

## Chapter 1 : CCM Recruitment | Nursing Jobs Saudi Arabia, Nursing vacancies Dubai

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*The aim of this study is to investigate factors that influence recruitment and retention of professional nurses, doctors and allied health professionals in rural hospitals in one rural district in KwaZulu-Natal.*

Immigrant Nurses Acute shortage of nurses has resulted in a large population of nurses from other countries being employed in health care settings in the United States of America. Statistics show that the total number of nurses working in the healthcare field in the United States has decreased from 2., in the year to 2., in year World Health Organization. Thus, the demand for nurses is greater than the supply. This shortage in the US has been managed by recruiting foreign nurses from India, Philippines, Japan and some African countries for the past fifty years Brush, This shortage can be defined by either a need based approach or a ratio technique. The need based approach identifies the number of professionals needed to perform certain tasks based on the judgment of a nursing or a medical professional. The ratio technique compares the current professional population ratio to a projected future ratio, and identifies a difference as a shortage Lane and Gohmann, The Core Issues The core issues such as clinical competencies of the immigrant nurses, their cultural sensitivity and ethics has been a hot topic in the process of recruiting foreign nurses Stone et. There are also arguments that view international migration of nurses into US as a brain drain of healthcare professionals in low-income countries. These arguments point to the fact that the American nursing schools had rejected almost , applications from qualified people in alone due to lack of faculty to teach them Dugger, But, at the same time, research studies have shown that these immigrant nurses can help build healthy communities, by assisting other nurses and health care providers to function from a transcultural posture to develop culture competence, reconceptualize how immigrants are viewed and actualize human development as part of community development DeSantis, Further, immigrant nurses have been identified as a potential population for nursing positions in long-term care in USA. A recent article has shown that immigrant nurses have higher levels of education and higher levels of labor force attachment than US-born nurses Arends-Kuenning These immigrant nurses have been projected as an even more important source of labor although these workers have to overcome a variety of cultural and language barriers. Studies have also highlighted the need for the institutions and agencies to exhibit a higher level of sensitivity to their cultural differences Priester and Reinardy , Published literature also stress on the need for a right attitude among US nurse unions toward immigrants within the context of a globalized environment Nissen and Grenier, Dennis and Small see immigrant nurses as brokers of three cultures: Recent studies have shown that with the hospitals experiencing shortage of registered nurses, the employment and earnings of the nurse work force has increased sharply in and one third of this nursing work force is composed of foreign nurses Buerhaus et. An economic analysis of the nursing labor market has revealed the short-term effects of changes in nursing wages and the number of hours they are willing to work based on data from the Current Population Surveys. The study warns that any cost containment measure in this care sector will lead to shortages. A study involving Korean immigrant nurses in USA has identified five challenges to an immigrant nurse, namely, Psychological stress, Language barrier, US standards of nursing practice, US style of problem-solving strategies and US style of interpersonal relationships Myungsun and Jezewski, The immigrant nurses have also been shown to face the challenges of being an outsider needing to be in a different work culture Magnusdottir, But, the immigrant nurses have more to accomplish professionally instead of thinking of being in distress during their initial adjustment phase when such barriers are common. Institutionalized international nurse training organized by national educational institutions is a relatively new phenomenon in the context of nurse migration. Research studies have revealed that personalized and well-aimed training, preparatory language courses, predeparture exposure of nurses to the culture of the host country and well-prepared welcomes are among the most important ways to improve the process of recruitment of foreign nurses Dubois, Buchan and Julie recommend improvement of working conditions, wages, creating multilateral agreements, maintaining a database of immigrant nurses to effectively manage the inflow of foreign nurses. Brush and Rukmini have highlighted the need for strategies to prepare female migrant care-givers to fit into the system. Language, specifically command of English and

accent modification, has also been elucidated. But it is equally important to recognize the fact that foreign Nurses recruitment is the Need of the Hour in US. The nurse shortage in US by the year is projected to be 1 million Brush, and an American Hospital Association survey has revealed a shocking 1, 26, unfilled nursing positions in hospitals in US Trossman, A recent provision in the immigration law that raised the limit on the number of work permit visas has opened gates for 30, foreign nurses a year coming to the U. Conclusion Acute nursing shortage is an issue in USA today. A steep in drop in nursing student applicants, factors like subordination of nurses to the medical profession, frequent schedule changes, overloads, burnout, shift work, lack of appreciation by superiors and colleagues, lower wages, short staffing and poor working conditions have contributed towards a reduction of nursing professionals in USA and nursing, as a profession, has failed to attract the younger generation. A more critical nurse undersupply is predicted over the next twenty years with the U. It is not just recruitment but also retention which is the strategy of the day. Foreign nurses are not only the target for recruitment in USA but also retention in terms of the work contract agreements they are obliged to. With the advent of a competitive corporate health care market trend, there is no doubt that only competent foreign candidates who can accept and adapt high professional standards will find their way into USA. Brush and Rukmini Vasupuram Nurses, nannies and caring work: Nursing Inquiry 13 3 ; Brush, Julie Sochalski and Anne M. Recruiting Foreign Nurses to U. Health Affairs, 23 3: New Issues for Labor Internationalism. Union Responses to Mass Immigration: Recruiting foreign nurses to U. Health Affairs, 23 3 , Retrieved October 26, from [http:](http://) Opens its arms to immigrant nurses. Journal of Advanced Nursing, 56 2 , Retrieved October 25, from Blackwell Synergy doi: Improving international nurse training: Overcoming strangeness and communication barriers: Southern Economic Journal, Journal of Advanced Nursing. Staiger and David I. Health Affairs, 22 6: Recruiting immigrants for long-term care nursing positions. J Aging Soc Policy. Emerging Infectious Diseases, 10 11 , Retrieved October 12, from Pubmed The global reach of the nursing shortage: American Journal of Nursing, 3 , 85 Retrieved October 11, , from Ovid database. The world health report - working together for health. Retrieved October 10, from [http:](http://)

### Chapter 3 : Professional Nurse-Heidelberg Hospital - Jobs & Vacancies

*, Professional Nurse jobs available on [calendrierdelascience.com](http://calendrierdelascience.com) Apply to Nurse, Customer Care Specialist, Registered Nurse and more!*

### Chapter 4 : Recruitment of Professional Nurses by Kale Perry on Prezi

*Nurses who want to move into leadership roles or build their expertise in a specialized area are likely to take advantage of employer-sponsored professional development opportunities in exchange.*

### Chapter 5 : Nonprofessional Vs. Professional Jobs | [calendrierdelascience.com](http://calendrierdelascience.com)

*Professional Nursing Jobs Children's is recruiting talented people who will put our patients first. Our employees, along with their skill, dedication, humor and compassion, are a constant source of inspiration to our patients and their families.*

### Chapter 6 : Latest Professional Nurse jobs - JobisJob South Africa

*Professional Nurse Vacancy Type: Permanent Ref: PE/JJ. Our reputable wellness client is looking to appoint a permanent Professional Nurse in the Westonaria area in the West Rand District Municipality of Gauteng.*

### Chapter 7 : Overseas nurses and midwives - NHS Employers

*Registered Nurse (RN) (Required). The Charge Nurse (RN) /Staff Nurse (RN) is a registered professional nurse who prescribes, coordinates, and evaluates patient.*

### Chapter 8 : Professional Nurse Jobs in Gauteng

*The NIMART Nurse is responsible for providing holistic and comprehensive HIV/AIDS and TB clinical care to patients, performing Clinical procedures and.*

### Chapter 9 : Registered Professional Nurse - New York State Department of Labor

*The classification of jobs as nonprofessional or professional is determined by many criteria. The Equal Opportunity Employment Commission defines professional jobs as those that usually require a college degree. But then, the EEOC has a different category for managers, so does that mean managerial.*