

CHAPTER I

INTRODUCTION

1.1 Background

Nurses have an important role, consisting of five main important roles namely care providers who use critical thinking to meet patient needs, patient advocates who protect patients' rights, educators who teach patients and families about care, collaborators who work with other healthcare professionals, and managers who ensure a safe, patient centered environment, these roles collectively aim to deliver comprehensive, high-quality care (Febriana, 2017). Many nurses leave the profession due to disputes over pay, working conditions, violence and intimidation (Schlein, 2021). The phenomenon of a shortage of nurses that occurs in several countries means that the role of nurses cannot be fully felt by patients due to various factors.

According to the WHO (2024), there are an estimated 29 million nurses worldwide and WHO estimated in 2030 there will be a shortage of 4,5 million nurses. This can hinder the fulfilment of the role of nurses in hospitals. In the US, data shows around 46% of nurses felt overwhelmed during a survey with 27% of them feeling the need to leave the profession, estimating a shortage of 1.2 million registered nurses between 2014 and 2022 (Efendi et al., 2020). According to research conducted in the UK, 1 nurse can be responsible for caring for an average of six patients and will experience a decrease in patient satisfaction by 40% if 1 nurse is responsible for caring for 10 patients (Aiken et al., 2018). Therefore, it is necessary to increase the number of nurses so that the role of nurses can be carried out optimally and the level of patient satisfaction can increase.

A shortage of nurses in several countries can result in the inadequate fulfilment of nursing roles. However, the Ministry of Health in Indonesia has stated that there was an increase in the number of nurses. In 2020, the cumulative

number of nurses who received registration certificates from the Indonesian Health Workforce Council reached 985,889. The nurse density was 3.48 nurses per 1,000 people, which is higher than the national target of two nurses per 1,000 people. Based on this data, it indicates that less than half of the Indonesian nurse's work in hospitals and public health service centers. This suggest that a significant number of nurses may be working outside of the healthcare sector or may be unemployed (Efendi, Haryanto, et al., 2021). In 2023, the number of nurses in Indonesia reached 582,023, and the number of nursing graduates continues to increase every year. The Ministry of Health Indonesia projects that the surplus of nurses in Indonesia will reach 695,217 by 2025, based on the estimated number of active nursing registration certificates (Arlinta, 2023; BPS Indonesia, 2023). Facilitating international migration for nurses can benefit both national healthcare systems and the nurses themselves. Facilitating international migration for nurses can benefit both national healthcare systems and the nurses themselves. Support for nurses to participate in international migration would be able to decrease the rate of unemployment (Efendi, Haryanto, et al., 2021).

To overcome these challenges, the government supports the migration of nurses abroad as an alternative solution. This program not only creates jobs but can also increase remittances and encourage economic growth to the country. The form of support provided includes protection, supervision, and training for nurses who will work abroad (Kurniati et al., 2021). All of this support is carried out to increase the interest of Indonesian nurses to work abroad. However, labour migration also risks causing a brain drain phenomenon, namely that qualified nurses will settle abroad, thereby reducing the capacity of human resources in the country. According to Vega-Muñoz et al. (2021), Brain drain is a phenomenon of the loss of people with high skills or higher education in a country, region, institution, or employment sector to other countries due to differences in better salaries, improved living conditions, expanded opportunities, and other things. This can occur due to the lack of institutional capacity in absorbing and utilizing intellectual capital, which can lead to a decline in intellectual capital in a country. Therefore, the Ministry of Health has

created a circular migration strategy that encourages nurses to repatriation home after working abroad as an effective approach to maximize the benefits of migration while minimizing its negative impacts. Circular migration is a temporary and repeated movement for work purposes, with the aim of repatriation to the place of origin after some time, without the intention of settling permanently (Rohman et al., 2023). Therefore, there needs to be motivation for students to participate in circular migration so as not to cause phenomena such as brain drain, as has happened in several countries, for example in Nigeria (Onyekwere & Egenuka, 2019 as cited in Tele Ikuru & Opuala-Charles, 2023).

This research focuses on the motivations level of students at a private university in Tangerang. This university was selected because it collaborates with various countries and offers programs specifically designed to prepare nursing students for overseas employment. This study specifically examines the motivations of nursing students in choosing to work abroad, including their perception to repatriate to Indonesia. This is important because these students are future workers who will face global competition (Efendi et al., 2020). By understanding the factors that influence their decisions, more targeted policies can be formulated to support sustainable labour migration without sacrificing domestic needs. An initial survey of 125 respondents from the International Track (IT) group revealed that 97.6% considered working abroad an appealing opportunity, while 2.4% did not share this view. Furthermore, 80.3% expressed a willingness to consider repatriation to Indonesia after working abroad, whereas 19.7% indicated they would not. The researchers selected the International Track (IT) group because, within the nursing faculty, this group is specifically prepared for overseas employment and has greater opportunities to work abroad compared to other groups. Perception is a person's image of an object that is a problem being faced. According to Swarna (2015), perception influences the choice and continuation of a student's professional career after completing their studies whether they want to pursue higher education, work abroad, become an educator or another profession. Perception is the process by which a person selects,

evaluates, and organizes information and makes it make sense (Nurrohman, 2017). This is why a person's perception can influence decision making and the quality of that decision making (Nurrohman, 2017). Nursing students actively seek information about opportunities and challenges from foreign countries and Indonesia so that, it can influence their motivation to work abroad and their perception to return to Indonesia. By introducing the underexplored variable perception of repatriate to Indonesia, this study provides new insights relevant to Indonesia and contributes to global strategies for sustainable labour migration.

1.2 Problem Statement

The global shortage of nurses can result in unfilled nursing roles in hospitals, potentially reducing patient satisfaction. Meanwhile, in Indonesia, if the surplus of nurses is not adequately absorbed by the domestic healthcare system, it could lead to nurses transitioning to non-healthcare professions or increasing unemployment rates. To address this issue, the government has promoted circular migration, enabling nurses to work abroad and later repatriation to Indonesia, contributing to the improvement of the national healthcare system. This study aims to measure the level of motivation of students to work abroad and repatriation to Indonesia, in order to realize effective circular migration and potentially reduce the decline rate due to the lack of absorption of nursing workers in Indonesia.

Motivation plays a crucial role in shaping nursing students' decisions to engage in circular migration. It is especially important to understand these motivations, as nursing students represent the future of healthcare and are essential to addressing both domestic and global workforce demands. Perception influences the choice and continuation of a student's professional career after completing their studies whether they want to pursue higher education, work abroad, become an educator or another profession. The private university in Tangerang that involved in this study offer specialized programs in collaboration with international partners to train and send Indonesian nurses to work abroad

named International Track group. While much research has examined nursing students' motivations to work abroad, their factor for repatriation to Indonesia remain largely unexplored. This study seeks to bridge this gap by investigating both aspects, providing valuable insights into how these motivations level enhance the career trajectories and contributions to the healthcare sector.

1.3 Research Objectives

The objectives of this study are divided into two parts: general objectives and specific objectives.

1.3.1 General Objective

This study aimed to analyse nursing students' motivation level in choosing to work abroad and the perception of repatriate to Indonesia among nursing students at a private university in Tangerang.

1.3.2 Specific Objective

- 1) Identifying the description of nursing students' motivation level to work abroad.
- 2) Identifying the description of nursing students' perception and factors for repatriate to Indonesia.

1.4 Research Questions

- 1) What is the motivation level of nursing students to work abroad?
- 2) What are perception and factors of nursing students for repatriate to Indonesia?

1.5 Research Benefits

1.5.1 Theoretical benefits

This study aims to enrich the literature on the motivation level of nursing students who want to work abroad, especially in the health sector and perception of repatriation to work in Indonesia. With in-depth analysis, it is expected to be able to obtain a comprehensive understanding of the perception and factor that influence the decision of nursing students to repatriate to work in Indonesia.

1.5.2 Practical Benefits

1.5.2.1 Students

This study is to provide information about students' motivation level to work abroad and their perception and factor to repatriation to Indonesia.

1.5.2.2 Researcher

Researchers can understand more deeply the motivation to work abroad and the perception of repatriation as well as develop research and data analysis skills. This research can also be the basis for further research according to the topic or related field.

1.5.2.3 University

Through this research, university will get an idea of the level of motivation of nursing students to work abroad. With this understanding, university can provide support, such as providing opportunities for students to work abroad. In addition, it will provide an overview of the perceptions and factors of nursing students to be repatriated to Indonesia, with the hope that this will contribute to the development of health services in Indonesia.