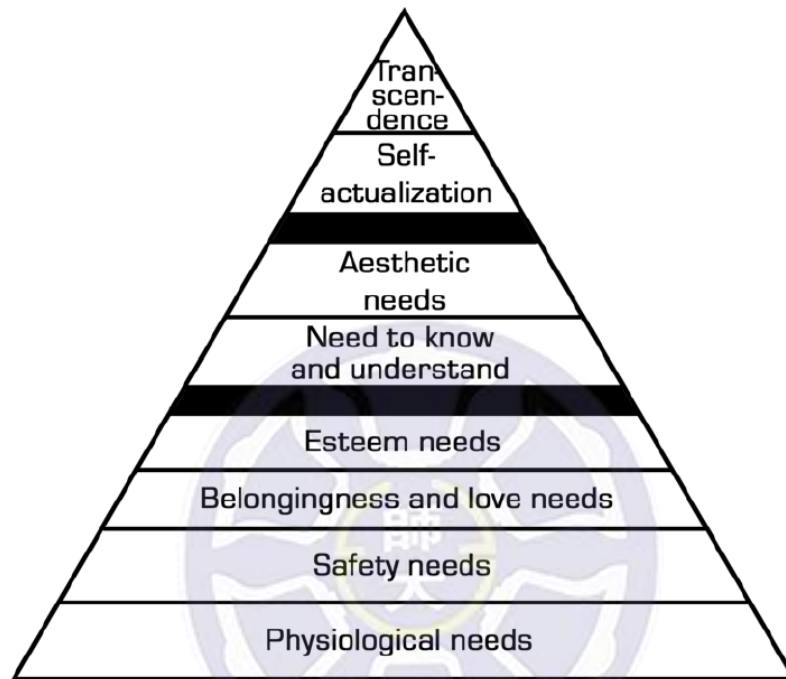


Figure 2.2. Maslow’s hierarchy of needs (1970).

Adapted from Ventegodt, S., Merrick, J., & Andersen, N. J. (2003). Quality of life theory III. Maslow revisited. *The Scientific World Journal*, 3, p. 1050-1057. doi: 10.1100/tsw.2003.84. Retrieved from https://www.researchgate.net/figure/Maslows-hierarchy-of-needs_fig1_228709490

According to Venter and Venter (2010), once a person reaches the self-transcendence level of needs, they are able to see the world on a global scale, thinking beyond self. These people are able to look at their purpose and the effects of their actions globally and interconnected with everyone around them, from a selfless point of view. International migration and modern communication technology are two factors have assisted people in reaching the self-transcendence level of the hierarchy, both have led to people redefining their roles

in the world and their view of the world around them, and the effects their actions have on this world, a level that is reflective of Maslow's definition of self-transcendence (Venter & Venter, 2010).

While Maslow focused on theories based on human needs and people's drive to fulfill them, Psychologist Frederick Herzberg created a theory based on job factors that motivate and inspire people in the workplace. According to Gawel (1997), Herzberg created a model that grouped motivating factors at work into two groups, factors that affected employees' attitudes. The first group is called "hygiene" factors, which are factors that contribute to job satisfaction but do not motivate employees. These factors complement the job by creating the work environment but do not actually generate satisfactions. Hygiene factors include international relationships, work conditions, salary, company policy and supervisions (Gawel, 1997). The second group of factors is called "motivators," which are factors associated with employee motivation and employee job satisfaction. Herzberg identified five factors that help determine job satisfaction, which are "achievement, recognition, the work itself, responsibility, and advancement" (Gawel, 1997). In term of effect on employee production and attitude, the motivators had a long, lasting effect in job performance, while the hygiene factors only had a short-term effect. Many people will move and go to a job or another country to find a job that will satisfy their needs, whether it is personally or professionally motivated. Whether they are motivators or hygiene factors according to the Herberg model, they are factors that influence players to migrate to another country in pursuit of something better than what their home country has to offer.

In terms of education and motivation to migrate, Li and Bray (2007) researched the motivating factors that lead mainland Chinese students to migrate to Hong Kong and Macau, factors that varied in importance based on the destination city. According to Li and Bray's (2007) study on international student mobility, Chinese students who migrated to Hong Kong were primarily motivated by academics, followed by social, cultural, and economic factors, respectively. Conversely, Chinese students who migrated to Macau were primarily motivated by economic, followed by social, cultural, and academic, respectively.

Maguire and Stead studied the migration of Nordic/Scandinavian players who migrated to play soccer in England. Their research uncovered that "players'

decision making is influenced by questions about motivation, choice of destination, level of preparedness, and impact on personal relationships” (Maguire & Stead, 2000, p. 43). They raised the following questions about motivation for migration: 1) if the player view their migration as mainly a developmental phase, 2) if international migration is a necessary step, and 3) if the migration is primarily fueled by financial means. The result of their research showed that players were motivated to migrate because of these four factors: pursuit for greater career experience, financial incentive and security, preparation for international migration, and players choosing to migrate after receiving family support (Stead & Maguire, 2000).

Through researching women handball players who migrated to Danish leagues, Agergaard explored the athletes’ motives for migration and their experiences in the Danish league. She uncovered that many players were motivated by similar factors as described by Maguire’s typology (Maguire, 2008), discussed below in Sports Migration Theory section. However, her research categorized two methods that the teams used to integrate the players into their teams, professionally and culturally, which as a result affected the migrants motives and experiences in the host country (Agergaard, 2008). Agergaard (2008) noted that the player motives and the team organization intentions sometimes differed and collided, such as players not having an interest in the host country’s culture but expected to integrate into their team and get along with their teammates.

The motivation behind a player’s choice to migrate is usually influenced by external circumstances, often fitting into one of two categories, “push factors” or “pull factors” and internal and intrinsic motivation provided by the fact that people have a natural desire to satisfy needs, according to Maslow (1943). Migration based on labor is influenced and fueled by the desire of the immigrant wanting to find a better job option, because the host country can provide an opportunity that their home country is lacking. This study plans to discover what motivation is behind American basketball players’ decision to migrate for the purpose of their professional basketball careers.

Labor Migration Theory

In order to understand and investigate the research questions above, we need to acknowledge the research conducted within major migration theory, and how motivating factors influence people to migrate in consideration of their careers. There are two major theoretical frameworks, which will contribute to this research: 1-literature on international sports migration theory and player typology, and 2- the globalization of sports (which plays a role in sport migration), most of which is based on soccer players who migrate to European countries.

The Oxford Dictionary (2017) defines the general term “migration” as the act of moving; and for animals, they move for seasonal or food purposes. However, for humans, migration involves more than natural, seasonal patterns; it has evolved beyond that, movement for natural, social, economical, and political reasons. Migration is the movement of people to a new area seeking beneficial opportunities and circumstances, whether it is work, solace from a natural disaster or war, or a unique home and opportunity. In contrast, Britannica (2017) defined human migration as a more permanent move, such as in labor migration. Whether people move temporarily or permanently, they move for a specific purpose, not just an aimless wondering or travel.

Labor migration is a form of human migration, which people change residence for the purpose of finding work and better work opportunities. Labor migration has become a more prevalent topic of the 21st century since the world is becoming more connected with technology, and many industries are globalizing and rely on resources from other countries. According to Ryder (2017) of the International Labour Organization, migrant workers “make significant and essential contributions to the economic, social and cultural development of their host countries and their communities back home, but too often these contributions go unrecognized” (Ryder, 2017).

The factors that impact migration usually belong to one of two groups, push factors and pull factors. Push factors are the circumstances that “push” or forces a person for their home country, or the donor country. Pull factors are the elements that attract and “pull” a person to the receiving or host country. In addition, there are “drivers” that play a role in the migration process. “Drivers” are defined as facilitators or constrainers of individual agency. “Drivers” are the more

external material forces that influence mobility (Van Hear, Bakewell, & Long, 2017). Van Hear, Bakewell and Long (2017) developed the “push-pull plus” framework in order to interpret the migration flows better. The analysis in their research made a distinction “between predisposing, proximate, precipitating and mediating drivers [and the] combinations of such drivers shape the conditions, circumstances and environment within which people choose to move or stay put, or have that decision thrust upon them” (Van Hear, Bakewell, & Long, 2017). “Drivers” are important to the migration theory because it creates the framework and context in which migrants make their decision to migrate or not; context is important in defining and clarifying what migration is.

In addition, there are external forces that migrants manage during the migration process, “aspirations” and “desires,” which Carling and Collins (2017) have explored their roles in the migration methodology. According to Carling and Collins (2017, p. 8), “an ‘aspiration’ to migrate reflects the transformative potential of migration and implies that this imagined transformation is not only viewed positively by the prospective migrant, but is also institutionally embedded” (Carling and Collins, 2017). On the other hand, “[desires index] not only these cognitive dimensions, but also foregrounds embodied, affective and material components of becoming and its relation to migration possibilities and enactments” (Papadopoulos & Tsianos, 2007). “Drivers,” “aspirations,” and “desires” all have their role in labor migration theory, internal and external factors that are conducive to a migrant moving to a new country, which is applicable and relevant to sports labor migration.

De Jong (2000) claimed that “expectations - the process of evaluating the chances for future attainment of valued goals in the home community (stay decision) vs. alternative locations (move decision) - along with family norms about migration are major predictors of intention to move, which in turn is a proximate determinant of migration behavior.” These exceptions also connect another lens to the framework of migration theory, which can influence a person’s decision to migrate.

Lee (1966) identified four types of factors that are a part of the migration decision process and the actual migration process. The four types of migration factors include (1) those related to one’s home country, (2) those related to the receiving country, (3) Intervening obstacles and (4) personal factors (Lee, 1966).

In addition, many researchers have summarized possible push and pull factors based on Lee's works. Below in Table 2.1 is a compiled list of these push-pull factors.

Table 2.1.

List of Push-Pull Factors

Push Factors	Pull Factors
Not enough jobs	Job opportunities
Few opportunities	Better living conditions
Inadequate conditions	The feeling of having more political or religious freedom
Desertification	Enjoyment
Famine or drought	Education
Political fear or persecution	Better medical care
Slavery or forced labor	Attractive climates
Poor medical care	Security
Loss of wealth	Family links
Natural disasters	Industry
Death threats	Better chances of marrying
Desire for more political or religious freedom	
Pollution	
Poor housing	
Landlord/tenant issues	
Bullying	
Mentality	
Discrimination	
Poor chances of marrying	
Condemned housing (radon gas, etc.)	
War	

Note: Wikipedia, 2017b Wikipedia (2017b). Human migration. Retrieved from https://en.wikipedia.org/wiki/Human_migration#cite_note-20. Adopted from Lee, E. S. (1966). A theory of migration. *Demography*, 3(1), 47-57. doi: 10.2307/2060063

Push factors are generally present in donor countries, and pull factors pertain to receiving countries. Both forces must be operating for migration to occur. In addition, facilitating forces must be present as well, such as the absence of legal or other constraints that impede migration. According to Mejia, Pizurki, and Royston (1979), migration is the result of the interplay of various forces at both ends of the migratory axis. Some of these forces are political, social, economic, legal, historical, cultural, and educational. The authors classified the

forces as “push” and “pull” factors.

Migration factors can also be categorized in other ways, such as economic and non-economic factors, as written by Martin and Zurcher (2008). They conclude that people choose to migrate based on economic and non-economic factors. In contrast, Parkin (2010) used Martin and Zurcher’s two groups to divide migration factors into three categories for her study, which are Demand-pull, Supply-push, network/other, shown below in Table 2.2. The migration factors in Kainth’s study on migration of the Brick Kiln Industry in the Middle East were divided into the following groups: demographic, socio-cultural, political, and miscellaneous factors (Kainth, 2009, pp. 86).

Table 2.2.

Factors Which Affect Migration

Type of Migrant	Demand-Pull	Supply-Push	Network/Other
Economic	Labour Recruitment	Unemployment or underemployment issues such as low wages	Jobs and wage information flow
Non-Economic	Family Unification (husbands and wives join spouses, children join parents)	Fleeing war and/or civil unrest	Communications; transportation; assistance; organizations; desire for new experience

Note:. Parkins, N. C. (2010). Push and pull factors of migration. *American Review of Political Economy*, 8(2), 6-24. Original source: Martin, P. & Zurcher, G. (2008). *Managing migration: The global challenge*. Copyright ©2011 by the American Review of Political Economy.

Sports Labor Migration

Many researchers have been responsible and contributed to sports labor migration theories, exploring the geographical landscape, historical references and

sociological aspects. Remarkable efforts have been applied to understanding the patterns specific to sports migration, revealing the rationale and purpose of such movements. Comprehending and documenting the significance this type of migration has for those involved is a major component to sports migration theory (Maguire, 2008). The most notable of researchers in sports labor migration, Maguire, has laid the foundation of sports labor migration theory. Maguire, Jarvie, Bradley, and Mansfield (2002, p. 26) said, “Labor migration is an established feature of the sporting ‘global village’.” This migration centrally involves athletes but coaches, officials, administrators and sport scientists also involved in this village, attracting foreigners for all such professions. This movement of workers occurs both within and amongst nations on a worldwide scale, and the frequency of which is gradually growing in frequency and in the amount of migrants (Maguire, 2008).

In order to answer the research questions, understanding Maguire’s typology of sports migrations and the characteristics of each type of athlete is imperative to this research; this taxonomy of the migration patterns into China’s premier basketball league, the CBA will be applied. Shown in Figure 2.3, Maguire’s (2008) typology of sports migrations identifies five types of athletes that migrate to another country for sports: pioneers, settlers, returnees, mercenaries, and nomadic cosmopolitans. Below in Figure 2.3, one can see that each classification can share traits but mostly are different. The “pioneer” is the one who wants to promote their sport and spread the love for the sport to others. The “settlers” are those who move for a more permanent reason and settle in the foreign country in which they play. The “mercenaries” are the players who pursue the lucrative incentives and benefits. There are migrants who are “nomadic” in terms interacting and engaging with their local environment. They take advantage of the opportunity to travel and explore foreign cultures. The last type of migrant is the “returnee” who migrates while knowing this is only a temporary situation and plans to return to their native country.

Foreign players migrate for various reasons, and many push and pull factors influence their decision to migrate for their sport. Through personal interviews, Maguire’s typology and how it applies to foreign basketball players in China can be better understood in relations to basketball. This typology is the foundation for much of current sport labor migration theory and research.

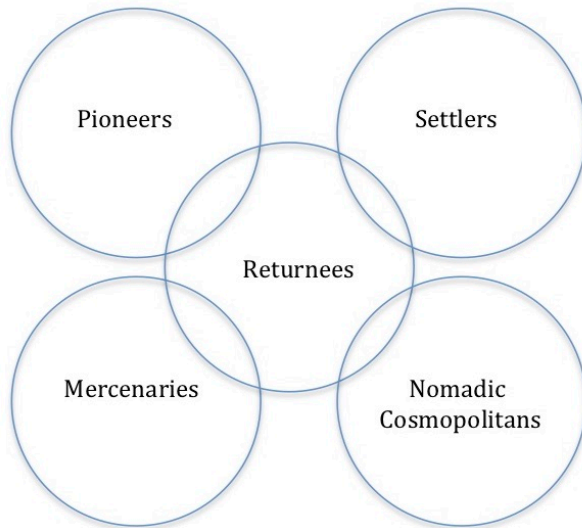


Figure 2.3.

Typology of Sports Migration.

Adapted from Maguire, J., 2008. ‘Real politic’ or ‘ethically based’: Sport, globalization, migration and nation-state policies. *Sport in Society*, 11(4), p. 448. Copyright 2008 by Sport in Society: Cultures, Commerce, Media, Politics.

As a result of extensive research, different taxonomies for immigrant sports players have developed and evolved over time, categorizing migrant athletes based of their purpose and motives for migration. Hsu (2014), in latent terms, describes only two types of players, the “residents” and the “tourists.” He defines the resident player is one who plans to stay overseas for a long-term, for the foreseeable future, while the tourist player is only there temporarily (Hsu, 2014). The resident players found a second chance at continuing their careers and have become more of a permanent resident in their new country. The tourists are ones who desire to return to the NBA or their home country to continue to play there, only in the new country temporarily. Some of these players may be playing overseas during the off-season of their primary league, or playing while they are out of their primary league’s contract (Hsu, 2014), or working to return to the NBA for a second shot and using this opportunity to demonstrate their skills and boost their player value.

In the 2008 article, “‘Real politic’ or ‘ethically based’: Sport, globalization, migration and nation-state policies,” Maguire (2008) identified five types of migrant players with several motives “involved in the recruitment and

travel choices of the migrant.” Maguire’s (2008) typology has laid the foundation for researchers in this field, creating a taxonomy that clearly and fully describes the types of sports migrants. Although most of the typologies are developed based on soccer players, they can be applied to basketball players, with some possible adjustments.

Similar to Agergaard and Botelho’s (2011) research on female soccer players in Scandinavian countries, the relationship between globalization and the immigration will be explored in this study, but within the framework of basketball players migrating into the Chinese Basketball Association. In addition, how globalization has led to such migration as well as the players’ involvement in these processes will be explored in this study. Lee and Brownlee (2017) research focused on the Chinese Super Leagues and how the migration to this league has created a new trend in sports labor migration through published news articles on the sports in China. The results of their study revealed a majority of these newspapers highlighted a “mercenary” dimension of labor migration, often combined with an “ambitionist” dimension, which is based on Maguire’s typology. Another typology is Magee and Sugden’s typology, which includes six player types, as seen below in Figure 2.4.

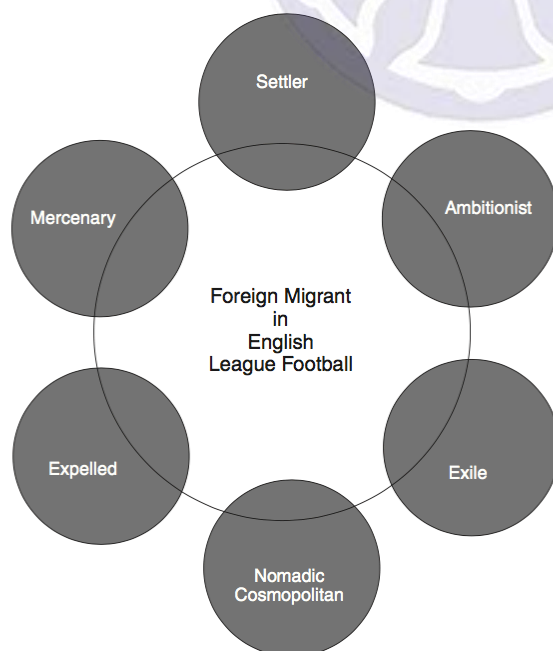


Figure 2.4. A Typology of Football Labor Migration.

Adapted from Parkins, N. C. (2010). Push and pull Factors of migration. American

In more recent times, migration is seen as a temporary step in a career, especially now with globalization and international expansion of companies. With the increase global intertwining of companies and countries, migration has also increased and technology and transportation has made it easier for people to move across borders. Tsuda (1999) said that with the ease of communication and staying in contact with home and the ability to travel back home, migrants are only migrating on a semi-permanent or temporary basis. Migrants are more willing to move to another country or able to migrate under low pressures, or even so not out of necessity. Tsuda also said that “[b]ecause the ‘threshold of migration’ - the point at which economic, political, and social pressures become sufficient to cause individuals to migrate- has been lowered it has become easier to convince people to leave their home countries.” He defines this as return migration,” in which many of the people who moved abroad are returning to their home countries, which has become more common in modern times, compared to a century ago, when migration was a permanent move to a new country, because of isolation and jobs in the host country.

Cerdin, Diné, and Brewster (2014) explored how migration decisions were made and factors motivated people’s choices to migrate along with looking into their choices to integrate into the host country. They identified qualified immigrants (QIs) as university graduates or individuals who migrated on a permanent basis to another country for work, which the results of his research lead to a typology of four categories of QIs. Below in Figure 2.5, Cerdin, Diné, and Brewster’s (2014) typology includes “felicitous migration,” “desperate migration,” “chance migration,” and “dream migration” (Cerdin, Diné, & Brewster, 2014). At the center of QIs’ decisions to migrate include an array of reasons, such as family, cultural factors, international experience, economic problems, political factors, and more. This typology is oriented based on cost and benefit context, with the axis labeled as “gain framing” and “loss framing,” with each type either losing and or gaining something from the home country and host country. The first type is “felicitous migration,” in which the QI was strongly driven away from their home country and strongly attracted to the host country.

This type of QI has a lot to lose but expects great gains in return as he migrates to the host country, a type of migration that seems worthy and beneficial of migration. Second is the “desperate migration,” in which the QI is forced from their home country and also would not want to be in the host country, but doesn’t have any other option. This type of QI fits into the strong loss framing and weak gain framing. Third type of migration is the “chance migration,” which concerns a QI who is situated both in the weak gain framing and weak loss framing in the figure. This type was not particularly motivated to move, but saw the opportunity to migrate and just took the chance, no strong push or pull factors really present in their situations. Lastly, the fourth type is “dream migration,” in which the QI was strongly attracted to the host country but had no particular factors that influenced them to leave their home country, with strong gain framing and weak loss framing. For this type of migration, the QI was drawn to migration and had strong feelings about migrating (Cerdin, Diné, & Brewster, 2014). This typology provided by Cerdin, Diné, & Brewster (2014) shows that both factors from the home country, or the push factors, and the factors presented by the host country, or pull factors, play an interactive role in the decisions of migrants, motivating them to move to a new country.

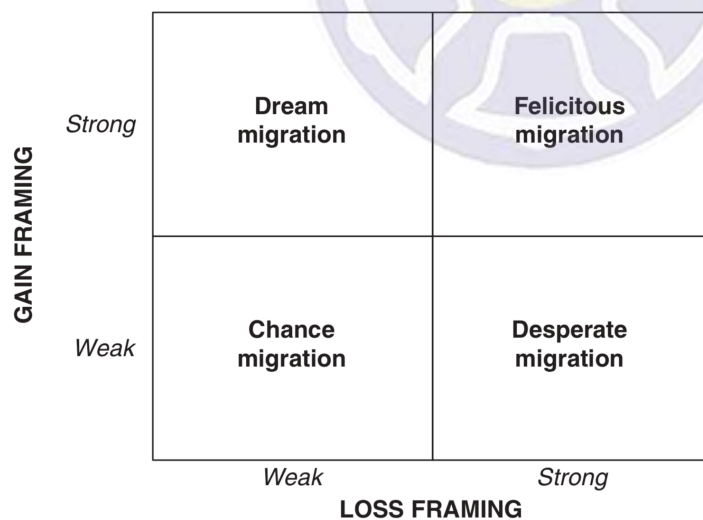


Figure 2.5. Typology of QIs’ mobility according to their motivation to migrate. Adapted from Cerdin, JL., Diné, M. & Brewster, C. J (2014). Qualified immigrants’ success: Exploring the motivation to migrate and to integrate. *Journal of International Business Studies*, 45(2), 151-168. Retrieved from: <https://doi.org/10.1057/jibs.2013.45>. Copyright © 2013 by the Academy of International Business.

CHAPTER III METHODOLOGY

This research implored qualitative measures to explore and understand the push and pull factors that affected American professional basketball players to move to China and to play in the CBA. This chapter describes the design and methodology used for this research, data collection techniques and measurements.

Research Framework

The construction of this research is based on qualitative measures, similar to the methods of Botelho and Agergaard's (2011) study on female soccer players who play in Scandinavian countries. This research used in-depth interviews to ascertain foreign players' motives to move to China for their basketball careers, their perspectives about their decisions to migrate and how it impacted them. The push-pull factors researched in Botelho and Agergaard's (2011) study could be different from the players in this study, which is part of the purpose of this study, to understand and reveal the factors involved with migration of American basketball players who move to China. The factors could differ due to differences in sport, gender, location or competition league between samples. by the players

The researcher interviewed each player individually, in confidence and under anonymity, in order to see what push and pull factors influenced their migration choices. Conducting personal, face-to-face interviews of each player is the best method for collecting such detailed information, because every player has his own experiences that are unique to him, and he will be able to express and explain them in his own words.

Contrary to Maguire (2008), the "media filters" were removed (Carter, 2011) by going directly to the source, the basketball players. Interviews were conducted in person, as it is difficult to quantify such varying experiences and assign proper measurements to weigh and analyze the factors influencing them. Foreign players, specifically American nationals, were the focus group. Their responses were analyzed, grouped on similarities and compared by differences. Based on the push and pull factors for migrating, conclusions were drawn to determine common themes amongst the participants' responses in order to better understand the types of basketball players who moved to China.

Research Procedures

This qualitative study began with the inquiry into why foreign professional basketball players chose to play basketball in China, which became the research topic of this research. With the exploration of previous research, this research topic became the research questions, spilt into three levels of the main question, as to why the players migrated. Once the research questions were identified, the literature review revealed important theories and possible migration factors that impacted professional players of other sports and their decisions to migrate for their careers. The theories that proved more relevant were various migration theories, sports labor migration theory, and Grounded Theory.

After thorough investigation through previous research, the research design was carefully devised and crafted into the following research below. The research sample was identified and narrowed based on specific characteristics that will lend the greatest insight to this endeavor, professional American basketball players (male) that play in the CBA during the 2017-2018 season. In order to conduct the interviews, a questionnaire guide was necessary to obtain the essential data for the research. So an interview guide was created based on previous research and information about the CBA and the background information collected about players in the league. Then the researcher planned the data collection process, including player confirmation, travel plans, interview logistics and recording methods. After the interviews were completed, the researcher transcribed each interviews. Consequently, the interview data was analyzed, categorized, and theorized, using the Grounded Theory method, which you will see in Chapters 4. Finally, from the data analysis, the research established conclusions and theories from the data collected. The research procedures are shown below in Figure 3.1.

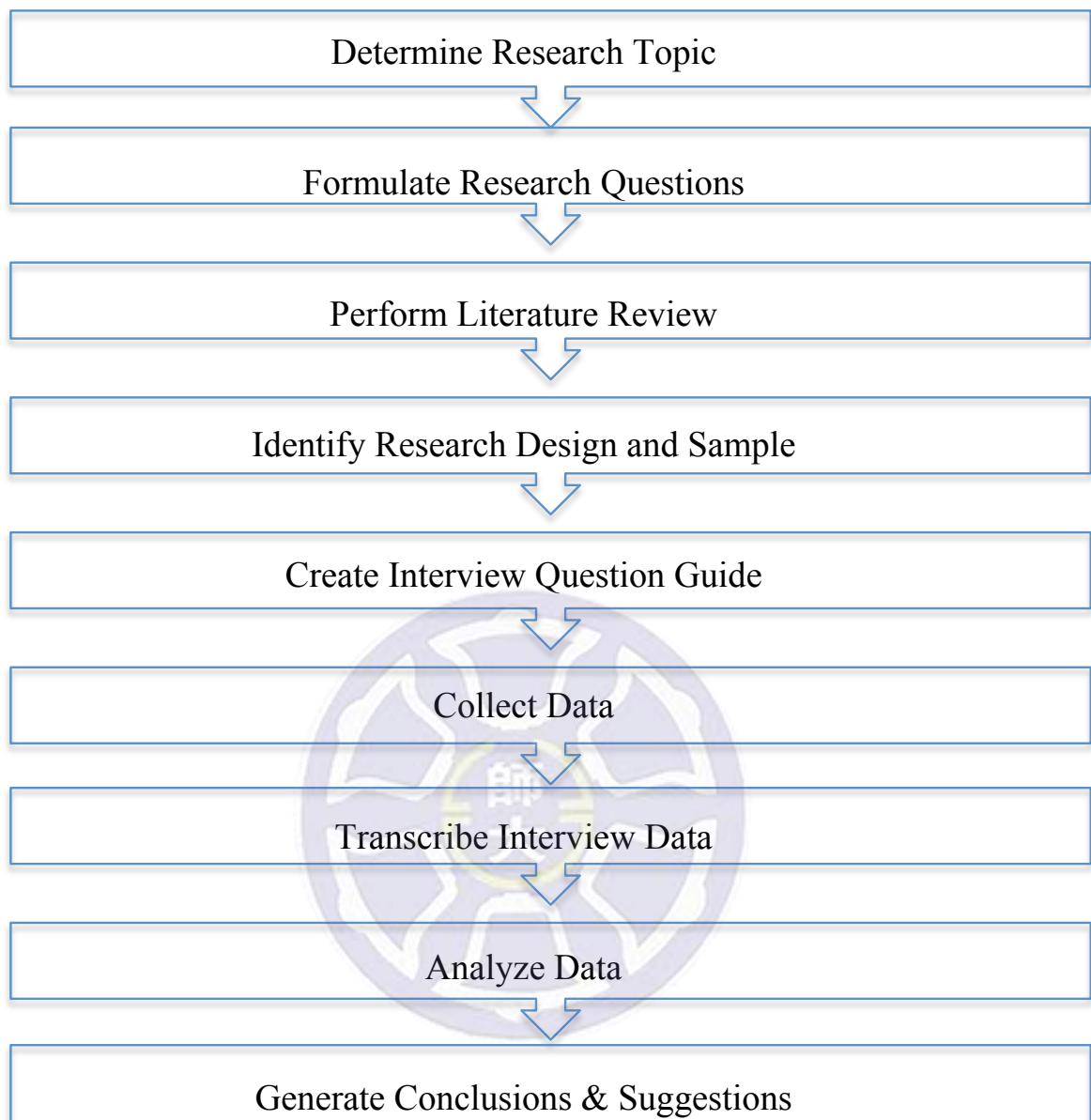


Figure 3.1. Research procedures.

Population

Based on the diverse player backgrounds and previous playing experiences, players were intentionally selected for their migration, professional, and athletic experiences. They all share the fact that they migrated from geographically distant countries, which have distinct cultural differences from those of China. The population of this research is foreign players that play in the CBA. The research highlights American basketball players and investigates the common threads among

their reasons for migration and the factors that influence their migration decisions. This population then is narrowed to focus on Americans, because they come from the country in which basketball was formed and has prevailed as one of the most dominant sports, a place where there is ample opportunities to compete in professional basketball.

During the 2017-2018 season, the CBA is comprised of 368 total players on 20 teams, which included 59 foreign players, of which 46 are American players, which is displayed in Table 1 below. In terms of proportions, foreign player make up more than 16% of the league and more than 77% of the foreign players are from the United States. Of the foreign players, more than 74% have played at least one season in the NBA; not all American players have previously played in the NBA. The sample for this study includes 10 American players who vary in age, professional experiences, international competition and play, prior NBA experiences, and varying in other personal and professional aspects. A full list of all the players in the CBA for the 2017-2018 season can be found in the Appendix A. Player background information was gathered from the basketball website, Real GM, and compiled by the research to understand the league composition. A few things to note about the player basketball experience information found in the Appendix A-D (player information charts):

1. Players can play in multiple leagues, on multiple teams in a single season. Each season is counted as having played in a league; there is overlap for some players in the number of seasons played.
2. Some player competed on a team for the full season on that team (indicated with 'full' under the column 'Current Status'), while others played the first part of the season (indicated by '1'), and some played only the latter half, (indicated by '2').
3. The "Other experience" column refers to leagues player played in that are not the NBA, CBA, or European leagues, this can include, but not limited to other Asian, South American and Middle Eastern leagues.

Table 3.1.

CBA Composition of Foreign Players (2017-2018 season)

Total players in CBA	368
Total number of foreign players	59
# of Americans players	46
% of league players are foreigners	16.03%
% of league players are Americans	12.50%
% of Foreign players are Americans	77.97%
# of dual citizenships	9
% of Foreigners with Dual Citizenship	15.25%
# former NBA players	44
% former NBA players	74.58%
# former European leagues	29
% former European leagues	49.15%
# former other leagues	27
% former other leagues	45.76%
# of players played the full season	31
% of players played the full season	52.54%
# of players played part of season	28
% of players played part of season	47.46%

Based on the player demographics, American players are often sought out for their competitive advantage, their athletic skills which, for many, were groomed and developed through their years in the NBA.

CBA player and team information and statistics were collected from the online website RealGM (<https://basketball.realgm.com/international/league/40/Chinese-CBA/players>), and double-checked for accuracy on other basketball websites. The information of all the foreign players in the CBA during this season was compiled into a chart which can be found in Appendix C, titled “Foreign Players in CBA (2017-2018

Season)”. During the 2017-2018 season, the CBA was comprised of 20 teams, with a total of 368 players. There were 59 total foreign players on all teams except Bayi Rockets (the Chinese military team); this did not include Taiwanese players according to the CBA definition of a foreign player. So foreign players make up about 16% of the total players in the CBA, as shown in figure 3.2.

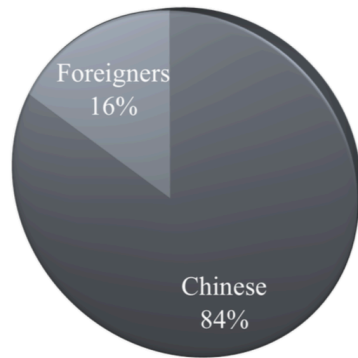


Figure 3.2. CBA Composition.

Of the foreign player population, 46 players were from the United States. The rest of the foreign player population migrated from the following countries: Argentina (1), Brazil (1), Canada (2), Greece (1), Iran (2), Jordan (1), Lebanon (1), Lithuania (1), Palestine (1), Poland (1), Serbia (1). Statistically, more than 77% of the foreign players were from the United States, as shown in Figure 3.3. Figure 3.4 shows the percent of American basketball players that make up the total player population of the CBA, which is 13%.

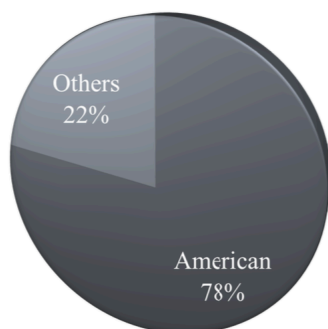


Figure 3.3. Foreign Player Composition.

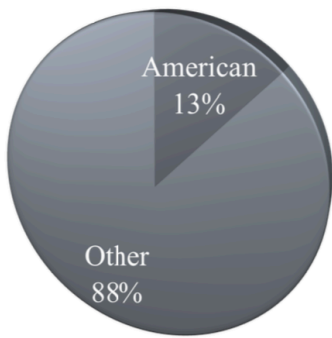


Figure 3.4. American Player in the CBA.

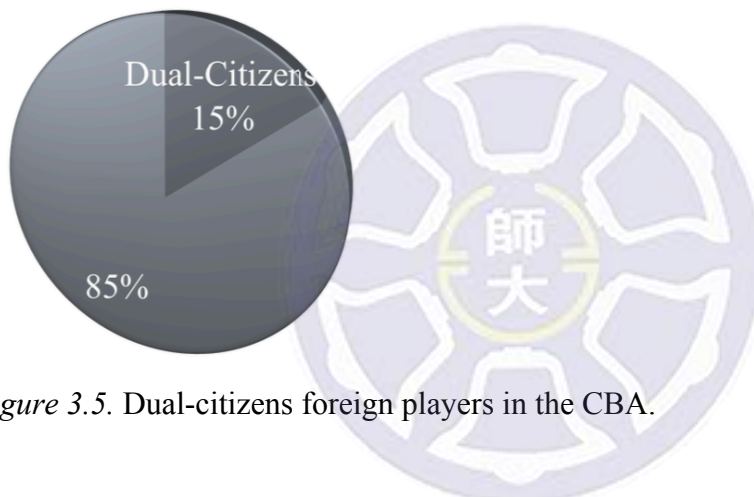


Figure 3.5. Dual-citizens foreign players in the CBA.

Figure 3.5 above depicts the percent of foreigners that have dual citizenship in the CBA. The Appendix shows the chart that contains all the foreign players in the league and their professional experiences in various leagues/regions.

One standard for the targeted interview population is that the basketball players are professional players that played for a CBA, referred to as a player's "status" in this study. Although many of the players have previous basketball experiences from other leagues in various countries, they must have played in the CBA for at least one season, during the 2017-2018 season. For the sake of this study, they must have been in the CBA for only part of the 2017-18 season. Due to various shifts of team rosters throughout the season (player injury, team trades, player performance, etc.), some players only competed for a portion of the season, not playing in the entire season. So this population includes players that competed during the entire season, which means being on a CBA team roster for the entire

duration of the season regardless of number of games played. On the other hand, some players were on a team roster for part of the season, or trade among teams, in which these players were enlisted as partial season players, (indicated with a 1 or 2 in the “Status” column in the chart in the Appendix D).

The chart in the Appendix D also shows each player’s previous professional playing experience in other leagues besides the CBA, categorized into 4 types of experience, CBA, NBA, Europe, and Other. Of all the foreign players, almost 75% had played at least one season in the NBA, not all American players have previously played in the NBA. In contrast, more than 49% of the foreign population has played in European leagues, and 45.76% played in other leagues outside of the NBA, CBA, and Europe. There is some overlap of seasons between leagues, because some players played in multiple leagues and/or on multiple teams within one calendar year. A full list of foreign players in the CBA is available in Appendix C, which includes nationalities, league experience and basketball information.

Sample Profile

The sample for this qualitative study included ten professional American basketball players who played in the CBA during the 2017-2018 season. All players interviewed have played in another country prior to migrating to China whether it is the NBA, European leagues or other. The players vary in age, professional experience, playing position, and other factors. With their previous experiences, they will be able to draw a picture of current and past experiences, on which comparison and contrast will be made. Players in the interview group range from first year to ten years of playing experience in the CBA, in which this range can draw contrast in duration and their motivations.

The study participants were intentionally selected for their migration, professional, and athletic experiences, which are specific to the research questions. They all share the fact that they migrated from a geographically distant country (USA), which has distinct cultural differences from China. This research concentrated on American basketball players and investigated common threads among the push-pull factors that influenced their migration decisions, including personal, cultural and professional factors. This sample population focused on

Americans, because they come from the country in which basketball was developed and has prevailed as one of the most dominant sports, a place where there is ample opportunities to compete in basketball. Basketball in America is considered to be the most competitive, athletic and the highest echelon of conception in the world. American basketball players over time have proven to be more competitive and popular than most players from other countries, mainly due to the popularity of the NBA. So it was intriguing to witness a number of players from the USA choosing to move to China, instead of staying domestic and playing in their home country.

The sample for this qualitative study included 10 professional American basketball players who played in the CBA during the 2017-2018 season. Based on the descriptive statistics of the sample group, the average age of the players is 29. Seven of the 10 players (70%) have previously played in the NBA at least one season, which is fairly consistent with the American foreign players in the league (82.61%). On the other hand, six players (60%) have played in Europe and five (50%) have played in other leagues. Looking closer at the CBA statistics, only two of the players (20%) have played in the CBA before this current season under study, meaning eight of the ten players (80%) were in their first year in the CBA; they have never played in the CBA prior to the 2017-2018 season. Six of the players (60%) were on a team's roster for the entire season, while four (40%) partially played in the CBA this season. In addition, two of the players (20%) claim dual citizenship, one being with the U.S., close to the 15.25% of the American players proportions in the CBA.

Instruments

The instruments used for this study involved the researcher creating a questionnaire guide and conducting individual interviews with each American player. Prior to the interviews, the researcher examined and documented each player's personal demographics and professional statistics that were relevant to this study. The researcher then created the interview questionnaire guide that directed and guided the in-person interviews, which can be found in Appendix B.. The interview question guide was created based on Castillo-Montoya's (2016) "Four-Phase Process to Interview Protocol Refinement (IPR)." This process

includes the following 4 phases: 1) Interview questions connect with the original research questions, 2) Create a question-based dialogue, 3) Review questions and receive feedback on interview procedures, and 4) Conduct a pilot interview process (Castillo-Montoya, 2016). During the development of the interview questionnaire guide, professors and research experts reviewed the questionnaire guide. In addition, the researcher also examined the past literature on the topic of study, which was useful in formulating questions based on the research questions in this study.

The questions in the interview guide were split into three sections, three types of push-pull factors: personal level, professional level and country or cultural factors, all of which could influence a player to migrate. Each section contained questions about specific push-pull factors, comparative questions of past and present experiences and self-reflective questions, all of which could possibly contribute to their migration decisions. The interview guide also incorporated numerous open-ended questions that encouraged players to provide more details. Although the guide was used to assist and lead the interview, the research also asked follow-up questions based on the respondent's answers and his willingness to describe the details his experiences.

The researcher personally met with each player in person to discuss his professional basketball career and his personal experiences while in China. Based on the personal experiences in athletics and knowledge of American sports and professional leagues, the researcher was qualified to understand and analyze the data that was gathered. The researcher possessed a complete knowledge and skilled background of the NBA and the CBA alike, acquainted with the organizational structure of each competition league, the organizational structure of the teams, recruitment processes, and international living experiences, all of which aided the analysis process and theorized of the research and data.

In addition to player information, research was gathered about the league and team composition statistics, in order to better understand how the league and teams function, laws and restrictions, and information pertaining to international players. Obtaining such detailed information about the players' personal choices and professional push-pull factors that contribute to their decisions to play in the CBA was vital to the current research. All players were willing to speak freely and provide details, obtaining accurate accounts of their professional career, which

was used with the prior research to aid in the interview process, to gain confirmation of the information posted on online websites and resources.

Data Collection

Data was collected through semi-structured interviews, which were conducted on two separate trips to China. Prior to the interviews, most of the demographic information was collected from online resources (<https://basketball.realgm.com/international/league/40/Chinese-CBA/players>), and then confirmed by the players during the interview. This study was semi-directed with an in-advanced, planned interview questionnaire to prompt responses of players' recent experiences while playing in the CBA that are culturally, professionally, personally based.

In order to answer the research questions, this study was designed with sports labor migration and globalization as the persisting theories. This study focused on American basketball players and why they migrated to China to play basketball in the CBA. Participants were initially contacted to obtain consent for the interview, such as social media private messages and through mutual colleagues who worked with the players. After initial contact, the research met with the players and conducted the interviews in China, in a face-to face manner. Before the interview, each player was debriefed about the study's purpose and background information. Each player agreed to confidentiality, privacy and consent for audio recording of the interviews.

The researcher met with them based on their availability and convenience, because in order to conduct this research she had to meet them in the cities in which they played games. The players had limited free time and strict training and competition schedules that varied from player to player and team to team. So, interviews were conducted around each player's schedule, whether it be at meal times, after practice, during "shoot around," or during leisure time. The researcher was capable and willing to traveling to various cities in China (Beijing, Jinan, and Guangzhou) to meet with each player in person and to collect the necessary data for this study. The researcher took two separate trips to China to conduct the interviews and collect data. Each interview lasted 15 to 60 minutes, based on the

willingness of the player to talk with the researcher and time constraints due to the player's schedule. The interviews were all recorded and noted before and during each interview, and personal notation after the interviews. The data collection procedures are illustrated below in Figure 3.6.

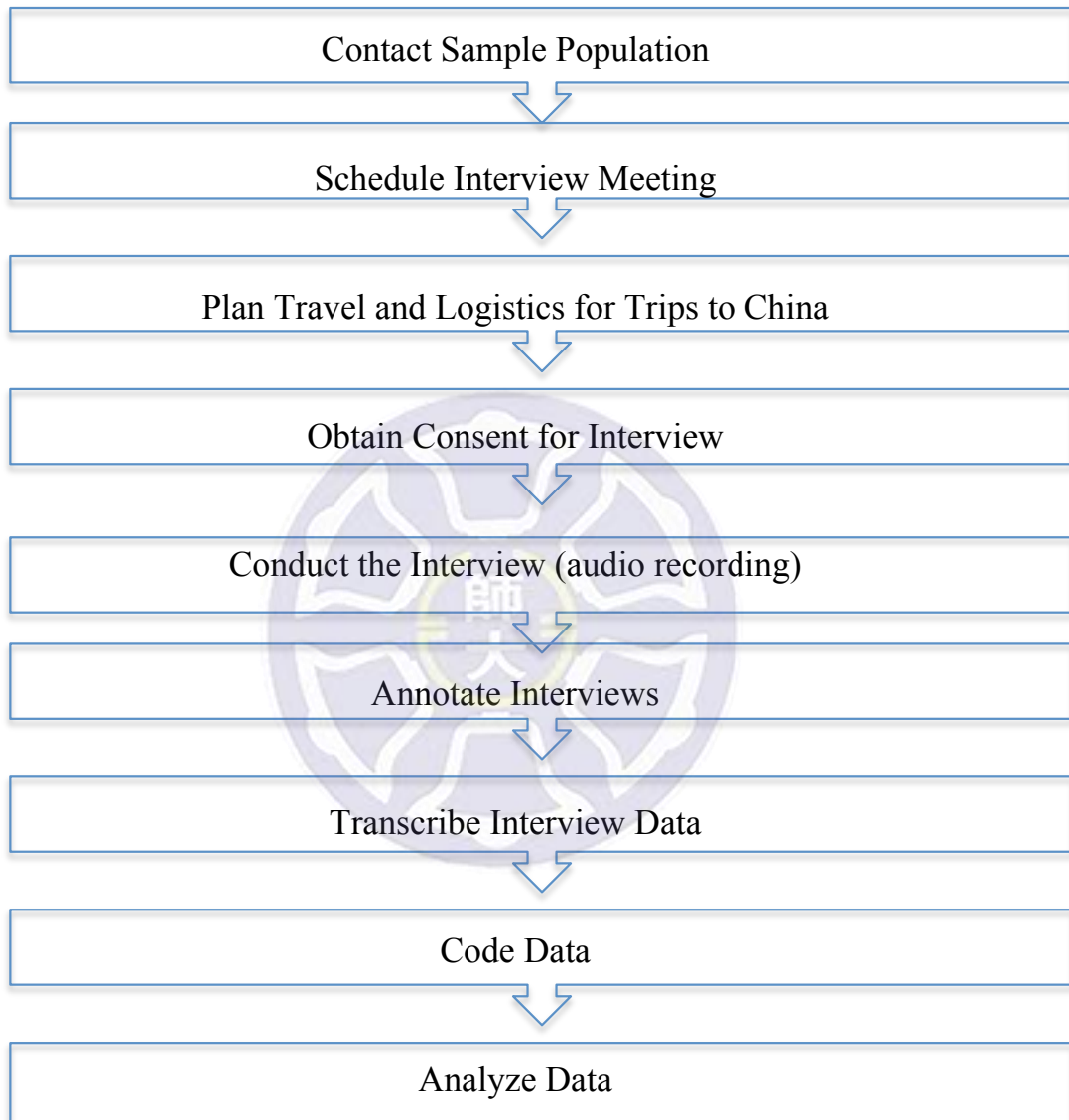


Figure 3.6. Data collection procedures

Data Analysis

Statistical analysis was conducted on the player demographic information to explore possible trends among all foreign players, and then separately the American, in the CBA and their migration patterns, which is shown in the charts

above in the sections for population and sample profile.

The data analysis process for this research is modeled based on "Grounded Theory," which was originally developed by Glaser (1992). They generated the Grounded Theory as a way to develop new theories from data, specific to a defined population, idea, or circumstance. According to Willig (2013, 69-70), this theory was designed to "open up a space for the development of new, contextualized theories." Grounded Theory engages the systematic creation and application of codes, categories from research data, which in turns helps the research formula a new theory about a concept. Grounded Theory is a research process that is works with data inductively, instead of the usual deductive approach most researcher use after formulating a hypothesis and proving or disproving it based on the data collected (Willig, 2013, p. 70). This study used Grounded Theory and began with a question or inquiry about the migration trends of the CBA, which eventually led to the exploration of American basketball players playing in the CBA and why they chose to migrate to the CBA. This process included coding the hard data, categorizing the codes into related groups based on similarities and differences, and then finally producing a new theory. The steps in Grounded Theory research are depicted below in Figure 3.7, based on the research of Omona, Weidel, & Lubega (2010) on Knowledge Management.

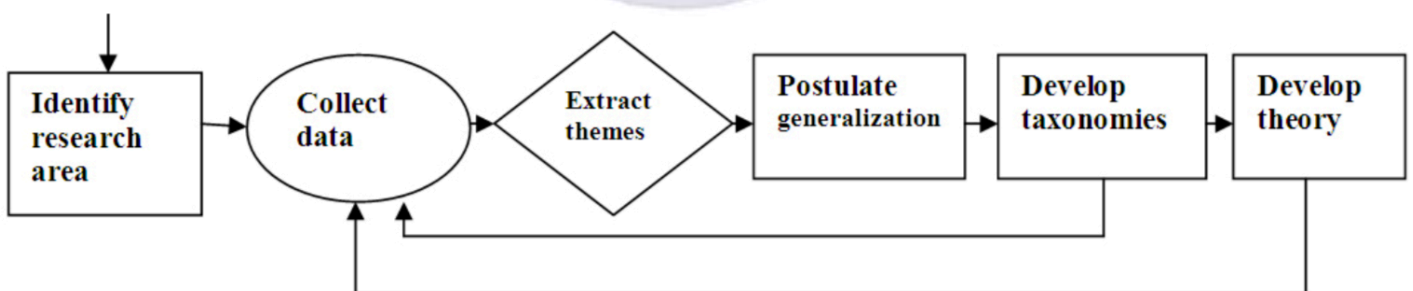


Figure 3.7. Grounded theory research

Adapted from Omona, W. P., van der Weide, T., & Lubega, J. (2010). Knowledge management research using grounded theory strategy: Applicability, limitations and ways forward. *IJEDICT*, 6(4), 163-185. ISSN: 1814-0556. The University of the West Indies, West Indies: Open Campus. Copyright © 2011 by Sage Publishing.

After the interviews were completed, they were individually transcribed verbatim, word-by-word for accuracy to conclude the data collection phase. The transcripts were reviewed and organized based on emerging themes, first categorized as push factors and pull factors, then categorized again by the questions asked. Then, the data went through the coding process outlined by Grounded Theory research. In the “extract themes” phase, codes were extracted from the interview transcripts, which include common words and phrases that repeatedly appeared throughout the data. The codes were then analyzed for emerging themes common among the data, ideas, and relationships between codes and amongst codes. Similarities and differences were also explored in order to group the codes into broader categories, based on emerging themes, in the “postulate generalizations” phase. Through constant comparative analysis, according to Grounded Theory, the coding process continued by going back and forth between categories, exploring “similarities among and differences between emerging categories” (Willig, 2013, p. 71). The constant comparative analysis process allows the coding process to maintain momentum and decreases the chances of bias. According to Willig (2013, p. 71), the definitive objective of constant comparative analysis is “to link and integrate categories in such a way that all instances of variation are captured by the emerging theory.”

Similar to common Grounded Theory theorists, the coding process began with open coding, which comprises of the examination of data and then the creation largely descriptive codes, or labels for separate occurrences that appeared in the data. These general descriptive codes yield low-level groups that show relationships or connections among codes and between groups. The chart in Appendix F shows the list of the initial codes highlighted from the data, organized by similarities between portions of participants’ responses to questions.

Based on the list of codes developed during the coding process, players spoke most often about money and other financial gains, their physical health and ability to continue playing basketball, having the opportunity to play basketball and continue their careers. In the next step of the Grounded Theory process, the codes were then grouped into categories based on their similarities and rearranged based on differences, through constant comparative analysis, shedding light on common themes. They also discussed their personal experiences about while living in Chinese,

team and coaching dynamics, playing experiences and the opportunity to further their careers. Based on the themes, the following categories emerged, as shown in the Appendix G and are further explained in the succeeding sections.



CHAPTER IV FINDINGS

Below are the findings extracted from the research conducted on the migration factors that influence professional American basketball players to migrate to China to play in the CBA. The resulting information indicates that there are some common factors that influenced and motivated the American players involved in this research to migrate to China, while there were some that only affected a few players, along with some common themes that prove important to this study.

The motivations of migrant players cannot be reduced to any one causal factor, but rather, to a group of contributing factors with a series of interdependent processes (Elliott, 2012), multiple push-pull factors that directly affect their decisions to migrate. Based on the research questions, the data was organized based on the three levels of factors, personal factors, professional factors and country factors. The data was then split within each level into push factors and pull factors, each with numerous subcategories based on reoccurring themes. Refer to Appendix F to see the full list of the categories and their subcategories. Each category is detailed below.

Personal Push-Pull Factors

The first category of push-pull factors are identified based on the personal level, the personal reasons that motivated the American players to move to China and play in the CBA. These personal push-pull factors are the factors that personally motivated the American players to move from the U.S. to China. Through this study, there were only one personal factor that arose in the players' replies, which was the ability to escape some of the pressures in the home country. Player 9 stated,

“I don't have to deal with people that I don't really feel like dealing with. In the States, they (friends and family) can just pull up, see what's up...[but] you can do what you want out here [and] just chill.”

Personal push-pull factors did have a substantial impact on players' decisions to migrate. However, professional push-pull factors emerged as the main driving motives that led American players to migrate to China.

Based on the players' responses, financial benefits were the most discussed factor amongst American players. There are various types of financial benefits that

influenced their decisions to migrate, especially substantial salaries. All ten players expressed how salary was an attractive factor that positively affected their migration choices. Player 8 said his reason for migration was that “in China, you can make the same amount in Europe in half the time.” Player 7 concurred by saying, “It’s a lot of money over here and a good living.”

In addition to salary, other benefits were noted by many of the players as having an influence on their migration. As Player 7 said, “The opportunity over here presented itself, double the money and tax-free,” players can save money on paying American taxes. American players tend to get paid well playing professional basketball, averaging above \$100,000 US per a seasonal contract (once a year). It is common for the CBA teams to provide foreign players with living accommodations, housing stipend and/or living assistance to players, such as a translator or driver. Moreover, the team organizations also cover additional cost for their players such as hotel rooms, team travel and meals during road games, and more to help them while they are playing basketball in China.

In addition to their guaranteed salary, many teams reward players for great performances on the court. Many of the American players spoke about various bonus systems in place, varying based on the team and the organization’s finances. Player 2 simply said, “You play well here; they [will] reward you.” Player 8 detailed one form of rewards as “[for] every win, there a certain bonus that you get; in my contract, there’s a RMB\$3,000 bonus, for every away win RMB\$5,000.” Player 2 also stated that “the bonus is always good when you win... it makes the players play harder; make the game more competitive.” Other performance-based rewards included, but not limited to, bonuses for consecutive team wins, team qualification to the league’s playoffs, progression through the playoffs, and based on individual statistics, such as points per a game (PPG), rebound per game (RPG), steals per game (SPG), and blocks per game (BPG).

Table 4.1.

Personal Push-Pull Factors

PERSONAL PUSH-PULL FACTORS
Pressures from home
Salary
Performance Bonuses
Living accommodations
Lower Taxes

Professional Push-Pull Factors

All ten players mentioned numerous professional push-pull factors as motivators towards their decisions to move to China and play in the CBA. Because of the number of factors involved at the professional level, factors selected were based on the weight of the topic and the frequency or the amount of times each factor was mentioned by a player or the number of players that discussed these factors. Therefore, the professional push-pull factors have been categorized into the following subcategories: “financial benefits,” “career benefits,” “CBA league structure,” and “career challenges,” which are displayed in Table 4.1 below. The first three subcategories are factors that positively influenced players’ choices to migrate, features of their profession that attracted players to their host country, but more specifically to their “host league,” the CBA, which are pull factors. Then the last subcategory, “career challenges,” include the factors that pushed them away from the U.S. and professional leagues there that provided the American players with motivation to leave and look for other professional opportunities abroad, or push factors.

Table 4.2.

Professional Push-Pull Factors

PULL FACTORS		PUSH FACTORS
Career Benefits	CBA Structure	Career Challenges
Ability to keep playing basketball (physical body)	Shorter season than other leagues	Lack of opportunities in the USA
Career Opportunities (available spots on teams)	Better than previous leagues, specifically in Europe	Low pay on previous team
Star of team- responsibility	Less wear and tear on the body	Injuries
Freedom of play, autonomy on the court	Team chemistry- coaches, players, organization	Pressures from home
Love to play the game	Professional goals- to play in the NBA	Team issues on previous teams
Career longevity	Injury prevention/ more time for recovery/rest	
Greater expectations, more playing time	Less pressure on foreign players than local Chinese players	

This research produced considerably more pull factors, the factors that attract a person to the host country, which seemed to motivate the American basketball players' choices to migrate to China. In this research all ten players interviewed stated financial benefits, namely salary, being a major factor as to why they migrated to China. The pull factors uncovered through this research were categorized into three groups, based on similarities within the groups and difference between groups. These three categories of pull factors are detailed below.

Career Benefits

All the participants of this study discussed how having an opportunity to continue playing professional basketball as a major career benefit, contributing to their decisions to migrate to China. A lot of players stated that they wanted to be able to play for as long as possible, such as Player 2 who said, "I just wanted to play...this

is probably the best-fit, best option for me at the time.” Many of the players that were over 30 years old said they want to be able to play a few more years, since they are older and their bodies are getting worn down. Player 6 said of this, “If you don’t make the NBA and you want to continue your professional career playing basketball, you have to find a job or your agent finds you a job that’s lucrative or that meets your standards, and you go.” So the CBA is a good option to play because the league’s competition and training are not as strenuous on the body, like Player 10 said, “It’s not a lot of wear and tear on the body.” And with shorter seasons than other leagues, they’re able to extend their professional careers; more of which will be discussed in the CBA structure section.

Another professional pull factor that deals with career benefits is that American basketball players are able to be the stars on their team, being the highlighted player and looked to as the leaders of their teams. Player 9 was said happily about his opportunity to play, “I just want to play basketball...that’s the beautiful part of coming here, they play me and I play all these minutes, and enjoy the play.” Player 8 discussed having a bigger role on his CBA team as follows:

“Yea, you’re expected to do more. For me it’s an opportunity to play a lot. Whereas the NBA, I was always coming off the bench, except for a few years, I started. It’s a chance to play basketball. I enjoy playing, so I get to play a lot of minutes and be a bigger part of the picture.”

Many American players were recruited because of their previous NBA experience and high status among the top players in the world, with some of the participants having played in the NBA as recent as the 2016-2017 season, and some still on an NBA roster at the time of this research. Player 8, who is a former NBA player, discussed how the CBA teams have higher expectations on foreign players as follows:

“I think imports are expected to do more. The imports are a big part of the Chinese game. The reason is, you are brought in to do more; your expectations are higher than the Chinese...I think the imports make a huge difference to a Chinese team. But I think if you have good imports with good Chinese players, that really helps. I say that’s the best combination.”

In addition, Player 3 mentioned how he can be creative on the court, replying, “On the court benefits, my playing style is real fast and trying to be real creative, basically. I get the chance to hone my creativity a lot here.” On the other hand, Player 10

discussed how he's able to, even expected to in some case, to play various roles and positions on the court. He said, "You know in the NBA, you used to playing a certain type of way; I'm playing a role. Here you kind of got to do a lot and you play a lot." A couple of the players compared their basketball position in the CBA to when he played in the NBA as, sticking to one specific position (Forward, Center, Guard, etc.) in the NBA but having more freedom in the CBA or expected to control the ball regardless of his position. According to Player 4, foreign players can exhibit their skills and talents, by saying:

"You can really showcase your talent here because it's what they expect. And then they want you to really perform well...In Europe and the NBA, you're more of a role player...it more of a team concept. In Europe, you're more just playing a role instead of being the man depended upon."

CBA League Structure

The structure of the CBA and the season provided some pull factors that attracted the American basketball players to move to China, and more specifically in comparison to other leagues around the world. Many players mentioned different aspects of the league's structure, style of play, and the organizational structure of a team as positive influences that contributed to their migration decisions. All the participants mentioned that the CBA has a shorter season than all the other professional basketball leagues in the world, including the NBA. The CBA's season is only seven months (October 28, 2017 - May 1, 2018), including playoffs and championship games, while the NBA is eight months (October 17, 2017 - June 8, 2018) and the European leagues last about ten months comparatively (<https://basketball.realgm.com/international/league/40/Chinese-CBA/players>; NBA, 2017). As a result of the league's short season, many players felt they have more time to rest, more time for their bodies to recover once the season ends, and the possibility to return to the NBA is a viable option. This factor was most surprising and has a number of effects, which will be further discussed in Chapter 5.

Other league structure-related factors consist of how player are related to their individual team experiences, but include team chemistry and team atmospheres, like when Player 5 stated, "I appreciate [what] the team and the organization for everything that they have done for me personally." Player 1 discussed his relationship with his coach, saying, "My coach treats me like his son. He's always joking, making

sure I'm ok. If I'm not feeling well, I can sit out from practice. They treat me like it's home. For me, it's great."

"It's great, but some of the Chinese [players] are a little quiet at first. But once they open up, they are respectful, really nice guys...Of course, it's tough with the language barrier, that's another big difference...I've never been on a team with as many people that don't speak English. But luckily, we have a few guys from Taiwan and China who speak English and they can help translate for us. So without those guys, we would be in trouble. The team has been great, you know, sometimes it's tough to communicate.

In addition, the American players also discussed the ability to get along with their team coaches and staff, and the handling missteps and injuries. Some players also mentioned how they feel less pressure coming from the coaches than their Chinese counterparts, regardless of the expectations to lead their team to victories and performance statistics.

Based on the interviews, there are other implications to having a shorter season, such as players being able to return home for half of the year. Players are able to spend more time with their families, who are back in the United States. Other players see their free time as business opportunities, or can progress in other areas in life. Player 10 mentioned being able to go home, "The main thing for me is just enjoying my family because 6 months here and 6 months at home." In addition, Player 9 mentioned his personal business and using his off-season time productively, stating, "Plus, I have a business back home. So me being 6 months off is good."

Career Challenges

Many of the players had difficulty or adversities that affected their professional opportunities and abilities to play in the United States or in the NBA. These challenges became push factors that forced many of the players to leave their home country and pursue other professional opportunities in other countries, and in the end chose the CBA as their league of choice in which to play. There were various push factors present in this study that the host country provided to the situation that motivated the American basketball players to move from the U.S., all which are shown about in Table 4.1. The primary factor was the lack of opportunities in the U.S., specifically in the NBA; many of these players did not have an option of playing

in the NBA during the 2017-2018 season. The current push factors also include: low pay in the previous league, physical injuries, and team discord on previous teams.

Of the professional level push factors, the one that stood out the most was the lack of basketball playing opportunities in the USA, which nine out of ten players mentioned during their interviews. Many American basketball players aspire to obtain a professional basketball career in the NBA. When that option is not available, players are forced to look elsewhere and explore options overseas in other countries. Player 4 said, “If you don’t make the NBA, and you want to continue your professional career playing basketball. You have to find a job or your agent finds you a job that’s lucrative or that meets your standards, and you go.” Player 7 discussed his injury as a reason for going to China, saying, “at the beginning of the season, I had a injury, and I had knee surgery.” Player 5 also dealt with injuries in the previous season while playing in the NBA and stated that he “had a couple surgeries down the line last year. So, teams [weren’t] calling (in the NBA).”

Country Push-Pull Factors

This category of country push-pull factors includes the factors that drew players to China, but more so on a country and cultural level, not having to do with basketball or professional influences. This category also consists of the responses that may not directly reflect the players’ reasons for migrating to China, but depict their experiences while playing basketball in China, factors that arose once they already moved to China. Most of the participants described their experiences in China as positive and valuable, stating that they have enjoyed their experiences in China, although they have not the opportunity to explore their current “home city.” Player 4, who had played in China multiple seasons said, “You get to experience the culture, see the great wall, see some things that you probably would never see as an American.” Player 2 discussed being a forerunner and doing things that is not common for professional basketball playing, migrating to another country. He said, “It’s an experience, something most other [foreign] players haven’t done, like an accomplishment...being able to do something most people didn’t do.”

Most of the players pointed out various ways that they had to adjust to life in China, such as food, lifestyle, and the local culture. Many of the players mentioned the difference in food in China as a big adjustment, with Player 5 saying he had to

adjust to “the food. You can’t eat everything [here].” While some players felt it was a big adjustment moving to China, like Player 10 who said, “When I got here, I liked it. [It was a] big adjustment, but I like it,” others were able to adjust with ease. For Player 1, he was excited about moving to China and didn’t have any problems adapting to life in China. He commented, “I like to indulge in cultures. So it wasn’t hard for me. I was excited.” Conversely, Player 4 remarked in detail about his experiences in China saying that he had to adjust to

“food, people, [and them] staring at you everywhere you go. Even though [there are] foreigners here, but it’s not really diverse when you get outside the major cities. So people staring at you everyday, taking pictures, or you can’t understand anything the people are saying. Trying to find something to eat before practice, after practice, before games...I think it got better as time went on, but I think there is more western food here now than there was in 2009.”

In terms of basketball, some players were less concerned about life in China and more concerned about basketball and their careers. A lot of the players seemed motivated primarily by basketball and their career. Player 4 stated,

“The biggest thing for me: I was kind of nervous about the playing and doing well, that’s it, more than anything...The biggest thing for me, just coming out and being able to play and perform well. being that young and first time overseas...I wanna play well, so I can earn a living and change life, kind of thing.”

Prior to migration, some of the players did obtain knowledge about China and the CBA, which did not hinder their choices to move from home, if anything, positively influenced their choice to move to China. Player 6 said, “I have some good friends that played here in the past, and they had good things to say about it. They say it’s a lot of fun, good competition, [and] you get to play a lot, kinda play your game.” Many of the players spoke of getting acquainted with other foreign players in the league, and how they have helped them when playing road games (Player 10, Player 5, and Player 9), although there is no players association or a foreign players network to connect players to one another. Players have taken initiative to help one another while living in a foreign country, as Player 10 has said, “Most of the players are pretty cool. most of the players you play against help out when you get to their city or when they come here.” Player 6 spoke of getting help from a former teammate who played

in China, saying “I talked to a lot of people who play here and they said you’re going to be in a great city in Guangzhou, which is a big factor. And I actually have a teammate who I play with in the summer, played here last year, [and] he told me really good things.”

Every country varies in benefits for players who migrate to them, and a couple players in this study mentioned that general safety was one factor that drew them to China. Player 4 describes this safety saying, “Nobody steals; you’re not worried about thieves and stuff like that.” On the other hand, Player 2 describes playing basketball in Europe as “wild” and recounted playing in dangerous circumstances in other countries, where “I’ve been in games in Serbia, where we played with 10,000 cops, full of armed cops.”

Another player had played in other foreign countries where violence was rampant, and they expressed how they felt safe living in China, stating that “The safety part [is a positive], it’s super safe here. Since we don’t any guns here. That’s the biggest part for me. There’s big contract everywhere, but it’s safe here” (Player 1). China is known to be quite safe and secure, allowing players to focus on their sport and not have to worry about their safety. Player 2 also brought up player safety on the court, specifically comparing it to European leagues where fans get dangerously rowdy and physical with players, and throwing things onto the courts, disrupting games and endangering the players that they pay to see.

Within this final subcategory of country push-pull factors, players chose to go to China because they wanted to experience a new country, a new city, a new environment. Out of the ten players interviewed, only two players indicated that cultural experience and the opportunity to experience Chinese culture were specific pull factors for them to move to China. These participants wanted to travel and discover a new city and experience a new type of lifestyle, which they express their fondness for China. Although only two moved specifically because of the cultural experience, such as Player 6 who said, “I always love seeing a new country, getting to see how the culture is and how the cities are; the people have been really good to me here.” Player 1 said he is happy “being able to do something most people didn’t do,” while Player 5 enjoys “seeing the differences, enjoying the city, the culture, every city is different...everything is different, you enjoy it.”

Finally, a lot of players described their move to China as being temporary, as the second best option, with hopes of returning to the NBA after this season or in the near

future. Player 5 is one player who wants to return to the NBA, and said, “If you want to go back the NBA, you have time after the season to go back to the NBA and finish off the season and potentially playoffs.” Player 3 adds, “When I go back (to the U.S.), if there is more time left in the season. For me, most importantly is the Chinese season...come here [for] 5 months, play, then get the opportunity to go back to the NBA or go to Europe.” When asked if they would play another season in the CBA, many players said they like it in the CBA, but if the NBA called them and offered a spot on a roster, they would definitely move back home to play in the NBA. There were two players (Player 4 and Player 7) who said they want to stay and are not looking for a better option or to move away from China.

Another feature to the experience factors are the factors that deal with retention and player’s willingness to return to China for another season. Many players mentioned the language barrier as being tough to deal with at times. Language is important in order to communicate with the coaches and Chinese players to understand calls, plays and expectations on the team. Most teams do provide team translators but they cannot be on the court making the play calls for the players. Another aspect to retention is the lack of structure of the CBA in terms of consistency of rules and job security. Midway through the season, many players were released, including some of the participants of this study, for reason unknown to this research. Another part of the league structure involves the referees and their lack of training, use of power on the court, and inconsistency of calling indiscretions, or fouls. Sometimes referees are making calls that change the course of a game, miss calls by not calling blatant fouls and hits on the court, and not holding team accountable on the court. These above factors could continue to affect player retention, in which player willingness to stay in China and sign another contract for the following year. If some of these issues are not addressed in the future, they can continue to drive players away, and players will continue to view China and the CBA as a temporary option, continuing to perpetuate the idea of temporary migration.

CHAPTER V CONCLUSIONS AND IMPLICATIONS

The push and pull factors discovered in this study show what factors were at play when American basketball players chose to move to China, and the experience factors depict what their experiences have been since moving to China. The following are conclusions drawn based on the above data and the participants' responses.

Conclusions

Based on the interviews and the players' responses, the results showed that there were more pull factors that motivated the players to migrate to China. Their responses show that these factors positively affected their choices to migrate to China, while also being professionally "pushed" out of the U.S. and/or the NBA. The primary pull factors for these American players for migrating to China, which served as the primary motivations, were financial benefits, continuation of their basketball careers, and for the league's structure (shorter competition season). Based on Maslow's "Hierarchy of Needs," financial benefits and career continuation would be situated in the upper tiers of the pyramid, specifically in the "esteem needs" tier of the pyramid. The players have all satisfied the basic needs levels, psychological and safety needs, so they're looking to satisfy higher levels of needs. Being able to migrate and find ways to continue their professional basketball careers leads the American basketball players to work towards fulfilling their esteem needs, a need for recognition and accomplishing professional goals.

Many of the players mentioned how much they enjoyed the game, or their passion for playing basketball. Most players also stated that they have enjoyed their experience in China thus far. In addition a few players mentioned how they were partially motivated to migrate the cultural experience, which fits into the "nomadic cosmopolitan" category outlined in Maguire's typology (1999) and Magee and Sugden's typology (2002).

As for push factors, the one that is most notable is the lack of playing opportunity in the United States or in the NBA, and ones that could a reasonable salary that can compare to an NBA salary. Many of the players in this study mention lack of professional opportunity as a motivation that forced them to look elsewhere, similar to the "exile" and "expelled" migrants in Magee and Sugden's typology.

According to Love and Kim (2011), the “exile” is a migrant who chooses to leave their home country to play abroad because her voluntarily chooses or forced to leave because of threats personal, professional or other, as described by Magee and Sugden (2002). On the other hand, an “expelled” migrant is simply forced from their home country.

However, what stood out the most in the players’ interviews was every one of the ten players mentioned how short the competition season is the numerous benefits of it. Through thoughtful analysis, considering implication of short basketball season is important to understand. The findings in this explorative study suggest that lucrative contracts and bonuses for foreign players and the shorter season are of greatest benefits for these migrant players, similar to previous research (Botelho & Agergaard, 2011; Magee and Sugden, 2002; Maguire, 1999). Though the path to China is different for each player, they all agree that a short season in the CBA is beneficial. A short competition season has many benefits for the players, such as being able to spend more time back in the United States with their families, to be able to preserve their bodies and extend their careers, and to be able to promote other personal businesses. The players who have ambitions to play in the NBA in the future believe that they will still have that chance playing in the CBA, because they can really showcase their talents by being the star and leader on their team. They also know that the CBA season ends during the trade period for the NBA, allowing them the chance to sign with an NBA before the NBA season ends. In contrast, if a player were playing in Europe, he would have to wait until the following season to be able to take a shot at the NBA.

In addition to a shorter competition season, many of the players noted positive factors of playing in the CBA and their experiences in the CBA. Factors such as good relationships with their coaches, teammates and personnel within the organization, playing autonomy, team accommodation (translator), style of play, refereeing, league rules can all be considered “hygiene” factors. According to Gawel (1997), “hygiene factors include international relationships, work conditions, salary, company policy and supervisions. In contrast, the “motivators,” based on Gawel’s definition, in identified in this study include the rewards and financial incentives that help motivate players to play harder, such as bonuses for wins and for personal player statistics, like

points per game and rebounds per game. The “motivators” are the factors connected with employee motivation and employee job satisfaction (Gawel,1997).

It is interesting that most of the players (8 out of 10), viewed their migration as only temporary, only until a better opportunity, specifically a chance to play in the NBA, comes along. This correlates to the “returnee” migrant who migrates knowing that their move is only a temporary situation and plans to return to their home country (Maguire, 1999; Love & Kim, 2011). In general migration theory, migration is usually a more permanent move, usually driven more by the push factors of the person’s country of origin. Below are the propositions generated from the research conducted that could be applied in general principle as theory.

Implications

Factors as listed above all have importance on players’ migration decision, as shown in this qualitative study. However, this only partially explains the story. What is most interesting about the interview responses is that all the players remarked about the length of the CBA season. Many players stated that one main factor that influenced their decision to go to China is that the CBA season is the comparatively shorter than all other major professional leagues. CBA’s five to six month season proves to have both a personal and professional benefits. In addition, players are able to have more downtime, more time for their bodies to heal once the season concludes. The shorter season translates to less wear and tear on their bodies, which some of the older players mentioned. They are able to prolong their careers, and maintain healthier, injury-free bodies to continue playing basketball. Below are discussion topics stemming from the data and conclusions, which produced the following propositions. The propositions are organized by theme, and each theme yields two propositions each, the “a” propositions applying directly to the professional basketball players, while “b” propositions can be applied to a more general population.

Financial Benefits

Salary and other financial incentives play a major role in globalization and sports migration based on the results of this study. Players who migrated for financial gains would be classified as “mercenaries” according to typologies of Magee and Sugden (2002) and Maguire (1999). This type of migrant is motivated by continuing their

professional careers in order to provide for themselves and their family. In terms of motivation, They are hoping to fulfill their financial needs in order to also meet their needs on a few levels of Maslow's "hierarchy of needs." By being able to provide financially, they can fulfill their basic needs such as the physiological needs of food and shelter and security needs of having job security (McLeod, 2007; Maslow, 1943). The starting salary for players in the NBA for any first round draft pick is well over US \$1.1 million and as high as US \$5.855 million for the number one draft pick for their first contract (<https://basketball.realgm.com/international/league/40/Chinese-CBA/players>). According to ESPN, the NBA's highest-paid players, Stephen Curry, LeBron James and Paul Millsap, each received US\$30+ million during the 2017-2018 season (ESPN, 2018). Business Insider collected player salary data on numerous professional sport leagues and found that the NBA pays their average player US\$6.3 million during the 2016 season.

On the other hand, the CBA players usually do not get paid as much as the NBA, especially the Chinese players. The average salary of foreigners has gradually become more lucrative in recent years to the CBA's growing popularity and endorsements. American basketball players are averaging about US\$500,000 a season, with the top players making up to US\$3 million (Player 9, ESPN-B). A salary that is in the median of the NBA goes a lot farther in China, because housing is usually provided by the team for each player, cost of living is cheaper than in the U.S., and their salaries are tax-free, while in the U.S. salaries over \$100,000 are taxed about 40% on average (Player 9). The salaries in the CBA for foreign talent is quite more than the local players, but are competitive with those in the NBA, and some players receiving as much as \$3 millions dollars in a single season.

Another monetary aspect mentioned were performance-based incentives, bonuses rewarded for great individual and team performances. Some players mentioned that their team would pay them for individual performance statistics (points scored, rebounds, etc.). They also mentioned receiving rewards for each game won, winning streaks, making the playoffs and winning the league championship (Player 6, Player 7). The impact of the incentives proves to be beneficial for both the player and the team. These financial incentives are not meant to fulfill players financial need nor security needs based on Maslow's hierarchy of needs, but more so to provide players with recognition and motivation to play harder. This type of

motivation helps players satisfy their need for recognition or the esteem needs to help players feel they have accomplished particular professional goals (Maslow, 1943; McLeod, 2007).

Proposition 1a: American basketball players will migrate to the place that presents the greatest financial benefit.

Proposition 1b: People migrate for financial reasons, when they have a choice.

CBA Short Season

The CBA's regular playing season starts in October and concludes at the end of February, followed by the playoffs beginning in March until April. In February, about the time of the NBA All-Star Weekend, the NBA teams are in the trade and negotiation period, which is the prime opportunity to rejoin the NBA. Since the CBA have only 20 teams, 2/3 of the NBA, the season is shorter and they play games more frequently, averaging about 3-4 games each week. Some of the players interviewed for this study stated that they hope to return to the NBA after they are finished with the CBA season. In contrast, the NBA league is about eight months and the European leagues are nine to ten months long, and you would not be able to join an NBA until the following season has started. But for CBA players, they are available not contractually-obligated to any team once the CBA season has ended, so they have the opportunity to get signed by an NBA team in the same season. Another benefit to the CBA's short season is that the body gets to rest, which in turn can extend a player's career by years. To quote one player, "the body doesn't get beat up as much" because they play less games than the NBA, who has 82 regular season games, and the various European leagues, that play for more than nine months. Players who aspire to play in the NBA will have the opportunity to play at the conclusion of the CBA season, instead of waiting until the next season to pursue an NBA opportunity.

Proposition 2a: The structure of the league plays a big role in job options for players.

Proposition 2b: The organizational structure of a company plays a major role in an employee's choice to migrate.

Playing Style in the CBA

A number of players described the style of play in the CBA as another benefit

and experience factor as a result of their migration. The foreign players stated that they enjoy the tempo of the game, which is fast-paced and aggressive, similar to the NBA, but seemingly opposite of European basketball leagues. Many of the participants talked about how they are the stars of the team, and that gives them some autonomy on the court. As the leader of the team, and many have previously played in the NBA, the foreign players have more experience and advanced basketball skills compared to their Chinese counterparts.

According to player responses, although the competition is not as high and the Chinese players are not as skillful as their competitors in the US and the NBA, they still enjoy playing the game. They're allowed more freedom from specific player roles and can have more control of the game and more playing time and opportunities. Players are not completely competing against their teammates and fellow foreigner teammates to be the star player but against themselves and for the league's championship title.

Proposition 3a: American basketball players will move to a league that provides more playing autonomy and a better playing atmosphere.

Proposition 3b: People will move to a job that provides more autonomy and a better work atmosphere.

Career Benefits

All the players in this study discussed the opportunity to continue playing basketball, and for some, to prolong their career. Some of the players mention not having the opportunity to not play in the US, specifically the NBA, whether it is due to skill level, team fit, injuries, or other. So this forces players to look elsewhere, overseas for playing opportunities, and the players in this research chose China to continue their careers. Many players still play basketball for the “love of the game” and want to continue doing what they enjoy, even if it takes them far from their home country. The odds to play professionally are quite tough for a player, especially making it to the NBA, but the CBA and other leagues abroad place the odds in the player's favor, especially if you are American. The CBA provides American players the chance to play and to be the star of their team, something that is less likely in the NBA, unless he is LeBron James or Kobe Bryant.

Although the CBA is not as known worldwide as the NBA, this league is

gaining popularity around China and Asia, becoming the premier league in Asia. Games are regularly televised and ticket prices are moderately cheap. With bringing American players, especially former NBA players, they bring their fans that follow them as players, bring more eyeballs to watch the CBA games, buying merchandise and tickets. Because of the global popularity of the NBA, which still outperforms the CBA in popularity and viewership in China, many of the American players are well-known before they step foot on a court in China. According to Player 1, the atmosphere of the CBA and games are more to that of the NBA than any other league, with the fast pace of the game, the high scores, well over 100 points per team per game, and the American hip hop and pop music playing in the background and the crowd chanting and cheering after plays.

When American players don't make it to the NBA or get a spot on an NBA team, players who want to continue their professional basketball career are forced to look elsewhere for a playing opportunity, many of whom look to Europe first. In the most recent years, more and more players are turning to China and the CBA as a viable option to prolong and improve their careers, many of whom hope to return to the U.S. and tryout for NBA teams, using their stats and results from their time in the CBA.

Proposition 4a: Players will go where they can play and can extend the professional career, when a better option is presented to them.

Proposition 4b: People will move to a job in which they can successfully extend their careers, when the option is available.

Limitations

Firstly, there were a few limitations in the data collection process. Due to time and financial constraints, the researcher was only able to interview only 10 American basketball players, though hopes were to interview more. Secondly, there was a distance limitation for the researcher, flying from Taiwan to multiple cities around China to interview the players. Thirdly, there was some difficulty locating players and contacting them, based on each team's travel schedule, playing schedule, and personal availability. Forth limitation deals with not being able to interview players from other foreign countries and the coaches, to be able to triangulate the American players' experiences.

In addition to data collection limitations, there are some possible factors that were not explored or accounted for that could have influenced a player's choice to migrate to China. Some factors include marital and family status, for some players did leave their families (spouse and children) in the U.S., while some could have moved their families with them, also any friends or connections with people in China prior to moving.

Lastly, Grounded Theory, in and of itself, presents a few limitations, because the end results are conceptual and theoretical (Omona, Weidel, & Lubega, 2014). Although the Grounded Theory generates theory through systematic data collection and analysis, Glaser (1992) suggests that verification and testing of theory should be left for other to perform. So the resulting propositions were not tested and verified in this study, and cannot be proven true beyond the data already collected to conduct this research. Due to the aforementioned factors, the sample size of the population was limited since all players could not be contacted and interviewed.

Future Research Suggestions

This study focused solely on American professional basketball players that played in the CBA for the 2017-2018 season. So this type of research can be expanded to explore more types of players or positions within the CBA. Future research can also include researching other foreign professional basketball players who come from other countries besides the United States, and compare their migration factors to the American players. Other aspects of a team's organization and management team could be interviewed, foreigners who may be in management positions, training staff, and coaches. Interview the foreign coaches (coaches that are not local Chinese). The sample used for this study was only a small portion of the total foreign player population of the CBA, which means that there is an opportunity for the research to continue. Also, the women's professional basketball league in China, WCBA, is an area worth exploring, to see if foreign women basketball players face the migration choice in the same manner and if their experiences are similar to the men. While most of the participants stated that financial benefits and the CBA's shorter seasons were the major contributing factors to their migration decisions, further field studies about the adjustment period, migration challenges, and more on

the foreign player experience would prove useful.

Comparatives studies of foreign basketball players migrating to other Asian countries could prove beneficial and shed more light on other basketball leagues and the migration factors of those countries and their leagues, and how they attract players to their countries. Moreover, migration of basketball leagues in Asia is unique to the basketball market because each country offers different and varying experiences. With the continued growth of the CBA and popularity of basketball in China, foreign players have contributed to this growth and will continue to benefit from the exposure within China and beyond. Other topics to be further explored would be to consider the recruitment process of professional players, how each team connect with players from abroad and the metrics by which they target and choose players. As it has been observed that many of the American players have NBA experience (not all players though), which does contribute to a player's stock and popularity for the CBA. Because the NBA is a global league and is very influential in China and the CBA, the CBA benefits by having players known and who were popular when they previously played in the NBA.

Furthermore, there are future studies to be conducted of the future prospects for foreign players who want to move to China; how can they settle on two continents and maintain two lives, one in the home country and one in the current country. Finally, this study illustrates that research into foreign player migration into China can contribute to key areas of research on sports labor migration and the globalization of sports. In general, previous literature has focused on the importance of financial aspects as the primary driving force for migration in sports. But, based on this research and for this sample population, it is clear that the structure of the league, specifically the CBA having a short season, has proven advantageous for attracting foreign players to their league. In other words, this study into the migration factors of foreign players to China can studies of women's soccer migration might position future research to gain more understanding of sports labor migration in the theoretical and conceptual realm, and eventually practical application.

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APPENDIX A: CONSENT FORM



Consent Form for Participation in Interview Research

I volunteer to participate in a thesis research project conducted by Te'Qin Windham (Toi) from the National Taiwan Normal University (Taipei, Taiwan).

Research project title: **What's Your Motive? The Motivation Factors that Lead American Basketball Players to Migrate to Play in the Chinese Basketball Association**

Research investigator: Te'Qin Windham (Toi)

Research Participant's name: _____

The interview will take about 30 minutes. We don't anticipate that there are any risks associated with your participation, but you have the right to stop the interview or withdraw from the research at any time.

Thank you for agreeing to be interviewed as part of the above thesis research. Ethical procedures for academic research undertaken from Taiwan institutions require that interviewees explicitly agree to being interviewed and how the information contained in their interview will be used. This consent form is necessary for us to ensure that you understand the purpose of your involvement and that you agree to the conditions of your participation. Would you therefore read the accompanying information sheet and then sign this form to certify that you approve of the following:

- The interview will be recorded and a transcript will be produced
- You will be sent the transcript upon request and given the opportunity to correct any factual errors
- The transcript of the interview will be analyzed by Te'Qin Windham as the research investigator
- Access to the interview transcript will be limited to Te'Qin Windham and academic colleagues and researchers with whom she might collaborate as part of the research process only
- Any summary interview content, or direct quotations from the interview, that are made available through academic publication or other academic outlets will be anonymized so that you cannot be identified, and care will be taken to ensure that other information in the interview that could identify you is not revealed

- The actual recording and all data will be carefully and privately stored in the research lab at NTNU
- Any variation of the conditions above will only occur with your further explicit approval

Quotation Agreement

I also understand that my words may be quoted directly. With regards to being quoted, please initial next to any of the statements that you agree with:

	I wish to review the notes, transcripts, or other data collected during the research pertaining to my participation.
	I agree to be quoted directly.
	I agree to be quoted directly if my name is not published and a made-up name (pseudonym) is used.
	I agree that the researcher may publish documents that contain quotations by me.

All or part of the content (quotation or paraphrase) of your interview may be used:

- In academic papers, policy papers or news articles
- On our website and in other media that we may produce such as spoken presentations
- On other feedback events
- In an archive of the project as noted above

By signing this form I agree that:

1. I am voluntarily taking part in this project. I understand that I don't have to take part, and I can stop the interview at any time;
2. The transcribed interview or extracts from it may be used as described above;
3. I don't expect to receive any benefit or payment for my participation;
4. I can request a copy of the transcript of my interview and may make edits I feel necessary to ensure the effectiveness of any agreement made about confidentiality;
5. I have been able to ask any questions I might have, and I understand that I am free to contact the researcher with any questions I may have in the future.

Participant's Printed Name

Participant's Signature

Date

Researcher's Signature

Date

Contact Information

If you have any further questions or concerns about this study, please contact:

Te'Qin Windham (Toi) (Researcher)

Full address: NTNU, IHRD department, No. 162, Section 1, Heping East Road, Da'an District, Taipei City, 106 Taiwan

Tel: +886 966 578743

E-mail: twindham16@gmail.com

You can also contact Dr. Rosa Yeh (Ms. Windham's advisor):

Full address: NTNU, IHRD department, No. 162, Section 1, Heping East Road, Da'an District, Taipei City, 106 Taiwan

E-mail: rosayeh@ntnu.edu.tw

APPENDIX B: INTERVIEW QUESTION GUIDE

INTERVIEW QUESTIONS GUIDE

The following are questions to guide the interviews with the foreign basketball players and their coaches. The questions will be used to uncover the reasons foreign basketball players move to China to play basketball, what push-pull factors were considered and influenced the player's decisions. All responses to the following questions will be recorded and used only for academic research purposes. Names and personal information will be anonymous and kept confidential.

Section 1: Personal Factors

What are the personal push and pull factors that influence players' decision to migrate?

- 1) Why do you currently play basketball?
- 2) What motivates you play basketball?
- 3) What personal things did you consider when choosing to play overseas (family, friends, location)?

Section 2: Professional Factors

What are the professional push and pull factors that influence players' decision to migrate?

- 1) Why did you choose to play overseas?
 - a) What factors motivated you to play overseas?
- 2) Why did you choose to play in the CBA (Chinese Basketball Association)?
 - a) Did you consider playing in other countries besides China?
 - b) Have you ever played in other countries before going to the CBA?
- 3) What was your salary in the U.S.?
- 4) What is your salary playing in China (past, present)?
- 5) What aspects do you like about playing in the CBA?
 - a) What aspects do you dislike about playing in the CBA?
- 6) What are your future plans, personally and professionally?
- 7) What are your career goals?
- 8) How does playing in the CBA compare to playing in the USA (collegiate and professional) (games, organizational, team, league, training, fans)?
 - a) (If played in other countries) How does CBA compare to other countries?
 - b) Do you feel the sports system and rewards is similar to the U.S. (fame, money, recognition, opportunities)?
 - c) Rank in order of importance, which is the most important/motivating: "economic gains, settlement, cultural experiences, and basketball ambitions and experiences"

Section 3: Country Factors (China)

What are the country push and pull factors that influence players' decision to migrate?

- 1) What cultural aspects did you look forward to before moving to China?
- 2) What did fears and concerns did you have before coming to China?
 - a) Do you still have those concerns? (What concerns do you now have?)
- 3) What cultural aspects to you like about China?
- 4) Do you plan on staying overseas for an extended time?
- 5) What are/were some of your concerns about playing in China/overseas?
- 6) Do you feel accepted/welcome or Isolated/homesickness?
- 7) Do you plan to return home?
 - a) If yes, what are your plans when you return home (personal/professional)
- 8) What parts of living in China were hard to adjust to?
- 9) What have you learned about yourself since living in China?
- 10) What are some of the biggest obstacles you deal with while living in China?
- 11) What do you like most about living in China?



APPENDIX C: FOREIGN PLAYERS IN THE CBA (2017-2018 SEASON)

Foreign Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft·in)	Height (cm)	Weight (lbs)	Weight (kg)
Stephon Marbury	Beijing Dragons	USA	40	G	7	13	0	0	Full	6-2	188	180	82
Shavlik Randolph	Beijing Dragons	USA	34	F	6	8	0	1	Full	6-10	208	236	107
Zaid Abbas	Beijing Dragons	Jordan	34	PF	6	0	0	1	Full	6-7	201	200	91
Wael Arakji	Beijing Ducks	Lebanon	23	G	1	0	0	6	2	6-4	193	195	88
Justin Hamilton	Beijing Ducks	USA/Croatia	27	C	1	3	2	0	1	7-0	213	255	116
Aaron Jackson	Beijing Ducks	USA	31	G	1	0	3	5	1	6-4	193	185	84
Marcus Thornton	Beijing Ducks	USA	30	SG	1	8	0	0	2	6-4	193	205	93
Mike Harris	Fujian Sturgeons	USA	34	F	7	4	5	1	Full	6-6	198	242	110
Russ Smith	Fujian Sturgeons	USA	26	G	1	2	1	0	Full	6-0	183	165	75
Edwin Jackson	Guangdong Southern Tigers	USA/France	28	SG	1	0	10	0	1	6-2	188	201	91
Darius Morris	Guangdong Southern Tigers	USA	26	G	1	4	0	0	2	6-9	206	242	110
Andrew Nicholson	Guangdong Southern Tigers	Canada	28	F	1	5	0	0	Full	6-9	206	250	113
Donald Solan	Guangdong Southern Tigers	USA	29	G	3	5	0	0	2	6-3	191	205	93
Semaj Christon	Guangzhou Long Lions	USA	25	PF	1	1	1	0	1	6-3	191	190	86
Kyle Fogg	Guangzhou Long Lions	USA	27	PG	1	0	4	0	Full	6-3	191	183	83
Tyler Hansbrough	Guangzhou Long Lions	USA	32	PF	1	7	0	0	Full	6-9	206	250	113
Sani Sakakini	Guangzhou Long Lions	Palestine	29	PF	5	0	0	3	Full	6-8	203	220	100

Foreign Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft+in)	Height (cm)	Weight (lbs)	Weight (kg)
MarShon Brooks	Jiangsu Dragons	USA	28	GF	3	3	1	0	Full	6-5	196	200	91
Jabari Brown	Jiangsu Dragons	USA	25	SG	3	1	0	0	1	6-9	206	215	98
Miroslav Raduljica	Jiangsu Dragons	Serbia	29	C	2	2	7	0	Full	7-0	213	250	113
Carl Landry	Jilin Northeast Tigers	USA	34	F	1	9	0	0	Full	6-9	206	248	112
Von Wafer	Jilin Northeast Tigers	USA	32	GF	5	6	2	3	Full	6-5	196	210	95
Brandon Bass	Liaoning Flying Leopards	USA	33	PF	1	12	0	0	Full	6-8	203	250	113
Lester Hudson	Liaoning Flying Leopards	USA	32	G	7	4	0	0	Full	6-3	191	190	86
Samad Nik Bahrami	Nanjing Monkey Kings	Iran	34	SF	4	0	1	0	Full	6-6	198	218	99
J.J. Hickson	Nanjing Monkey Kings	USA	29	PF	2	8	0	1	Full	6-9	206	242	110
Dominique Jones	Nanjing Monkey Kings	USA	29	G	5	3	2	2	1	6-4	193	215	98
Jeremy Pargo	Nanjing Monkey Kings	USA	31	PG	3	2	1	4	2	6-2	188	219	99
Jonathan Gibson	Qingdao Eagles	USA	30	PG	3	2	2	1	Full	6-2	188	185	84
Terrence Jones	Qingdao Eagles	USA	25	PF	1	5	0	0	1	6-9	206	255	116
Maciej Lampe	Qingdao Eagles	Poland	32	FC	2	2	9	1	1	6-11	211	275	125
James Mays	Qingdao Eagles	USA/ Central African Republic	31	F	1	0	1	4	2	6-9	206	230	104
Ty Lawson	Shandong Golden Stars	USA	30	PG	1	8	0	1	Full	5-11	180	195	88
Donatas Motiejunas	Shandong Golden Stars	Lithuania	27	C	1	5	4	0	Full	7-0	213	222	101
Josh Akognon	Shanghai Sharks	USA/Nigeria	31	PG	5	1	4	0	1	5-11	180	175	79

Foreign Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft·in)	Height (cm)	Weight (lbs)	Weight (kg)
Jimmer Fredette	Shanghai Sharks	USA	28	G	2	5	0	0	Full	6-2	188	195	88
Nick Minnerath	Shanghai Sharks	USA	28	F	1	0	2	1	Full	6-9	206	215	98
Brandon Jennings	Shanxi Brave Dragons	USA	28	G	1	8	1	0	1	6-1	185	170	77
Luis Scola	Shanxi Brave Dragons	Argentina	37	PF	1	10	0	0	Full	6-9	206	241	109
Willie Warren	Shanxi Brave Dragons	USA	28	GF	4	1	1	2	2	6-4	193	200	91
Keith Langford	Shenzhen Leopards	USA	34	G	1	1	4	7	1	6-4	193	202	92
Tyrese Rice	Shenzhen Leopards	USA/Montenegro	30	PG	1	0	4	3	2	6-1	185	190	86
Jared Sullinger	Shenzhen Leopards	USA	25	C	1	5	0	0	Full	6-9	206	260	118
Ike Diogu	Sichuan Blue Whales	USA/Nigeria	34	PF	6	7	0	3	1	6-8	203	255	116
Jamaal Franklin	Sichuan Blue Whales	USA	26	G	4	2	0	1	2	6-5	196	191	87
Hamed Haddadi	Sichuan Blue Whales	Iran	32	C	5	5	0	1	Full	7-2	218	265	120
Eli Holman	Tianjin Gold Lions	USA	28	FC	4	0	0	4	1	6-10	208	260	118
Eugene Pooh Jeter	Tianjin Gold Lions	USA/Ukraine	34	G	6	1	5	2	Full	5-11	180	176	80
Derrick Williams	Tianjin Gold Lions	USA	26	F	1	6	0	0	2	6-8	203	240	109
Darius Adams	Xinjiang Flying Tigers	USA	28	PG	2	0	3	2	Full	6-1	185	165	75
Andray Blatche	Xinjiang Flying Tigers	US/Philippines	31	PF	4	9	0	0	1	6-11	211	260	118
Augusto Lima	Xinjiang Flying Tigers	Brazil	26	PF	1	0	9	0	2	6-10	208	234	106
Shawn Long	Xinjiang Flying Tigers	USA	24	F	1	1	0	0	1	6-9	206	255	116

Foreign Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft'in)	Height (cm)	Weight (lbs)	Weight (kg)
Arinze Onuaku	Zhejiang Golden Bulls	USA	30	PF	1	3	2	2	2	6-9	206	255	116
Duncan Reid	Zhejiang Golden Bulls	HK/Canada	28	C	1	0	0	0	1	6-9	206	220	100
Jarnell Stokes	Zhejiang Golden Bulls	USA	23	FC	1	3	0	0	Full	6-9	206	255	116
Sonny Weems	Zhejiang Golden Bulls	USA	31	SF	1	4	2	4	Full	6-6	198	205	93
Yannis Bourousis	Zhejiang Lions	Greece	34	C	1	0	10	0	Full	7-1	216	265	120
Courtney Fortson	Zhejiang Lions	USA	29	G	2	1	0	4	Full	5-11	180	185	84
AVERAGES			29.43103448		2.4310	3.3103	1.775862	1.2068		6-5	198.896	220.293	99.9482

APPENDIX D: AMERICAN PLAYERS IN THE CBA (2017-2018 SEASON)

American Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft in)	Height (cm)	Weight (lbs)	Weight (kg)
Stephon Marbury	Beijing Dragons	USA	40	G	7	13	0	0	Full	6-2	188	180	82
Shavlik Randolph	Beijing Dragons	USA	34	F	6	8	0	1	Full	6-10	208	236	107
Justin Hamilton	Beijing Ducks	USA/Croatia	27	C	1	3	2	0	1	7-0	213	255	116
Aaron Jackson	Beijing Ducks	USA	31	G	1	0	3	5	1	6-4	193	185	84
Marcus Thornton	Beijing Ducks	USA	30	SG	1	8	0	0	2	6-4	193	205	93
Mike Harris	Fujian Sturgeons	USA	34	F	7	4	5	1	Full	6-6	198	242	110
Russ Smith	Fujian Sturgeons	USA	26	G	1	2	1	0	Full	6-0	183	165	75
Edwin Jackson	Guangdong Southern Tigers	USA/France	28	SG	1	0	10	0	1	6-2	188	201	91
Darius Morris	Guangdong Southern Tigers	USA	26	G	1	4	0	0	2	6-9	206	242	110
Donald Solan	Guangdong Southern Tigers	USA	29	G	3	5	0	0	2	6-3	191	205	93
Semaj Christon	Guangzhou Long Lions	USA	25	PF	1	1	1	0	1	6-3	191	190	86
Kyle Fogg	Guangzhou Long Lions	USA	27	PG	1	0	4	0	Full	6-3	191	183	83
Tyler Hansbrough	Guangzhou Long Lions	USA	32	PF	1	7	0	0	Full	6-9	206	250	113
MarShon Brooks	Jiangsu Dragons	USA	28	GF	3	3	1	0	Full	6-5	196	200	91
Jabari Brown	Jiangsu Dragons	USA	25	SG	3	1	0	0	1	6-9	206	215	98
Carl Landry	Jilin Northeast Tigers	USA	34	F	1	9	0	0	Full	6-9	206	248	112
Von Wafer	Jilin Northeast Tigers	USA	32	GF	5	6	2	3	Full	6-5	196	210	95

American Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft'in)	Height (cm)	Weight (lbs)	Weight (kg)
Brandon Bass	Liaoning Flying Leopards	USA	33	PF	1	12	0	0	Full	6-8	203	250	113
Lester Hudson	Liaoning Flying Leopards	USA	32	G	7	4	0	0	Full	6-3	191	190	86
J.J. Hickson	Nanjing Monkey Kings	USA	29	PF	2	8	0	1	Full	6-9	206	242	110
Dominique Jones	Nanjing Monkey Kings	USA	29	G	5	3	2	2	1	6-4	193	215	98
Jeremy Pargo	Nanjing Monkey Kings	USA	31	PG	3	2	1	4	2	6-2	188	219	99
Jonathan Gibson	Qingdao Eagles	USA	30	PG	3	2	2	1	Full	6-2	188	185	84
Terrence Jones	Qingdao Eagles	USA	25	PF	1	5	0	0	1	6-9	206	255	116
James Mays	Qingdao Eagles	USA/Central African Republic	31	F	1	0	1	4	2	6-9	206	230	104
Ty Lawson	Shandong Golden Stars	USA	30	PG	1	8	0	1	Full	5-11	180	195	88
Josh Akogon	Shanghai Sharks	USA/Nigeria	31	PG	5	1	4	0	1	5-11	180	175	79
Jimmer Fredette	Shanghai Sharks	USA	28	G	2	5	0	0	Full	6-2	188	195	88
Nick Minnerath	Shanghai Sharks	USA	28	F	1	0	2	1	Full	6-9	206	215	98
Brandon Jennings	Shanxi Brave Dragons	USA	28	G	1	8	1	0	1	6-1	185	170	77
Willie Warren	Shanxi Brave Dragons	USA	28	GF	4	1	1	2	2	6-4	193	200	91
Keith Langford	Shenzhen Leopards	USA	34	G	1	1	4	7	1	6-4	193	202	92
Tyrese Rice	Shenzhen Leopards	USA/Montenegro	30	PG	1	0	4	3	2	6-1	185	190	86
Jared Sullinger	Shenzhen Leopards	USA	25	C	1	5	0	0	Full	6-9	206	260	118
Ike Diogu	Sichuan Blue Whales	USA/Nigeria	34	PF	6	7	0	3	1	6-8	203	255	116

American Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft'in)	Height (cm)	Weight (lbs)	Weight (kg)
Jamaal Franklin	Sichuan Blue Whales	USA	26	G	4	2	0	1	2	6-5	196	191	87
Eli Holman	Tianjin Gold Lions	USA	28	FC	4	0	0	4	1	6-10	208	260	118
Eugene Pooh Jeter	Tianjin Gold Lions	USA/Ukraine	34	G	6	1	5	2	Full	5-11	180	176	80
Derrick Williams	Tianjin Gold Lions	USA	26	F	1	6	0	0	2	6-8	203	240	109
Darius Adams	Xinjiang Flying Tigers	USA	28	PG	2	0	3	2	Full	6-1	185	165	75
Andray Blatche	Xinjiang Flying Tigers	US/Philippines	31	PF	4	9	0	0	1	6-11	211	260	118
Shawn Long	Xinjiang Flying Tigers	USA	24	F	1	1	0	0	1	6-9	206	255	116
Arinze Onuaku	Zhejiang Golden Bulls	USA	30	PF	1	3	2	2	2	6-9	206	255	116
Jarnell Stokes	Zhejiang Golden Bulls	USA	23	FC	1	3	0	0	Full	6-9	206	255	116
Sonny Weems	Zhejiang Golden Bulls	USA	31	SF	1	4	2	4	Full	6-6	198	205	93
Courtney Fortson	Zhejiang Lions	USA	29	G	2	1	0	4	Full	5-11	180	185	84
AVERAGES			29.2		2.4444	3.6222	1.4	1.2888		6-5	196.533	216.044	98.0444

APPENDIX E: OTHER NATIONAL PLAYERS IN THE CBA (2017-2018 SEASON)

Other National Players in CBA (2017-2018 Season)

Names	Team	Nationality	Age (as of 1/1/2018)	Position	CBA	NBA	Europe	Other	Season Status	Height (ft'in)	Height (cm)	Weight (lbs)	Weight (kg)
Zaid Abbas	Beijing Dragons	Jordan	34	PF	6	0	0	1	Full	6-7	201	200	91
Wael Arakji	Beijing Ducks	Lebanon	23	G	1	0	0	6	2	6-4	193	195	88
Andrew Nicholson	Guangdong Southern Tigers	Canada	28	F	1	5	0	0	Full	6-9	206	250	113
Sani Sakakimi	Guangzhou Long Lions	Palestine	29	PF	5	0	0	3	Full	6-8	203	220	100
Miroslav Raduljica	Jiangsu Dragons	Serbia	29	C	2	2	7	0	Full	7-0	213	250	113
Samad Nik Bahrami	Nanjing Monkey Kings	Iran	34	SF	4	0	1	0	Full	6-6	198	218	99
Maciej Lampe	Qingdao Eagles	Poland	32	FC	2	2	9	1	1	6-11	211	275	125
Donatas Motiejunas	Shandong Golden Stars	Lithuania	27	C	1	5	4	0	Full	7-0	213	222	101
Luis Scola	Shanxi Brave Dragons	Argentina	37	PF	1	10	0	0	Full	6-9	206	241	109
Hamed Haddadi	Sichuan Blue Whales	Iran	32	C	5	5	0	1	Full	7-2	218	265	120
Augusto Lima	Xinjiang Flying Tigers	Brazil	26	PF	1	0	9	0	2	6-10	208	234	106
Duncan Reid	Zhejiang Golden Bulls	HK/Canada	28	C	1	0	0	0	1	6-9	206	220	100
Yannis Bourousis	Zhejiang Lions	Greece	34	C	1	0	10	0	Full	7-1	216	265	120
AVERAGES			30.23076923		2.3846	2.2307	3.076923	0.92307		6-9	207.076	235	106.538

APPENDIX F: CODES- 1st ROUND

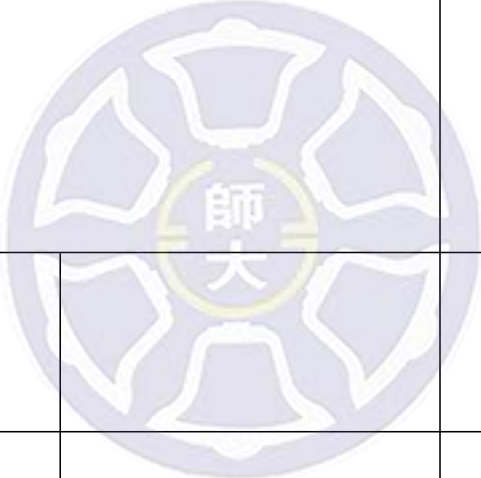
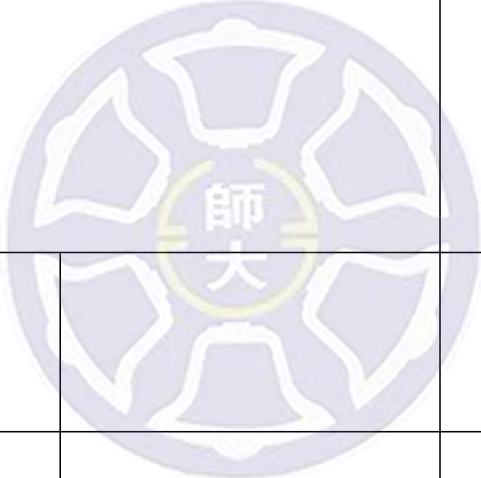
Push Factors

Player	Injury	Player	Best option
7	I had, uh, at the beginning of the season, I had a injury, and I had knee surgery	10	if i went anywhere else like overseas, i'd have been there for maybe 4, 5 more months. I would have had to wait a whole another year to do the NBA thing again. this probably it, the best fit, best option for me at the time
7	So, for them to be patient and for them to kind of, you know wait for me to get my feet and get my game back and heal all the way, um....	10	If i don't go back to the NBA, yea, this is my first option.
7	Surgery processwell, I had surgery the first week of October	10	like Italy too, but i always say that China would be my first place if i don't make it to the NBA
7	It's a 6-8 week recovery, i mean, and i tried to push to try to get back as soon as possible, but it's a 6-8 week recovery process, but that's not counting once you get back on the court, being able to to be in shape and	10	I just wanted to play. i had a couple of teams calling, but my agent told me to wait it out.
7	yea, yea, so I've just been very pleased with the process and the communication, cuz it was something that I didn't expect	4	If you don't make the NBA, and you want to continue your professional career as playing basketball. you have to find a job or your agent finds you a job that's lucrative or that meets your standards, and you go.
5	Had a couple surgeries down the line last year. So, teams wasn't calling.	3	if you want to go back the NBA, you have time after the season to go back to the NBA and finish off the season and pote
6	It's tough. I've been in situations before where I get a little injured and teams, they try to rush you back. and try to treat you a lot differently. And that's a big reason why I say the people here (have been great). They let me take my time, they made sure I was 100%. They worked with me. They didn't turn their back on me because I couldn't do anything. and that happens a lot in other places (NBA- they get rid of you quick) they easily could have cut me, but they stuck with me...brought in Semaj, and let me take my time recovering...they extended his contract because I wasn't 100%.	9	That's interesting. You're the first player I've talked to...that's still in the NBA. So it was more of a choice. (2:30) Ans: Yea, definitely a choice.

Push Factors (continued)

Player	Why China/CBA? Reasons for going to China
5	For me, shorter seasons. I had a 2-month contract and then got turned into an all-year contract.
5	trying to get back to the NBA.
7	For me, I just turned 34 in Sept. and for the last 10 years, i've been playing from august to june. and my body, it's time for a change. and mentally. turning 34, mentally going from august to june, mentally, i was done. i needed a change of scenery. came to China, kind of gave me the benefit of the rest, half the season. the injury kind of delayed that, but that's why i came, mental refresh and something different.
10	One of the players got hurt. When he got hurt, I came in.
8	Well, for me, first of all, the money in China is very good. They pay well. And the season is shorter. So what you see, when you have people from the States come over here, and play in China. You have people that are borderline that could have a possibility to play in the NBA, they come over to China and play a short season...if someone gets hurt on an NBA, gives them a chance to make an NBA roster.
1	for me, it just made more sense versus europe, because europe is a 10-month thing. practices are way more harsh, the coaching staff way more control as far as being assholes. Most of them choose to be assholes. In Europe, it's easier to blame the americans for losses and getting them sent home. But the main thing for me is just enjoying my family because 6 months here and 6 months at home. It's about that.
4	Probably why every player goes everywhere: money...Financial reasons...If you don't make the NBA, and you want to continue your professional career as playing basketball. you have to find a job or your agent finds you a job that's lucrative or that meets your standards, and you go.
3	That's the first thing...same reasons. you can add: a shorter time difference. if you want to go back the NBA, you have time after the season to go back to the NBA and finish off the season and potentially playoffs.
3	Reason to still play? yea, still play. i came out here 4 years ago (list cities) last year i was with he Dallas Mavericks, then i came this year. I had the opportunity to go back to the NBA this year but obviously, i considered the contract more lucrative here...when i go back, if there is more time left in the season. that's why, for me, most importantly is the Chinese season...come here, 5 months, play, then get the opportunity to go back to the NBA or go to Europe..
9	I basically came to China, because in the league (NBA) I had a couple of offers, but they were offering low money, then the opportunity over here presented itself, double the money and tax-free. So, I decided to give it a try. At the same time, I do a lot of manufacturing, I got a company, I have a slipper company called "Slkrs".

Pull Factors

Player	CBA Season	Player	Body/Physical	Player	Differences between CBA and NBA
10	Because the season is shorter	10	it's not a lot of wear and tear on the body.	5	You know what, It's jam-packed games just like the NBA. We're playing every other day
10	here is like 6...its a big difference.	10	your body is not that beat up	5	CBA- yea, even in the smaller cities. yea you're jam-packing games, so like every other day
5	Our first game in October....it's a 5-month league, compared to where he played at in Europe, he can be there for 10 months.	10	you still get bumped and bruised	5	I mean like the games, us playing.- back to back games
5	So everything is kind of quick paced, a lot less practice. It gives me the same feel as the NBA, as far as the organization of it.	7	For me, I just turned 34 in Sept. and for the last 10 years, i've been playing from august to june. and my body, it's time for a change. and mentally. turning 34, mentally going from august to june, mentally, i was done. i needed a change of scenery. came to China, kind of gave me the benefit of the rest, half the season. the injury kind of delayed that, but that's why i came, mental refresh and something different.	5	We'll have a day in between, that's just like the NBA, it's a shorter season
5	shorter season and still be able to try to get back to the NBA at the same time.			8	It's a lot different. They don't speak the same language, the language barrier is an issue. But, the level of plays isn't as good as the NBA, the guys are not as talented. So for imports, when you come play in China, you are expected to play well, and do a lot different of things. Whereas in the NBA, you're specifically if you're not one of the top guys, they want you to rebound and defend. where as in here, they want you to play everything.
8	And the season is shorter.			8	Yea, you're expected to do more. For me it's an opportunity to play a lot. Whereas the NBA, I was always coming off the bench, except for a few years, i started. It's a chance to play basketball. I enjoy playing, so i get to play a lot of minutes and be a bigger part of the picture.
8	So what you see, when you have people from the States come over here, and play in China. You have people that are borderline that could have a possibility to play in the NBA, they come over to China and play a short season...				
8	For me, as i get older, the season is shorter. As where in Europe, 8 months to a year, but here you're done in February or March. Go back home and get to have a long break.				
8	Go to Europe? No. Just because right now I'm older and I don't want to spend so much time playing basketball. I like the NBA season or Chinese season				
1	for me, it just made more sense versus europe, because europe is a 10-month thing				
1	But the main thing for me is just enjoying my family because 6 months here and 6 months at home. It's about that.				
1	6 months on and 6 months off				

Pull Factors (continued)

Player	Best option	Player	Playing/League options	Player	NBA
10	if i went anywhere else like overseas, i'd have been there for maybe 4, 5 more months. I would have had to wait a whole another year to do the NBA thing again. this probably it, the best fit, best option for me at the time	10	better for me just for a month, there were no other options, it was the best option i had	10	This is my 3rd year.....last year was my last year with OKC
10	If i don't go back to the NBA, yea, this is my first option.	10	if i went anywhere else like overseas, i'd have been there for maybe 4, 5 more months. I would have had to wait a whole another year to do the NBA thing again. this probably it, the best fit, best option for me at the time	10	All-star weekend is trade season
10	like Italy too, but i always say that China would be my first place if i don't make it to the NBA	8	So what you see, when you have people from the States come over here, and play in China. You have people that are borderline that could have a possibility to play in the NBA, they come over to China and play a short season...if someone gets hurt on an NBA, gives them a chance to make an NBA roster.	10	Possible to go back to NBA this season, will workout with a couple teams
10	I just wanted to play. i had a couple of teams calling, but my agent told me to wait it out.			10	I play for the Thunder, under contract with the Thunder. If i don't go back to the NBA, yea, this is my first option.
4	If you don't make the NBA, and you want to continue your professional career as playing basketball. you have to find a job or your agent finds you a job that's lucrative or that meets your standards, and you go.			10	NBA the goal? Yea, always. to stay home and be able to play in front of my family. if not, here....i like it here
3	if you want to go back the NBA, you have time after the season to go back to the NBA and finish off the season and pote				
9	That's interesting. You're the first player I've talked to...that's still in the NBA. So it was more of a choice. (2:30) Ans: Yea, definitely a choice.				

Pull Factors (continued)

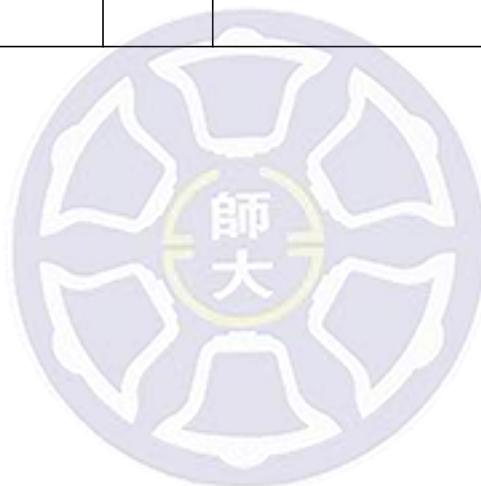
Player	Coach/Organization	Player	Team- Chinese Players	Player	Basketball Goals
10	I feel they treat me real good.		It's been good, it's been good...at first, you're trying to figure things out. Everyone don't speak English either, it's kinda gotta adjust to you, see the things you like to do and the things you don't like to do. For me, it was easy though, playing point guard, whoever is open, i throw them the ball (TW: you kinda delegate)...so it was easy, it wasn't like i just came in, trying to score all these points. I always play point guard...	10	NBA the goal? Yea, always. to stay home and be able to play in front of my family. if not, here...i like it here
10	they tell us what we need to do, and we just go out there and really do it....they put a little more pressure on the Chinese.	10	Coach would tell me to do something, i would just do it...it really wasn't that hard for me to get adjusted to the team. Even though I had [-] just tell me stuff about the team and how the players play...	10	Probably do something in coaching. Something around sports and basketball is pretty cool...still have a long career...i'm still young. 25, still got a long career. figure it out...most likely it'll be something with coaching, or helping kids
10	i feel like they work hard they make them work extremely hard. for us, just like get the ball and do what you do...for our team, the coach is on them. i guess that's how's he's always been. he's always been a tough coach		5 the players are great	5	TW: So, this is just a temporary stepping-stone, back to the league. Ans: I'm trying, but if it's a long-term thing, I wouldn't mind being here.
5	the coaching staff is great.	5	I appreciate the team and the organization for everything that they have done for me, me personally	7	my plan is to play 3 more years. at this point, i don't want to committed to anything past one season...at this point, there's more years passed than ahead...i want to take this team to a place they've never been...just take it step by step...i don't want to get too far ahead...had surgery, and get back into rhythm
5	They don't really, they don't treat us any different from the Chinese players.	7	the guys on the team are pretty cool.	7	Off the court goals: that's one of the things that attracted me to China was that: there are commercial opportunities as an athlete. whereas in europe, it's very difficult to get any kind of endorsements as a basketball player, because soccer is king there...thats one thing that interests me about china, there are commercial opportunity, i've seen guys get a shoe deal and an apparel deal, they're really into it. Im not seeking it, but i'm open to it.
5	it's a joy to work with the team that we have, like they're understandable about like what we do, how many events we play, what we can and cannot do at a certain point,	6	it's great. but some of the Chinese are a little quiet at first. But once they open up, they are respectful, really nice guys...of course, it's tough with the language barrier, that's another big difference...I've never been on a team with as many people that don't speak english, but luckily, we have a few guys from taiwan and china who speak english and they can help, guys like Bohan and Kevin that help translate for us. so without those guys, we would be in trouble. the team has been great, you know, sometimes it's tough to communicate.	5	I just want to play basketball...had surgery on my left foot...i just want to play...that's all i want to do, that's the beautiful part of coming here, they play me and i play all these minutes, and enjoy the play...last year, i missed all the season...
5	so they're very understanding.			5	Go to Europe? it depends, i just take things step by step...my long term goal is to make this team go far and want to win a championship...i just want to win
7	I've enjoyed the professionalism of the organization.			8	I don't know yet. This is my first year. Obviously I want to play well and have an opportunity to come back. But I don't know. After this season, I have to evaluate everything and see where i'm at. Personally, if i am happy and still enjoy playing the game
7	for them to be patient and for them to kind of, you know wait for me to get my feet and get my game back and heal all the way			8	Is that your driving factor for still wanting to play? (4:10) Ans: Yea. that. also money plays a factor. to be honest, let's be honest, it's a job. Happiness plays a factor and money. I enjoy playing they game, it's a business to me.
5	I like our Chinese coaches, they're really good guys			1	Yea, I want to sign another extension, because I signed one last year. So I want to sign another extension. If it's not the NBA, then i'm not interested in it at all. The pros and the cons outweigh each other here. I'm just not interested. Plus, I have a business back home. so me being 6 months off is good.
7	For sure....definitely different...the way they treated me, brought me in like I'm one of their own. if i ever needed anything, I can call them...well i have call sasha (translator). if i needed anything, they would take care of me right then and there.			10	Come back next season? Yea, yea. If i'm not in the NBA, yea definitely
8	Different treatment of foreign players? I think imports are expected to do more. The imports are a big part of the Chinese game. No they don't. The reason is, you are brought in to do more, your expectations are higher than the Chinese. But, there's very good Chinese players and there's also some that aren't as good...I think the imports make a huge difference to a Chinese team. But I think if you have good imports with good Chinese team/players, that really helps. I say that's the best combination.			4	I think China for me, i would love to stay here. Its a great opportunity. the seasons are so short. and for me, it gives me an opportunity to be able to be at home, as well as make a good living. because i played all over, from Europe to The Philippines to everywhere, so the seasons are long. the seasons are 9, 10 months out the year. So, I spent 10 years of my adult life playing overseas than i have at home. Here in china...you're here for 6 months and then you get to go home for like 7 months. so it gives you opportunity to be able to play and do something you love, as well as be around family.

Experience Factors

Player	Language Barrier	Player	Basketball Differences
10	Everyone don't speak English either, it's kinda gotta adjust to you	10	you know in the NBA, you used to playing a certain type of way. im playing a role. here you kinda gotta...do a lot, you gotta do a lot and you play a lot. i wasn't really used to playing as much when i first got here. i got used to.
10	Coaches- Most of them really don't say nothing, because they don't speak english.	8	Yea, you're expected to do more. For me it's an opportunity to play a lot. Whereas the NBA, I was always coming off the bench, except for a few years, i started. It's a chance to play basketball. I enjoy playing, so i get to play a lot of minutes and be a bigger part of the picture.
7	the only thing with chinese is i cant read anything. it makes it difficult when I'm trying to make out words....	4	Better players, better players (foreign), the Chinese players got a lot better as well. and the league has gotten better overall, as far as how they run the league, games on TV every night, how they go about doing things...i mean, it's still a little league, a lot different than NBA, or other leagues back home, even in Europe...but i think it's gotten better. the biggest thing that's changed is the money. the money is very lucrative here. and that's something good for the players
5	Hardest part of playing in Chia? The language	4	That's one thing i dislike the most, the recovery (18:00) and how they structure things, as far as the team. in america, it's you come and do you job, everything is a set schedule. But when you're not there, you do whatever you want. Here, you're with the team all the time. sometimes they plan things at the last minutes...even though we might have off today, but still have stuff.
8	They don't speak the same language, the language barrier is an issue.	3	They play like more strategically...i have an open shot but we want the best open shot...lot more offenses, a lot more mental...there's less defense because they're taught wrong.
1	Language barriers? I did, at first. I'm learning. It's like you're a baby. The more you hear, the more you know. I just listen most of the time and I can pick up on something	4	and the pace of the game. The pace of the game is different than Europe. Europe, the pace of the game is more slower...the points in the game is in the 80s or lower, here it's in 100s (just like the NBA). the quarters are longer, you have 6 fouls, there's a dj at the game, this is more after the NBA, mimics the NBA....
		9	It's slower. The scores over there be like 55-60...the highest they score is 70 points. Over here you score 140. so Americanized, it's faster, more for guards...over there, they play more slow, bring the ball down (the court dribbling)...i don't think it is as fun...it's a style of play they have over there...score 30-40 points...i like it

Experience Factors (continued)

Player	Safety	Player	Cultural Experience
	<p>1 The safety part, it's super safe here. Since we don't any guns here. That's the biggest part for me.</p> <p>There's big contract everywhere, but it's safe here.</p>		<p>2 for me, i would say pretty easy. we travel so much as europeans...I'm so used to just blending of other cultures...i'm not so shocked when people have different differences and their way of life, and how they do things different, because i expected...i've lived in 3 different countries now...when i got the opportunity, first of all, it was a great deal of money-wise, and then it was, like how many people get to go to China in their lifetime? it's a lot of things said about this country...even if i just do one year, i'm gonna go and see... had a great year last year, so now if i go back to Europe, it wouldn't be hard for me to find a job. i felt, as soon as this opportunity came, why not?</p>
	<p>4 Nobody steals; you're not worried about thieves and stuff like that.</p>		<p>2 bottom line, i came here for the experience, (that's what drew you to come here, the culture) I don't know what i was getting myself in to, to be honest with you. i just wanted to..you know what i've heard a lot: I'm just gonna see for myself. that's all it was. not thinking its gonna be like this...I'm gonna go there and see what China is about...i don't think it was one country i would have came and visit as a traveling thing...the visa to get the plane here, was so much easier, the team made it so much easier...going through the process of getting a visa, if i wasn't (on the team), i don't know if i would have went through it on my own just to come on vacation here.</p>
	<p>2 European basketball is wild. I've been in games in Serbia, where we played with 10,000 cops, full armed cops</p>		



APPENDIX G: CODES- 2nd ROUND

Codes- Round 2

Why China/CBA? Reasons for going to China	Differences between other leagues and CBA
Money	Differences between CBA and NBA
CBA Season	CBA League
Body/Physical	Playing/League options
Best option	NBA
Ability to play ball	Other BB leagues- previous
Benefits of playing in CBA/Accommodations	Basketball Goals
Expectations	Basketball differences
Feelings about playing in China	Language Barrier
Previous knowledge of China/CBA	Concern/reservations about China
Business Opportunities	Adjustments
Interaction with Other foreign players	Injury
Coach/Organization	Team Turnover rate/player retention
Team- Chinese players	

