

CHAPTER I

INTRODUCTION

This chapter describes the background, problem statement, aim of study, research questions, hypothesis, and research benefits.

1.1 Background

The demand for quality healthcare services continues to rise in line with socio-economic changes across various countries. This has impacted the demand and availability of professional medical personnel, particularly nurses, who are a crucial aspect of achieving high-quality healthcare services (Harsiwie et al., 2023). However, the World Health Organization (WHO, 2024) projects a current global shortage of 4.5 million nurses by the year 2030. The International Nursing Council (2023) also reported a significant rise in demand for migrant nurses in countries such as the UK, US, Canada, Australia, and Germany. According to Haddad et al (2023), several factors driving this increased demand for medical personnel, especially nurses, include an aging population and workforce, nurse burnout, and unfavorable working conditions. This data is further supported by BRIN (2023), which states that the rising need for healthcare workers is accompanied by a labor deficit characterized by issues related to an aging society.

On the other hand, Indonesia is experiencing a surplus of nurses. The Ministry of Health reported that in 2021, there was a surplus of 176,470 nurses, which is projected to rise to 695,217 by 2025 (Kurniati et al., 2020). This surplus is influenced by the high number of nursing graduates each year. In 2019, there were 138,206 nursing graduates recorded, with expectations for this number to continue increasing annually. This rise in graduates stems from Indonesian nursing education institutions, which numbered 534 in 2019 with a total of 1,058

nursing education programs across various levels including D3, D4, S1, professional training, and S2 (Kurniati et al., 2020).

Despite Indonesia experiencing a surplus of nursing graduates, job opportunities within the country remain extremely limited. Kurniati et al. (2020) stated that the absorption of nursing graduates reaches around 25% in both the public and private healthcare sectors. In response to this, the Indonesian government sees a substantial opportunity for Indonesian nurses to work overseas. According to data from the Indonesian Manpower Placement Coordination Board (BP2MI), the anticipated demand for Indonesian nurses internationally is projected to reach 16,290 by 2025 (Harsiwie et al., 2023). Therefore, the government encourages Indonesian nurses to work overseas to create new job opportunities and meet the demands for nursing staff in other countries (Kemenkes, 2022). Harif Fadhillah, Chairman of the Indonesian National Nurses Association (PPNI), describes this migration as part of brain circulation, where nurses return to Indonesia bringing international-standard work experiences, thereby contributing to national development in the healthcare sector (Badan Riset dan Inovasi Nasional, 2023).

However, the system of migrating nurses in Indonesia also faces challenges, such as the relatively weak competitiveness of Indonesian nurses in the international job market, as evidenced by data from Harsiwie et al. (2023), showing that only 25,119 Indonesian nurses were successfully placed out of a total of 622,062 available positions in 2022. Consequently, Effendi et al. (2018) emphasized the necessity of improving the quality and distribution of nurses to support the National Health Insurance (JKN). Additionally, the risk exists of brain drain, where top-notch nurses prefer to stay overseas and decline returning to contribute to the healthcare sector in Indonesia (Santoso et al., 2022).

The migration of Indonesian nurses overseas is influenced by both push and pull factors (Kurniati et al., 2020), based on Everett S. Lee's Push and Pull of Migration Theory. Push factors include inadequate working conditions, such as high workloads and resource shortages, which lead to burnout and

dissatisfaction among nurses. Additionally, low salaries and limited career development opportunities domestically further drive them to seek opportunities overseas in hopes of obtaining better financial rewards. On the other hand, pull factors stem from destination countries that often offer higher salaries and benefits, as well as a better quality of life, including access to healthcare and education. Opportunities for further education and global training also attract nurses to participate in the international labor market. These factors affect the motivation of nursing graduates to pursue careers overseas (Nurrohman, 2017).

Motivation serves as a driving force for individuals to act toward specific goals (Ryan & Deci, 2020). Vroom's Expectancy Theory explains that motivation arises from the interaction of expectancy, instrumentality, and valence. Individuals are motivated when they believe their efforts will lead to success (expectancy), that success will yield valued outcomes (instrumentality), and that these outcomes are personally meaningful (valence) (Osafo et al., 2021). Motivation can be influenced by both intrinsic and extrinsic factors. A study by Widianingsih et al. (2021) identified that nursing students showed strong intrinsic (59%) and extrinsic (61.5%) motivation factors when considering work opportunities abroad.

One critical factor influencing intrinsic motivation is perception (Faridah, 2022). Perception refers to the process through which individuals interpret and organize information from their environment, shaping how they view and respond to it (Hakim et al., 2021). For nursing students, their perceptions of the nursing profession and career opportunities significantly affect their decisions post-graduation, such as whether to pursue further education, work overseas, or enter other fields (Nurrohman, 2017). In the context of the current global healthcare environment, shifting job roles and career uncertainties push nursing students to reassess their career plans and explore new opportunities, including migration. Therefore, understanding nursing students' perceptions of their career prospects is essential, particularly regarding their decisions to work overseas (Tosunöz et al., 2022).

Previous research conducted by Nurrohman (2017) demonstrated a significant relationship between nurses' perceptions of migration and their motivation to work overseas, with a p-value of 0.001 in Universitas Indonesia. This study utilized a descriptive correlational design involving 104 nursing students, confirming that positive perceptions of migration are closely associated with the motivation to work overseas. Despite this, similar research is still rare in Indonesia. Therefore, it is important to conduct further studies considering the significant changes in the healthcare sector, particularly the impact of the COVID-19 pandemic (2020-2022), which has affected the number of healthcare workers not only in Indonesia but globally. Additionally, although the number of nursing graduates in Indonesia has increased each year, job opportunities have declined. The percentage of nursing graduates entering the job market decreased from around 60% in 2017 (Nurrohman, 2017) to only 25% in 2020 (Kurniati et al., 2020). Thus, recent research is needed to understand perceptions and motivations regarding job opportunities overseas among nursing students.

To understand the phenomenon of nurse migration and the motivation of nursing students to work overseas, this research will be conducted at a university in Tangerang that offers an international class program. This program aims to prepare students as top candidates for placement as nurses overseas.

This university has dispatched several of its graduates to work overseas, including in Singapore. Preliminary data from this university shows that 37 nursing students from three cohorts of the international class expressed interest in working overseas, representing 100% of survey respondents. This interest is driven by Government-to-Government (G-to-G) programs that provide official pathways for Indonesian nurses to pursue careers overseas. Therefore, analyzing nursing students' perceptions of nurse migration and the motivating factors behind their aspirations is highly relevant given the educational support available at this institution.

1.2 Problem Statement

The World Health Organization (WHO, 2024) projects a global nursing shortage of 4.5 million by 2030, while Indonesia faces a surplus of nursing graduates but limited job opportunities, leading to high unemployment. To address this, the Indonesian Ministry of Health encourages nurse migration as a solution to unemployment and professional development overseas. Preliminary data from private university in Tangerang indicates strong interest among nursing students in working overseas, with all 37 surveyed nursing students motivated to work overseas. Furthermore, the university has established partnerships with countries in Europe and America for graduate placement programs.

Understanding how students' perceptions of career opportunities influence their motivation is crucial. According to Vroom's Expectancy Theory (1964), motivation is driven by the belief that efforts will lead to success and that the outcomes are personally meaningful. For nursing students, perceptions of career opportunities overseas significantly impact their career decisions. Therefore, this research aims to explore the correlation between nursing students' perceptions and motivations regarding migration for work overseas, providing insights to help enhance career prospects and meet international healthcare standards.

1.3 Aim of the Study

1.3.1 General Objective

To explore the correlation between perceptions and motivations of nursing students regarding nurse migration at a private university in Tangerang.

1.3.2 Specific Objective

- 1) To explore the perceptions of nursing students at a private university in Tangerang regarding nurse migration.

- 2) To examine the motivations of nursing students at a private university in Tangerang for seeking employment overseas.
- 3) To investigate the correlation between perceptions and motivations of nursing students regarding nurse migration at a private university in Tangerang.

1.4 Research Question

Based on the problems and thoughts that have been described, the question in this study is “What is the correlation between perceptions and motivations of nursing students regarding nurse migration at a private University in Tangerang?”.

1.5 Hypothesis

- 1) H1: There is correlational between perceptions and motivations about nursing migration among nursing students at a private University in Tangerang.
- 2) H0: There is no correlational between perceptions and motivations about nursing migration among nursing students at a private University in Tangerang.

1.6 Research Benefits

1.6.1 Theoretical Benefits

This study aims to provide insights into the perceptions and motivations of nursing students regarding nurse migration and how these factors influence their decision to work overseas, which can help guide the development of nursing education programs.

1.6.2 Practical Benefits

1) For the Faculty of Nursing

This study is expected to serve as valuable input and a benchmark for the Faculty of Nursing in expanding international collaborations, thereby increasing opportunities for Faculty of Nursing students to work overseas.

2) For the next Researcher's

This study is expected to serve as a reference for similar research and can be further developed in accordance with the specific needs of future studies.

