

## Correlation of Competency, Remuneration, Country Location and the Interest of Indonesian Nurses to Work Abroad

<sup>1</sup>Sukartana, <sup>2</sup>Indasah

<sup>1</sup>Medical Services, QatarEnergy, Qatar; <sup>2</sup>Institut Ilmu Kesehatan STRADA Indonesia  
Email: tans.rgfm19@gmail.com, iin.dasyah@yahoo.com

### Abstrak

Krisis ketenagakerjaan profesional perawat di negara maju berdampak pada meningkatnya permintaan perawat di negara-negara penghasil perawat terbesar. Penelitian ini bertujuan untuk mengetahui apakah terdapat hubungan kompetensi, remunerasi dan lokasi terhadap minat perawat bekerja di luar negeri. Penelitian ini menggunakan metode kuantitatif dengan desain korelasional. Populasinya adalah perawat dan/atau mahasiswa keperawatan yang berjumlah 132 orang. Instrumen yang digunakan berupa angket yang disusun dengan Skala Likert. Cronbach alpha digunakan untuk mengukur validitasnya. Variabel terikat dalam penelitian ini adalah kompetensi, remunerasi, dan lokasi, sedangkan variabel bebasnya adalah minat perawat. Pengolahan data menggunakan SPSS versi 25 dan dianalisis menggunakan Korelasi Pearson. Hasil penelitian menunjukkan nilai koefisien korelasi sebesar 0,799; 0,850; dan 0,863 yang berarti korelasi antara kompetensi perawat, remunerasi, dan lokasi negara dengan minat perawat bekerja di luar negeri berada pada kategori “Kuat”. Analisis multivariat menunjukkan nilai  $F_h 3,606 > F_{\alpha} 3,21$ . Penelitian ini merekomendasikan bahwa kompetensi, remunerasi dan lokasi negara berhubungan secara bersamaan dengan minat perawat bekerja di luar negeri.

**Kata Kunci :** Kompetensi, remunerasi, minat

### Abstract

*The nursing professional employment crisis in developed countries has an impact on the increasing demand for nurses in the largest nurse producing countries. This study aims to explore whether there is a correlation between competency, remuneration and location on nurses' interest in working abroad. This research used quantitative methods with a correlational design. The population is 132 nurses and/or nursing students. The instrument used was a questionnaire prepared with a Likert Scale. Cronbach alpha was used to measure its validity. The dependent variables in this research were competence, remuneration, and location, while the independent variables were nurses' interests. The data processing used SPSS version 25 and was analyzed using Pearson's Correlation. The study show The correlation coefficient values are 0.799; 0.850; and 0.863, which means the correlation between nurses' competencies, remuneration, and country location with the nurses' interest in working abroad is in the "Strong" category. Multivariate analysis show a value of  $F_h 3.606 > F_{\alpha} 3.21$ . This study recommends that competence, remuneration and country location are jointly related to nurses' interest in working abroad.*

**Keywords :** Competency, remuneration, interest

## INTRODUCTION

During the Covid-19 pandemic, many countries around the world experienced a nursing workforce crisis (Habel et al., 2021). One of the biggest causes is the sharp increase in the number of nurse resignations and the reluctance to become a nurse because of the risks faced (Weston, 2022). Those hardest hit by the nursing workforce crisis are developed countries that are highly dependent on foreign countries as suppliers of nursing staff, such as Japan, Canada, the United States, Australia, Middle Eastern countries and Europe (Turale et al., 2020). This crisis was strengthened by a statement from the International Council of Nurses which stated that the impact of the pandemic on nursing employment was global in nature, especially that there was a huge imbalance between demand and distribution of nurses (Lin et al., 2021). Even before the pandemic, the world was experiencing a shortage of nurses (Stokes & Iskander, 2021). It is stated

that the number of nursing staff in the world is estimated to be 4.5 million by 2030. After the pandemic ended, the nurse recruitment process gradually began to recover. However, it is estimated that the supply and demand for nurses worldwide will reach 15 million people in 2030, including the Western Pacific region requiring around 8.63 million nurses, Southeast Asia requiring two million nurses, Europe requiring 1.35 million nurses, the Eastern Mediterranean requiring 1.59 million nurses, and America needs 2.54 million nurses (Hasan & Firdaus, 2022). The ICN report in 2023 revealed that after the COVID-19 pandemic, many countries in Asia and Southeast Asia experienced a shortage of nurses, except Indonesia which had a surplus of nurses (Gunawan & Aunguroch, 2022). According to WHO, the world's shortage of nurses in the next 10 years will see 17% of nurses retire and the need for nurses will reach 4.7 million (Khunou & Jiyane, 2023).

Some studies were conducted on the issue of nurses going abroad, and many other studies in the countries of the Philippines, Japan, England, Egypt and Nigeria discussed factors that influence the interest and motivation of nurses and students nurses want to work abroad, the amount of salary, benefits of working abroad, and the location of the country (Abdou & hagrass, 2024; Efendi et al., 2022; Nigenda et al., 2022). They also discuss about the impact of migration of nurses working abroad. Research in the UK focuses more on the management of recruitment parties who are required to be consistent in recruiting considering the country's long dependence on quality international nurses (Pressley et al., 2023). Only a few articles discuss culture shock for nurses who work abroad. The latest study in 2023 related to a Indonesian nurses working abroad is about the sexual harassment among aides, carried out to address the current issue of Indonesian nurses (Tallutondok et al., 2023). Most studies of nurses interested in working abroad use descriptive qualitative and document review (Efendi et al., 2021; Indarwati et al., 2020; Pradipta et al., 2023). A quantitative with a correlational design discussed about migrant nurses was produced five years ago (Farah & Choi, 2019). Many countries are in urgent needs of nurses, but only a few quantitative studies available on the issue.

The description above proves that the need for nursing staff in various countries is a critical problem that requires an emergency solution. This is where the urgency of this quantitative research lies, where the main aim is to explore the correlation between competence, remuneration and country location on Indonesian nurses' interest in working abroad. The implications are expected to help improve the existing recruitment system, as well as provide input for nursing education programs by referring to the global nursing standards.

## RESEARCH METHOD

The method used in this research was quantitative with a correlational design. Similar methods are often used in research in the health sector, including nursing, which has been proven to be an effective approach (Bayu Kurniawan et al., 2023; Hu et al., 2020; Oducado & Estoque, 2021; Sahpitra et al., 2019). The results of their research prove that with a similar approach, research on the correlation of competence, remuneration and work location on Indonesian nurses' interest in working abroad can be carried out. Participants involved included nurses of all categories and 125 nursing students. This amount was determined to be more optimal in supporting research data. Participant recruitment was carried out online, using Google Forms. The technique used was purposive as a non-random sampling technique where the researcher determined sampling by determining special characteristics that are in accordance with the research objectives so that it is hoping that they could answer the research problems. The Slovin formula was used to calculate or process a minimum sample size, when the actions of a person or population group were not yet known with certainty. This formula was useful with small samples but could represent a large number of samples.

The instrument used in the research was a questionnaire with closed answers regarding the participation of nurses and nursing students, where respondents only chose the answers provided. The research instrument was developed with a number of related research modifications. The first

section contains demographic data consisting of respondent characteristics (age, gender, education, occupation, length of service, and location of domicile). The second part was about competency, remuneration and work locations that are of interest to nurses abroad. The third part is about interest in working abroad. The first questionnaire was in multiple choice form. The main part was arranged according to a Likert scale consisting of 4 domains, namely strongly agree, agree, disagree and strongly disagree. Positive statement scores start from 1 for strongly disagree, 2 for disagree, 3 for agree, and 4 for strongly agree. The assessment attitude is said to be "positive" if the nurse's attitude score is  $\geq$  the mean, while the attitude is said to be "negative" if the nurse's attitude score is  $<$  mean. The questionnaire is valid and has been tested with an r value for each statement item above 0.361 and reliable with a Cronbach Alpha value of 0.89. The independent variable was nurses' interest. The dependent variables in this research were competency, remuneration and country location of work. Data were processed and presented using SPSS version 25, and Linear Regression Test. Hypothesis testing used the Paired Sample T-Test program with a significance level of 5%. Data were analyzed using Pearson's Correlation.

## RESULTS AND DISCUSSIONS

### Demography Data

**Table 1:** Demography Characteristics

Characteristics	Category	Frequency	%
Gender	Males	66	50,0
	Females	66	50,0
Age	20-25 years	43	32,5
	26-40 years	47	35,6
	More than 40 years	42	31,8
Place of work	Hospitals	46	34,8
	Clinics	29	22,0
	Students	29	22,0
	Health centers	28	21,2
Education	Diploma III	54	40,9
	Post graduates	23	17,4
	Under graduates	55	41,7
Work experience:	Studying	30	22,7
	2-5 years	25	18,9
	Less than 1 year	18	13,6
	More than 5 years	59	44,7
Domicile	Java	69	52,3
	Outside Java	31	23,5
	Abroad	32	24,2
N		132	100

*Source: Primary Data (Processed by SPSS version 25, 2024)*

Based on the table above, it can be concluded that the majority of respondents are male and female, each 50.0%, 35.6% aged 26-40 years, respondents' employment status mostly working in a hospital 34.8%, the majority's educational status is Bachelor's degree (41.6%), the most work experience is more than 5 years (44.6%) , and the majority of respondents currently reside on the island of Java (52.3%).

Univariate Analysis

Table 2: Distribution of Competency, Remuneration, Country Location, and Nurses Interest

Variables	Category	Frequency	%	Mean
Competency	Good	86	65,2	27,5
	Poor	46	34,8	
Remuneration	Low	53	40,2	26,8
	High	79	59,8	
Country Location	Strategic	82	62,1	26,0
	Not Strategic	50	37,9	
Work Interest	Low	62	46,9	80,9
	High	70	53,0	
<b>N</b>		132	100	

Source: Primary Data (Processed by SPSS version 25, 2024)

The table above shows that the competency level of nurses is in the 'good' category, namely 65.2%, the majority of respondents chose the level of remuneration in the 'high' category which is 59.8%, the majority chose the location of the country where they work in the 'strategic' category (62.1%), and the level of Interest in working as a nurse abroad is in the 'high' category at 53.0%.

Bivariate Analysis

Table 3: Correlation between Competency, Remuneration and Country Location with Nurses Interest to Work Abroad

Variables	$\alpha$	<i>p-value</i>	<i>r</i>
Competency	0,05	0,041	0,799
Interest to work abroad			
Remuneration	0,05	0,038	0,850
Interest to work abroad			
Country Location	0,05	0,035	0,863
Interest to work abroad			

Source: Primary Data (Processed by SPSS version 25, 2024)

The table above shows that from the results of the Pearson's Correlation test, the respective p-values for the correlation between competency, remuneration and country location with nurses' interest in working abroad are 0.041; 0.038, and 0.035 which means p-value <0.05. So, it can be concluded that there is a significant correlation between competency, remuneration and country location with nurses' interest in working abroad. Then, the Pearson correlation coefficient value between competency, remuneration and country location with nurses' interest to work abroad obtained respectively is positive, namely 0.799; 0.850, and 0.863 which are in the 'Strong' category. Positive values indicate that the influence pattern is unidirectional. This means that there is a correlation between competency, remuneration, country location, and the nurses' interest in working abroad.

Discussion

The findings below are in accordance with the focus and objectives of the research, namely exploring the correlation between competency, remuneration and location of the country of work and the interest of Indonesian nurses to work abroad. In accordance with the research objectives, the three main discussions of the research results are as follows:

First, the majority of educational status is at undergraduate level (41.6%), and the majority of work experience is more than 5 years (44.6%) (Table 1). The analysis shows that the competency level of nurses is in the 'good' category (65.2%) (Table 2). The results of data collection and analysis of this research prove that the majority of Indonesian nurses are competent

nursing professionals. A competent nurse is a nurse whose criteria refer to the knowledge, skills and abilities that nurses must have to provide safe and effective care (Nortvedt et al., 2020). Nursing competency is a process of increasing knowledge, attitudes and skills that needs to be maintained and sustainable (Sitinjak et al., 2024). Shibiru et al stated that nurses can increase their clinical competence by receiving training and development opportunities that focus on critical thinking, clinical self-efficacy, and emotional intelligence; working in a supportive work environment (Shibiru et al., 2023). Table 1 shows that the respondents in this study work in hospitals, health centers and health centers. This finding helps enrich the meaning of competence mentioned by previous researchers regarding the meaning of nurse competency, where to be able to work abroad what is needed is a diploma or bachelor's degree graduate, registered status, skills and experience. Table 3 proves that there is a significant correlation between nurses competency and nurses' interest in working abroad. Many studies discuss the interest and the competency at work (Bayu Kurniawan et al., 2023; Malawat et al., 2020; Rina Yuliani et al., 2022). In other words, this research has proven that to be able to work abroad, a connection between competency and strong interest is needed.

Second, the results of this study show that the majority of respondents (59.8%) chose the level of remuneration (income) to be in the 'high' category (Table 2). The results of the Pearson's Correlation test showed a significant relationship between remuneration and nurses' interest in working abroad. The Pearson correlation coefficient value is 'strong' between remuneration and nurses' interest in working abroad. Many studies have proven that there is a strong correlation between the amount of income and job interest and satisfaction (Moradi et al., 2014; Roza et al., 2022; Uddin, 2019). The remuneration factor supports a person's interest in a career (Agberotimi et al., 2020). Remuneration is referred to by researchers as an important factor in supporting professional welfare (Chua, 2020). According to Mujiati, one of the strongest motivating factors for Indonesian nurses to work abroad is the large income (Mujiati et al., 2020). A similar opinion was expressed by Jumu et al. who discussed the large remuneration offered for nurses working abroad so that even fresh graduates received quite a lot of demand (Jumu et al., 2022). The findings of this research confirm the existence of a strong correlation between remuneration and interest in Indonesian nurses working abroad.

Third, Table 2 shows the strong correlation between country location and nurses' interest in working abroad supported by the Pearson correlation coefficient value which is positive, which also means that there is a 'strong' correlation between the location of the country of work and nurses' interest in working abroad. This finding is in line with the previous studies' results why certain countries are preferred by Indonesian nurses, for example Japan, Saudi Arabia and Kuwait (Hardy et al., 2021). This is reinforced by data from BP2MI in 2023 where more Indonesian nurses work in Japan and the Middle East compared to other countries. The location of the country is influential due to several factors including competency requirements, income levels, the number of Indonesian communities and several other conveniences. In terms of language, for example, working in Saudi Arabia and Kuwait English language skills are less stringent compared to European, American and Australian countries, which require possession of IELTS or TOEFL (Gotehus et al., 2021; Pradipta et al., 2023). That is why there is more interest in Japan, because those requirements are relatively easier to fulfill (Tukayo et al., 2022). It is clear here that the correlation of country location is very close to Indonesian nurses' interest in working abroad because different countries have different requirements as well as advantages and disadvantages as the main considerations for Indonesian nurses.

## CONCLUSION

This research has tried to answer the hypothesis regarding the existence of a correlation between competency, remuneration, country location and Indonesian nurses' interest in working abroad. The research results prove there is a strong correlation between those four variables supported by many studies both domestic and international. The limitation of this research is that



it only involves a small number of respondents, whereas the number of registered Indonesian nurses is more than 1,000,000 people. Besides, time and funds are very limited. To reach a wider number of respondents representing 38 provinces in Indonesia requires enormous energy, time and resources. This research does not focus on those interested in working abroad, so that the possibility of research errors can be minimized and closer to more precise accuracy.

### SUGGESTIONS

The study could have involved more Indonesian nurses who have worked abroad, the government as a policy maker, and migrant worker companies. who dispatched it, as well as nursing colleges who had direct participants' involvement. Input from those parties will strengthen the research results. Therefore, future research requires the involvement of the best parties and a larger number of respondents from various regions in Indonesia so that the national scale can be represented.

### ACKNOWLEDGEMENTS

Researchers thank to the Director of Institute of Health Sciences of STRADA, Kediri, Indonesia, the teaching staff and all Indonesian for the support and active participation during the process of this study.

### REFERENCES

1. Abdou, H., & hagrass, (2024) . Nurses' Awareness about Brain Drain and Its Determinants Factors at Main Mansoura University Hospital. *International Egyptian Journal of Nursing Sciences and Research*, 5(1), 36–51. <https://doi.org/10.21608/ejnsr.2024.275721.1364>
2. Agberotimi, S. F., Akinsola, O. S., Oguntayo, R., & Olaseni, A. O. (2020). Interactions Between Socioeconomic Status and Mental Health Outcomes in the Nigerian Context Amid COVID-19 Pandemic: A Comparative Study. *Frontiers in Psychology*, 11(January), 1–7. <https://doi.org/10.3389/fpsyg.2020.559819>
3. Bayu Kurniawan, S., Rumengan, G., & Nurhayati, N. (2023). Analysis of Nurse Work Productivity at UKI Hospital in 2023. *Jurnal Manajemen Dan Administrasi Rumah Sakit Indonesia (MARSJI)*, 7(3), 303–313. <https://doi.org/10.52643/marsi.v7i3.3391>
4. Chua, G. (2020). Challenges Confronting the Practice of Nursing in Singapore. *Asia-Pacific Journal of Oncology Nursing*, 7(3), 259–265. [https://doi.org/10.4103/apjon.apjon\\_13\\_20](https://doi.org/10.4103/apjon.apjon_13_20)
5. Efendi, F., Aurizki, G. E., Auwalin, I., Kurniati, A., Astari, L. D., Puspitasari, I. T., & Chong, M. C. (2022). The Paradox of Surplus and Shortage: A Policy Analysis of Nursing Labor Markets in Indonesia. *Journal of Multidisciplinary Healthcare*, 15(March), 627–639. <https://doi.org/10.2147/JMDH.S354400>
6. Efendi, F., Haryanto, J., Indarwati, R., Kuswanto, H., Ulfiana, E., Has, E. M. M., & Chong, M. C. (2021). Going global: Insights of indonesian policymakers on international migration of nurses. *Journal of Multidisciplinary Healthcare*, 14, 3285–3293. <https://doi.org/10.2147/JMDH.S327962>
7. Farah, D. R., & Choi, H. (2019). Associations of Acculturative Stress, Depression, and Quality of Life among Indonesian Migrant Workers in South Korea. *Journal of Korean Academy of Psychiatric and Mental Health Nursing*, 28(2), 172. <https://doi.org/10.12934/jkpmhn.2019.28.2.172>
8. Gotehus, A., Harun, R., Margaret, W., Pengaruh PMA, PMDN, TK, dan I., Vartiainen, P., Pitkänen, P., Asis, M. M. B., Raunio, P., Koskela, M., Vaughn, T., Seeberg, M. L., Gotehus, A., Salami, B., Lan, P. C., Adebayo, B., Nichols, P., Albrecht, M. A., Brijnath, B., Heslop, K., ... Julià, M. (2021). Investigating the Impacts of Acculturation Stress on Migrant Care

- Workers in Australian Residential Aged Care Facilities. *Professions and Professionalism*, 19(1), 1–20. <https://doi.org/10.1177/0844562116663951>
9. Gunawan, J., & Aunguroch, Y. (2022). A classic surplus-shortage of nurses in Indonesia. *Journal of Healthcare Administration*, 1(1), 5–9. <https://doi.org/10.33546/joha.2174>
  10. Habel, C., Ng, J., Shoemack, P., Grimwade, K., Miller, F., Boryer, J., Bennett, H., Chisholm, S., Carlsten, C., Gulati, M., Hines, S., Rose, C., Scott, K., Tarlo, S. M., Torén, K., Sood, A., de la Hoz, R. E., Padilha, M. I., Cheng, Y. C., ... Ross, J. (2021). Covid-19 Pandemic : Collaborating Together Strengthens Our Efforts. *The BMJ*, 369(15), 3605–3615. <https://doi.org/10.1002/ajim.23222>
  11. Hardy, S., Hadi, N., & Tukayo, I. J. H. (2021). The demands on nursing curriculum flexibility towards the need of global workforce: A systematic review. *Journal of Holistic Nursing Science*, 8(2), 114–121. <https://doi.org/10.31603/nursing.v8i2.4808>
  12. Hasan, M. K. C., & Firdaus, M. K. Z. H. (2022). Global Shortage of Nurses Continues. *Jurnal Keperawatan Padjadjaran*, 10(2), 131–133. <https://doi.org/10.24198/jkp.v10i2.2093>
  13. Hu, D., Kong, Y., Li, W., Han, Q., Zhang, X., Zhu, L. X., Wan, S. W., Liu, Z., Shen, Q., Yang, J., He, H. G., & Zhu, J. (2020). Frontline nurses' burnout, anxiety, depression, and fear statuses and their associated factors during the COVID-19 outbreak in Wuhan, China: A large-scale cross-sectional study. *EClinicalMedicine*, 24. <https://doi.org/10.1016/j.eclinm.2020.100424>
  14. Indarwati, R., Efendi, F., Wahyuni, S. D., & Susanti, I. A. (2020). Nurse Job Market Application as an Effort to Empower Indonesian Nurses. *PEDULI: Jurnal Ilmiah Pengabdian Pada Masyarakat*, 4(2), 1–9. <https://doi.org/10.37303/peduli.v4i2.181>
  15. Jumu, L., Hardy, S., Riyadi, S., Arief, D., Afzal, R., & Sukatemin, S. (2022). Ex-Migrant Nurses Empowerment after Recovery from Covid-19 Pandemic: An Analysis of Reflective Cycle Gibbs Model. *Jurnal Info Kesehatan*, 20(2), 154–165. <https://doi.org/10.31965/infokes.vol20.iss2.813>
  16. Khunou, S., & Jiyane, P. M. (2023). Experiences of professional nurses regarding shortage of resources at a tertiary hospital in Gauteng Province, South Africa: qualitative study. *Jurnal Ners*, 18(2), 176–183. <https://doi.org/10.20473/jn.v18i2.44792>
  17. Lin, Y., Hu, Z., Danaee, M., Alias, H., & Wong, L. P. (2021). The impact of the covid-19 pandemic on future nursing career turnover intention among nursing students. *Risk Management and Healthcare Policy*, 14, 3605–3615. <https://doi.org/10.2147/RMHP.S322764>
  18. Malawat, K. Y., Wigiarti, S. H., & Nuraeni, T. S. (2020). Interest Contributes to Nurse Job Satisfaction. *Journal of Islamic Nursing*, 5(2), 101. <https://doi.org/10.24252/join.v5i2.17443>
  19. Moradi, T., Maghaminejad, F., & Azizi-Fini, I. (2014). Quality of Working Life of Nurses and its Related Factors. *Nursing and Midwifery Studies*, 3(2). <https://doi.org/10.5812/nms.19450>
  20. Mujiati, M., Su'udi, A., Nugraha, S. M., & Rosita, R. (2020). Placement of Nurses in Health Care Facilities Abroad: Paths and Constraints. *Jurnal Penelitian Dan Pengembangan Pelayanan Kesehatan*, 4(1), 39–50. <https://doi.org/10.22435/jpppk.v4i1.3229>
  21. Nigenda, G., Serván-Mori, E., Fuentes-Rivera, E., Aristizabal, P., & Zárate-Grajales, R. A. (2022). Performance of the Mexican nursing labor market: a repeated cross-sectional study, 2005–2019. *Human Resources for Health*, 20(1), 1–13. <https://doi.org/10.1186/s12960-022-00721-4>
  22. Nortvedt, L., Lohne, V., & Dahl, K. (2020). A courageous journey: Experiences of migrant Philippine nurses in Norway. *Journal of Clinical Nursing*, 29(3–4), 468–479. <https://doi.org/10.1111/jocn.15107>
  23. Oducado, R. M. F., & Estoque, H. (2021). Online Learning in Nursing Education During the COVID-19 Pandemic: Stress, Satisfaction, and Academic Performance. *Journal Of*

- Nursing Practice*, 4(2), 143–153. <https://doi.org/10.30994/jnp.v4i2.128>
24. Pradipta, R. O., Efendi, F., Alruwaili, A. S., Diansya, M. R., & Kurniati, A. (2023). The journey of Indonesian nurse migration: a scoping review. *Healthcare in Low-Resource Settings*, 11(2). <https://doi.org/10.4081/hls.2023.11834>
  25. Pressley, C., Newton, D., Garside, J., Stephenson, J., & Mejia-Olivares, J. (2023). Internationally recruited nurses and their initial integration into the healthcare workforce: A mixed methods study. *International Journal of Nursing Studies Advances*, 5(September), 100154. <https://doi.org/10.1016/j.ijnsa.2023.100154>
  26. Rina Yuliani, Eprila, Afib, Ismar Agustin, & Indra Febriani. (2022). Reasons for Interested in Working Abroad: Experience of Indonesian Nurses in Saudia Arabia. *International Journal Scientific and Professional (IJ-ChiProf)*, 1(2), 129–136. <https://doi.org/10.56988/chiprof.v1i2.19>
  27. Roza, N., Supriyati, Y., & Kadir. (2022). the Effect of Organizational Culture, Career Development Remuneration and Job Satisfaction on Nurse Performance in Regional General Hospital in Batam Embung Fatimah City. *IJHCM (International Journal of Human Capital Management)*, 6(1), 38–53. <https://doi.org/10.21009/ijhcm.06.01.4>
  28. Sahpitra, D., Yulia, S., & Triwijayanti, R. (2019). Reducing the Risk of Patient Falls Through Supervision of the Head of the Treatment Room. *Jurnal Kepemimpinan Dan Manajemen Keperawatan*, 2(2), 45. <https://doi.org/10.32584/jkkm.v2i2.328>
  29. Shibiru, S., Aschalew, Z., Kassa, M., Bante, A., & Mersha, A. (2023). Clinical Competence of Nurses and the Associated Factors in Public Hospitals of Gamo Zone, Southern Ethiopia: A Cross-Sectional Study. *Nursing Research and Practice*, 2023. <https://doi.org/10.1155/2023/9656636>
  30. Sitinjak, L., Tola, B., Ramly, M., Bannepadang, C., Algarini Allo, O., Sirondong Basongan, H., Widyarani, D., Susanto, T., Wahyuni, D., Pham, H. T. T., Muhadi, M., Efendi, F., Supraptoa, Kamaruddin, M. I., Herlianty, Nurhanifah, D., Pradana, A., Yunita, W., Diani, I., ... PPNI. (2024). Building Nurse Competency Strategy at Public Health Center in Indonesia: A Descriptive Qualitative Approach. *Malaysian Journal of Nursing*, 15(3), 62–70. <https://doi.org/10.31674/mjn.2024.v15i03.008>
  31. Stokes, F., & Iskander, R. (2021). Human Rights and Bioethical Considerations of Global Nurse Migration. *Journal of Bioethical Inquiry*, 18(3), 429–439. <https://doi.org/10.1007/s11673-021-10110-6>
  32. Tallutondok, E. B., Hsieh, C. J., Shih, Y. L., & Pranata, S. (2023). Sexual harassment prevention program for Indonesian nursing aides: a mixed-methods study. *International Journal of Public Health Science*, 12(1), 252–260. <https://doi.org/10.11591/ijphs.v12i1.21988>
  33. Tukayo, I. J. H., Hardy, S., Yuliyani, F., Fakhruddin, A., AFZAL, R., & Al-Jaidah, M. A. M. (2022). Overseas Job Opportunity among Fresh Graduate of Healthcare Workers: A SWOT Analysis. *International Journal of Advanced Health Science and Technology*, 2(1), 47–53. <https://doi.org/10.35882/ijahst.v2i1.8>
  34. Turale, S., Meechamnan, C., & Kunaviktikul, W. (2020). Challenging times: ethics, nursing and the COVID-19 pandemic. *International Nursing Review*, 67(2), 164–167. <https://doi.org/10.1111/inr.12598>
  35. Uddin, S. (2019). Factors Related The Job Satisfaction Among Migrant Nurses In Qatar. *South East Asia Nursing Research*, 1(1), 1. <https://doi.org/10.26714/seanr.1.1.2019.1-6>
  36. Weston, M. J. (2022). Strategic Planning for a Very Different Nursing Workforce. *Nurse Leader*, 1–9. <https://doi.org/10.1016/j.mnl.2021.12.021>