



## NURSE RECRUITMENT IN CONFLICT-PRONE AREAS: SYSTEMATIC REVIEW

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### ABSTRACT

Recruitment of nurses in conflict zones often raises issues, and recruitment techniques are always difficult to adapt to the challenges that may arise in conflict environments (Sadhaan et al., 2022). The recruitment process of nurses in conflict areas often focuses on staffing needs, without considering other important criteria such as lack of information, transparency about the work environment, minimal security support, and lack of recruitment standards that are more appropriate to conflict conditions. (The lack of nurses' desire to work in conflict areas is a multifaceted problem that is influenced by various factors, including conflict management, working conditions, career expectations and systemic barriers (T. Pono et al., 2023). The purpose of this systematic review is to determine the impact of nurse recruitment for conflict areas. This study was conducted using 15 literature selections using the PRISMA approach to analyze 15 articles taken from 4 databases: Clarivate, SAGE, Pubmed, Scopus in 2019-2024. The keyword combinations used were: ("Conflict Impact" OR "Conflict Area" AND "Nurse Recruitment"). In assessing the bias and methodological quality of the articles obtained, this study used the Joanna Briggs Institute (JBI) critical assessment with a bias score range of 75-100%. Out of 856 articles, 15 research articles met the inclusion criteria of nurses' experience working in conflict areas. The conclusion of this study is that the recruitment of nurses in conflict-prone areas shows that the main challenges include security, the urgent need for medical personnel, and specialized skills in handling crisis situations. In this case, recruited nurses must have high adaptability and training in stress management and medical techniques in emergency conditions.

Keywords: conflict impact; conflict areas; nurse recruitment

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## INTRODUCTION

Recruitment of nurses in conflict-prone areas often poses various problems, recruitment techniques are often not suited to the challenges that will be faced in conflict environments (Sadhaan et al., 2022). The recruitment process for nurses in conflict-prone areas also overlooks important criteria, without consideration of the unique challenges that can affect recruitment such as lack of information transparency, work environment, and security support (Connor, 2020a). Nurses' lack of desire to work in conflict-prone areas is a multifaceted problem, influenced by various factors, such as conflict management, working conditions, career expectations, and systemic barriers (T. Pono et al., 2023). The most common problems seen in nurse recruitment are misorientation, access barriers, and communication barriers. These challenges are also closely related to aspects such as education, training, and strategies for preparing nurses (Ryder et al., 2023). These relationships can directly and indirectly significantly affect the well-being of nurses working in conflict-prone areas (Niinihuhta & Häggman-Laitila, 2022).

## METHOD

This *systematic review* guide was conducted to prepare for this study. The guidelines in this *systematic review* include the rationale and objectives of the study, eligibility criteria for inclusion in the article, sources of information, search strategies used, article selection process

and data collection, results obtained, risk of bias assessment methods, and data synthesis results. This study followed the PRISMA item reporting guidelines (Page et al., 2021).

### Search Strategy

The *systematic review* was conducted using 4 electronic databases, namely Scopus, Sage Method, and Clarivate. The search was conducted on October 25, 2024. These keywords were applied using Boolean Logic (and, or) in the article search. The combination of keywords and MeSH terms developed was then adapted to other databases. The keywords and subject headings used in the article search were (“*Impact of Conflict*” OR “*Conflict Area*” AND “*Nurse Recruitment*”). published from October 27, 2019 to July 31, 2024 in English.

### Inclusion and Exclusion Criteria

The eligibility, inclusion and exclusion criteria for this study were developed using sample, intervention and outcome criteria through the PICOS framework.

Table 1.

Inclusion and Exclusion Criteria

Criteria	Inclusion	Exclusion
Population	A study on the recruitment of nurses in conflict-prone areas.	Studies that do not review the occurrence of nurse recruitment in conflict-prone areas.
Intervention	Studies that intervene in the impact of nurse recruitment in conflict-prone areas.	Studies that did not intervene on the impact of nurse recruitment in conflict-prone areas.
Comparison	None	There were no exclusion criteria.
Outcome	Studies describing nurse recruitment in conflict-prone areas	Studies that do not explain recruitment in conflict areas
Study Design and Publication type	Cross-Sectional study, Cohort study, Quantitative Study	Case control study, Case report, Case series, Prevalence study, and Systematic review,
Publication year	2019 and beyond	Before 2019
Language	English	Besides English

### Selection Study

The first step is to search for articles according to the topic in the electronic database. After getting the articles in the database then the same articles were deleted. after that, the titles and abstracts were screened to meet the eligibility criteria. Selected articles including meeting the inclusion criteria were retrieved for further examination. The final stage included relevant articles that met all inclusion criteria in the systematic review. Three independent reviewers conducted the search and screening process.

### Risk Of Bias

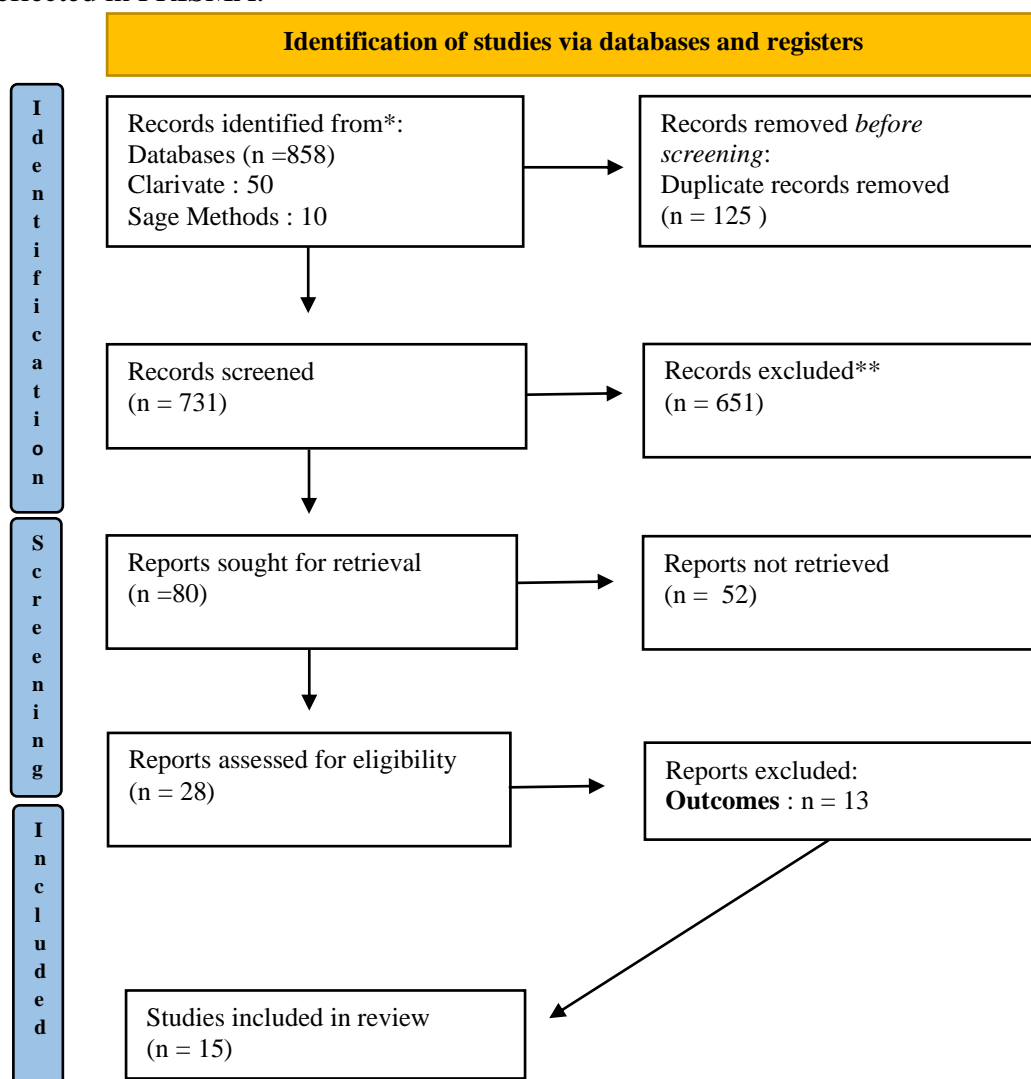
The Joanna Brings Institute (JBI) critical appraisal checklist was used to assess articles for use in the study (Munn, 2020). Any disagreements were resolved through discussion.

## RESULT

### Study Selection

Based on the results of the article search, 856 articles were obtained from adjusting keywords with details in the data base. Sage (n = 10), Scopus (n = 796), and Clarivate (n = 50), and of the 858 articles found, a check or check for duplication of articles was carried out and 127 of the same articles were found so that they were removed and 731 articles remained. The reviewer then filtered based on the title in accordance with the theme obtained 651 articles that did not match, so that the appropriate results were obtained as many as 80 articles. The

reviewer then screened based on the abstract, 52 articles were found to be inappropriate so that the remaining 28 articles were appropriate. The next reviewer conducted eligibility screening based on the inclusion criteria and exclusion criteria that had been set, so 15 articles were found that could be used in this review. The results of this review journal selection can be reflected in PRISMA.



**Extraction of Data**

A structured form was used to extract information from the included articles ranging from design, subjects, dependent and independent variables, interventions and analysis. This data is summarized in table 1.

Table 2.  
Data Extraction of DSVIA.

No	Judul	Metode Penelitian	Hasil
1	Staffing the unit with nurses: the role of nurse managers. (Ansah Ofei et al., 2021)	Desaign:Fenomenologi Deskriptif Sampel: 15 managers 47 nurses Variabel: Independent: Staffing the unit with nurses Instrumen: Researchers used a questionnaire. Analysis: Inductively	The study found that the demand for nurses to work in such units is unscientific. Nurses expressed their frustration at the inadequate number of staff in such units, particularly in peripheral hospitals. Time can be used as a source of motivation for nurses and nurses should be involved in the development of task lists to enable effective compliance. Compensation for additional duties is relevant in nursing

No	Judul	Metode Penelitian	Hasil
2	Emotional experiences and coping strategies of nursing and midwifery practitioners in Ghana: A qualitative study.  (Lartey et al., 2020)	Desaign: Study Qualitative Sampel: 15 Samples Variabel: Independent: Emotional experiences and coping strategies Dependent: Nrsing and midwifery Instrument: This study used a questionnaire with semi-structured interviews. Analysis: Using thematic analysis was used to analyze the data.	Our findings suggest that participants conceptualized emotional labor as a form of rule application. Sadness, harassment and bullying, lack of incentives, emotional exhaustion and emotional turmoil were reported by participants as emotional demands and deficits. Nurses and midwives cope with emotional labor through the use of five (5) key resources: psychological capital, emotional routines, religious resources, social support and job security.
3	Relationship work readiness, transition shock, and job competency among new nurses in oncology hospitals - A longitudinal study based on a latent growth model.  (Liu et al., 2024)	Design: Longitudinal follow-up study Sample: 252 nurses Variables : - Independent: Relationship between work readiness, transition shock, and job competency among nurses. - Dependent: New nurse Intsrument: Survey with work readiness scale (Questionnaire) Analysis: Using R 4.1.2 and Mplus 8.0	Results show that communication skills that result in rapport, managing unexpected situations, prioritization, practical experience, and different ways of delivering education. Communication skills, one of the main categories in this study, also includes relationship building, with overlapping components between communication skills and relationship building. One clinical educator expressed the relationship between communication skills and relationship building as “gears” that are intertwined and have a synergistic effect.
4	Nurse Roles, Challenges, and Preparedness in Hospitals in the Context of Armed Conflict,  (Mani et al., 2024)	Desaign : Study Qualitative Sampel : 23 samples Variabel : Independent : Nurse Roles Dependent : Challenges, and Preparedness Intsrument : Structured interview with COREQ guidelines Analysis: Using qualitative inductive content analysis, and NVIVO as code.	The roles, challenges and preparedness of hospital emergency nurses in the context of armed conflict were explored in detail. The main challenges these nurses face include poor orientation, access barriers, and communication barriers. Various perspectives on preparation, including education, training, and strategies to prepare emergency department nurses are identified. The most striking findings in this situation were the diversity of injuries from armed conflict, clinical profiles of patients, triage of mass casualties, trauma care, additional capacity, orientation, communication, and strategies to prepare nurses.
5	Transition into remote and rural nurse education and careers: a qualitative study of student nurses.  (Kyle et al., 2020)	Desaign : Qualitative Study Samples : 14 Responden Variabel : Independent: Transition into remote Dependent: rural nurse education and careers Intsrument: interviews were conducted through semi-structured telephone communication with civil servants and questionnaires. Analysis : Thematic analysis of qualitative data involves a three-stage process informed by the framework's analytical principles and procedures	The results of this study show. Authentic pre-nursing experiences support school students' transition to nursing education. First, these experiences increase students' self-efficacy, both in their decision to choose nursing as a career and in their ability to become nurses. Second, it helps students realize that opportunities to learn close to home are available to them. Third, the experience supports students' educational and social integration, helping them feel prepared for the university's teaching and learning approach as well as the social experience of being a student..
6	Recruiting the next generation of	Desaign : a design-based research (DBR) methodology to our program	After completing the career exploration unit, 63 students (out of 103 students

No	Judul	Metode Penelitian	Hasil
	rural healthcare practitioners: the impact of an online mentoring program on career and educational goals in rural youth. (Oshiro et al., 2023)	and study. Samples: Using Rural eMentoring BC. To 364 youth Variabel : Independent : educational goals in rural youth. Dependent: the impact of an online mentoring program on career. Intsrument: Pre- and post-unit surveys evaluating their interest in the following areas were implemented: healthcare careers, post-secondary education, working in rural areas. Analysis : All participants were invited to participate in a voluntary online survey administered through the MentorCity platform.	who completed the unit) stated that they were interested in a career in healthcare, compared to 37 students previously. However, students' attitudes towards post-secondary education did not change after completing the unit, nor did their opinions about working in rural areas (although no unit was devoted to this topic). It is encouraging, however, that most already had positive opinions about these areas before entering the program. Of the 41 students who took part in our program evaluation, most viewed the program and their mentors positively; the discussion topics they found most useful included career exploration, learning life skills, and learning how to prepare for, and what to expect from, post-secondary education.
7	Attracting, Recruiting, and Retaining Medical Workforce: A Case Study in a Remote Province of Indonesia. (F. C. Noya et al., 2023)	Desaign : Qualitative study Samples: 15 Independent: Attracting, Recruiting Dependent: Retaining Medical Workforce Intsrumen: We collected documents published online or for internal use from central, provincial, and district government officials on medical workforce recruitment, development, and retention strategies. Analysis: Thematic analysis was used for data synthesized from document analysis and KIIs. The themes were predetermined in the analysis framework.	The result of the study is that at the national level, apart from the Ministry of Health (MOH) initiative to accelerate health professional education to reach the minimum qualification no educational interventions were found or enacted by the Ministry of Education for national universities for recruitment and retention of medical personnel Some medical schools (42 out of 83) located outside Java have programs related to educational recommendations, but these are not linked to a systematic agenda enacted by the Ministry of Education while, at the PUFM level, educational interventions are used. Based on documents and interviews, the strategy implemented at PUFM complies with all WHO education recommendations (A.1.-A.5.) and regulations on conscription (B.3.) by requiring its alumni to do a minimum of one year of military service in the RR district.
8	Commitments, Conditions and Corruption: An Interpretative Phenomenological Analysis of Physician Recruitment and Retention Experiences in Indonesia. (F. C. Noya et al., 2022)	Desaign: Fenomenogi interpretatif Samples : 26 samples Independent: Recruitment and Retention Experiences in Indonesia Dependent: Commitments, Conditions and Corruption. Intsrumen: The researcher used an intervention (questionnaire) with some questions and other recording aids. Analysis: FN started the data analysis by listening to the recorded interviews while reading the transcripts. FN read several individual transcripts in Indonesian and then in English by FN, SC and ST.	The results showed that Corruption was identified as an overarching theme that was referenced in all derived themes. Corruption adversely affects the lives, work and careers of health workers and affects their motivation to remain working in Indonesia's RR districts. Addressing the RR workforce shortage requires political action to reduce corrupt practices in district governance. Building partnerships with regional medical schools can assist in implementing evidence-based strategies to improve recruitment, development and retention of the medical workforce.
9	Approaches to	Research type: Qualitative (Meta-	Results have been categorized according

No	Judul	Metode Penelitian	Hasil
	facilitate improved recruitment, development, and retention of the rural and remote medical workforce: A scoping review protocol. (F. Noya et al., 2021)	<p>Analysis).</p> <p>Sample: Search Strategy The search strategy will source both published and unpublished studies.</p> <p>- Independent: Approaches to facilitate improved recruitment.</p> <p>Dependent: Retention of the rural and remote medical workforce.</p> <p>Instrument: Relevant articles resulting from title and abstract screening will then be selected for full text review and assessed in detail independently by a pair of reviewers to determine eligibility against the inclusion criteria.</p> <p>Analysis: Descriptive qualitative analysis will be conducted on the included studies, and thematic analysis.</p>	<p>to the study's medium method The results show a categorization of developed and developing countries according to the level of approach taken, whether at the medical school, university, or government policy level. This categorization will assist stakeholders in identifying the approach that best suits their level and condition.</p>
10	A qualitative study of factors influencing retention of doctors and nurses at rural healthcare facilities in Bangladesh. (Darkwa et al., 2019)	<p>Design: Qualitative study</p> <p>Sample: 21 respondents</p> <p>Variables :</p> <p>- Independent: factors influencing retention.</p> <p>- Dependent: doctors and nurses at rural healthcare facilities</p> <p>Intsrument : Research protocols and tools were developed based on the objective to understand factors influencing retention and policy factors related to unavailability of healthcare staff.</p> <p>Analysis: Braun and Clarke's thematic analysis (data familiarization, coding, theme identification and review, and final report generation) was used.</p>	<p>Participants reported poor living conditions in rural areas (e.g., poor housing facilities and unsafe drinking water); very heavy workloads with poor safety and inadequate equipment; and lack of opportunities for career development, and skill upgrading. They reported inadequate wages and insufficient opportunities for private practice in rural areas. Managers described their lack of authority to take disciplinary action for absenteeism. They also pointed to a lack of fairness in providers' promotion practices. Policymakers acknowledged the unavailability or inadequacy of allowances for rural placements. There is also a lack of a national policy on rural retention.</p>
11	Experiences and Motivations of Male Nurses in a Tertiary Hospital in Ghana. (Appiah et al., 2021)	<p>Design: Descriptive Qualitative</p> <p>Sample: 20 Nurses</p> <p>Variables:</p> <p>- Independent: Experiences and Motivations</p> <p>Intsrument: Structured interview guide (questionnaire).</p> <p>Analysis: In analyzing the data, the researchers first transcribed the data, read the transcripts several times to understand them, and immersed themselves in the data. The data was then categorized based on the research objectives</p>	<p>The findings revealed 2 main themes: the motivations and experiences of male nurses. The subthemes were individual motivation, external influences, interrelated social reactions and public perceptions, diverse encounters with patients, and satisfaction with the profession.</p> <p>Male nurses are motivated to be part of the nursing profession, but would engage more deeply in the profession if some of the factors that influence them were addressed</p>
12	Correlates of nurses' motivation and their demographic characteristics. (Yahya, 2019)	<p>Design: Cross Sectional</p> <p>Sample: 550 samples</p> <p>Variables :</p> <p>- Independent: Correlates of nurses' motivation and their demographic characteristics</p> <p>- Intsrument : Questionnaire</p> <p>Analysis: Data was collected using a</p>	<p>Overall, 346 nurses (62%) completed the survey in full. The mean motivation level of nurses was <math>3.6 \pm 0.5</math>. In addition, internal self-concept motivation was identified as the most dominant source of motivation (<math>4.1 \pm 0.6</math>). Instrumental and goal internalization motivation ranked second</p>

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		self-administered questionnaire, which consisted of 30 items focusing on assessing the source and level of nurses' motivation.	(3.7 ± 0.6), while external self-concept (3.4 ± 0.7) and intrinsic (3 ± 0.7) motivation were the lowest sources of motivation. There was a significant difference in mean motivation between men and women (P = 0.034). Another significant difference was revealed with different years of experience (P = 0.021).
13	Rural and Remote Licensed Practical Nurses' Perceptions of Working Below Their Legislated Scope of Practice. (Macleod et al., 2019)	Design: Cross-sectional survey Sample: nurses included in the national survey and organized in rural and remote areas Variables : Independent: Rural and Remote Licensed Practical Nurses' Perceptions. Instrument: Data from the Canadian Rural and Remote Licensed Practical Nurses II study. Analysis: IBM SPSS Statistics for Windows (Version 24) was used to analyze the data. Bivariate analysis using the chi-square test for categorical data and t-test or ANOVA for continuous data was conducted using 51 baseline variables to evaluate the association between each independent variable and the primary outcome of SOP-Below.	These results suggest that new ways of communicating nurses' scope of practice are needed, along with support to help licensed nurses in rural and remote areas to be more consistent in practicing within the statutory scope of practice. Without such changes, the role of licensed nurses cannot be optimized and disharmony in rural and remote settings may be exacerbated.
14	Healthcare under siege: A qualitative study of health-worker responses to targeting and besiegement in Syria. (Fardousi et al., 2019)	Design: Qualitative Study Sample: 21 Variables: - Independent : Healthcare under siege - Dependent : health-worker responses to targeting and besiegement in Syria Instrument: We developed two topic guides to examine the perceptions and experiences of health workers and service users, based on personal experience in Syria, expert consultation, and literature. Analysis : Analysis began during data collection, to help determine when saturation was reached. To minimize loss through translation, only codes, themes and quotations were translated twice into English by two bilingual speakers to increase reliability.	In the face of conflict challenges, responses to mass casualties require triage and education to prioritize the reduction of deaths and allocation of resources to those most in need. To deal with targeted attacks such as facility bombings, it is important to reduce visibility and increase service effectiveness. When facing a siege, strategies include efficient resource management, finding alternative supply routes, and online training and the establishment of medical schools to strengthen HR capacity. Finally, maintaining emotional resilience in chronic risk situations is crucial to cope with long-term stress.
15	A crisis in the countryside - Barriers to nurse recruitment and retention in rural areas of high-income countries: A qualitative	Design: Qualitative (Meta analysis) Sample: Combining several studies and data from nursing Variable: - Independent: Perspective and experience - Dependent : Nurse with standardized training in the	The results of the qualitative meta-analysis have provided new insights into overarching themes, which reflect consistent barriers to nurse recruitment and retention in rural areas of high-income countries. Interpretation of these themes highlights the importance of hiring the right nurses who have a

No	Judul	Metode Penelitian	Hasil
	meta-analysis. (Jones et al., 2019)	emergency Instrument: The researcher used a data extraction form, helping to guide the data selection and extraction process, which was completed by the lead author and reviewed for approval by the second author. Analysis: In accordance with guidelines from the University of Canberra (2018) and Tyndall (2010), using a meta-analysis consisting of black and gray literature, to ensure additional rigor, two different scoring checklists were used on all 12 papers.	multidimensional skill set that spans work and community environments. This is discussed in light of current healthcare and education models and the development of innovative recruitment strategies, with a meta-analysis identifying avenues for future research to better address this growing problem.

### Bias Risk

Overall risk of bias assessment. Almost all studies that have been risk analyzed usually use JBI with the design of *Quantitative Studies*, *Qualitative studies*, *Cross-Sectional studies*, and *Cohort studies*.

### DISCUSSION

Recruitment of nurses in conflict-prone areas, revealed various challenges and urgent needs that must be addressed. One of the main points is the increasingly urgent need for medical personnel in conflict-affected areas, where many nurses choose to leave the area due to the unsafe situation (WHO, 2021). The importance of specialized skills for recruited nurses is highlighted. They should have the ability to deal with trauma and crisis management, as well as provide care in emergency conditions. Additional training in non-technical skills, such as effective communication and stress management, were also identified as crucial aspects to ensure nurses can perform optimally in stressful situations (Fry, 2019).

Security challenges are also a central issue. The need for clear strategies to protect nurses, including training on how to deal with dangerous situations and evacuation procedures, was strongly emphasized. Security is not just about protecting them physically, but also creating a work environment that supports their mental well-being (Mastrorillo et al., 2016). Logistical and psychosocial support are equally important. Nurses need adequate access to health resources and facilities, as well as psychological assistance to cope with the mental stress that comes with conflict situations (Miller et al., 2017). This will help them not only survive, but also perform well in providing care. Collaboration between various agencies, both government and non-government organizations, was also emphasized as key to successful recruitment. This cooperation is necessary to build a sustainable and safe system for health workers in conflict areas (Chau et al., 2020). Finally, the discussion highlighted the importance of retention strategies for nurses after the recruitment process. Financial incentives and opportunities for career development are factors that can encourage them to stay and contribute in the long term (Nursing Times, 2018). Overall, the results of this discussion suggest that nurse recruitment in conflict-prone areas requires a comprehensive approach, considering security, adequate training, as well as ongoing support to ensure effective healthcare amidst the challenges.

### Clinical Implications

Nurse recruitment in conflict-prone areas has significant clinical implications. By improving health services and community well-being, as well as maintaining the mental and physical health of medical personnel, we can create a health system that is more resilient and responsive in the face of challenges.

## CONCLUSION

Nurse recruitment in conflict-prone areas highlights the importance of a comprehensive approach to ensure the effectiveness and sustainability of health services. First, there is an urgent need for medical personnel in conflict-affected areas. Through proper recruitment, we can meet this need and provide much-needed support. Next, specialized training for recruited nurses is crucial. They must be equipped with skills in crisis management and trauma management in order to provide effective care in emergencies. This is not just about medical ability, but also about adaptability in stressful situations. Security and psychosocial support for nurses is also crucial. A clear strategy to protect health workers and provide mental support will improve their well-being, allowing them to perform optimally in providing care to patients. Retention of health workers is another important factor.

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