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Psychological Well-Being Among Nurses Working in a Foreign Country - A Literature Review

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Thesis Abstract

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The purpose of this study is to find an approach that would strengthen nurses' psychological well-being. The goal is to assess the efficiency of the approaches identified for promoting a positive work environment among foreign nurses working abroad. Furthermore, this research aims to improve the effectiveness of current psychological support for nurses and aspires to strengthen their psychological well-being by improving the support system and coping mechanisms in hospitals, nursing homes, clinics, and long-term facilities. The overall goal was to find a significant approach that would strengthen nurses' psychological well-being working abroad. The method of collecting data and analysis was achieved using a review of the literature and inductive analysis of searched materials. For this, we have used articles from reliable databases such as CINAHL, PubMed, Theseus, and Google Scholar. Information was extracted using different keywords like psychological well-being, mental health, nurses, foreign nurses, and international or foreign countries. A number of 12 articles were selected for review and analysis. The data analysis method was based on the inductive content analysis method.

Some possible implications of the findings of this thesis include the need for healthcare organizations to prioritize staff well-being by offering resources and support in each of these areas. This can entail putting in place policies and programs that support work-life harmony, offer chances for stress relief and self-care, and cultivate a diverse and compassionate culture.

Incorporating a more holistic approach to staff wellness, which includes addressing physical, mental, emotional, and spiritual needs, may lead to a more resilient workforce that is better equipped to cope with the demands and challenges of providing healthcare in a fast-paced and high-stress environment.

Overall, the results suggest that healthcare organizations can benefit from taking a thorough approach to supporting staff well-being and addressing the factors that contribute to burnout. By prioritizing the needs of their employees and creating a supportive and inclusive work environment, healthcare organizations can foster a culture of wellness that ultimately benefits both staff and patients alike.

¹ Keywords: psychological well-being, mental health, nurses, foreign nurses, international/foreign countries

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Terms and Abbreviations

FN	Foreign Nurses
PWB	Psychological Well-Being
IEN	International Educated Nurses
MHN	Mental Health Nurse
IFN	Immigrant Filipino Hospital Nurses
GP	General Practice
QWP	Quality of Work-Life
ICA	Inductive Content Analysis
STS	Secondary Traumatic Stress

1 INTRODUCTION

The nursing profession has been acknowledged as one of the most demanding careers, both physically and psychologically. Nurses work in a range of environments and settings, including hospitals, clinics, nursing homes, and long-term care facilities. With the globalization of the world, the number of nurses working in foreign countries continues to increase. Due to variations in customs, conventions, and beliefs, working with teams and patients from different cultural backgrounds can be challenging. Interpersonal difficulties, maladaptive behaviors, and miscommunication can result from poorly handled cultural variety. Therefore, to function well in these circumstances, healthcare personnel must possess cross-cultural competency (Wesołowska et al., 2018).

The experiences of nurses working abroad vary, and there could be difficulties and tensions that affect their mental health. Therefore, maintaining a rich and optimistic mental state is essential (Xie, 2020). Migrant nurses (MNs) have experienced cultural shock when adjusting to new employment. To provide culturally competent care, migrant nurses need to be aware of cultural variations in communication techniques, patient expectations, and healthcare beliefs (McBrien et al., 2022).

Nurses working abroad had a higher workload than their counterparts working in their home country. The high workload can lead to burnout, which is a state of emotional, physical, and mental exhaustion that occurs due to prolonged stress. Nurses face high levels of stress and anxiety because of their work environment, which prioritizes limiting self-care. Because of the demanding nature of their jobs and workplaces, nurses and other healthcare professionals frequently experience stress and burnout (Søvdal et al., 2021).

This research aims to improve the effectiveness of current psychological support for nurses and aspires to strengthen their psychological well-being by improving the support system and coping mechanisms in hospitals, nursing homes, clinics, and long-term facilities. The purpose of this study is to find an approach that would strengthen the nurses' psychological well-being. The goal is to assess the efficiency of the approaches identified for promoting a positive work environment among foreign nurses working abroad.

2 THEORETICAL BACKGROUND

2.1 Background on psychological well-being

According to Pluess (2015, p.19), “psychological well-being (PWB) is a general term used to refer to well-being related to one’s psychological state, including subjective, hedonic, eudaimonic, and evaluative well-being”. A specific measure of well-being that was first developed by Carol Ryff in 1995 consists of six facets: Autonomy, Environmental Mastery, Personal Growth, Positive Relations, Purpose in Life, and Self-Acceptance. Psychological well-being is viewed as an individual's experience that concentrates on the difficulties that a person encounters. It is about a person's ability to function in life (Haugan & Dezutter, 2021).



Figure 1 Carol Ryff's Model of Psychological Well-Being

Recent research from Ryff et al. (2021, p. 94-109), has shown that two prominent approaches to PWB, hedonic and eudaimonic well-being can predict health outcomes. Hedonic psychology seeks to understand the factors that contribute to overall well-being and satisfaction in life. This includes studying how we experience pleasure, joy, and positive emotions, as well as how we cope with negative emotions and experiences. In hedonic psychology, it aims to identify the ways to enhance the overall happiness and well-being of a person.



Figure 2 Components of Hedonic Well-Being

Eudaimonic well-being, on the other hand, is solely correlated to Carol Ryff's Model of Psychological Well-Being. It incorporates dimensions such as self-acceptance, personal growth, purpose in life, positive relationships, environmental mastery, and autonomy. By integrating these dimensions, individuals can experience a more holistic sense of well-being that goes beyond traditional measures of happiness and life satisfaction. The model emphasizes the importance of personal development, meaningful connections with others, and a sense of purpose in life as key components of overall well-being. By focusing on these dimensions, individuals can cultivate a richer and more fulfilling life that aligns with their values and goals (Ryff et al., 2021).

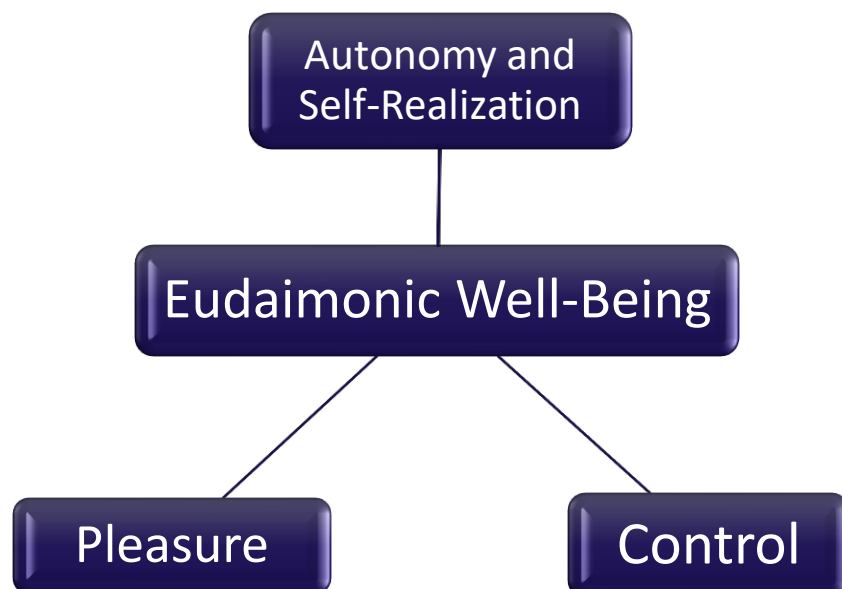


Figure 3 Components of Eudaimonic Well-Being

Dimensions of PWB (e.g., life purpose, mastery, positive affect, life satisfaction, optimism) can have a significant impact on individuals' health and longevity and emphasize the importance of incorporating strategies to enhance well-being into healthcare and public health interventions (Trudel-Fitzgerald et al., 2019).

According to Ryff et al. (2021, p.94-109), psychological well-being is connected to better physical health and can potentially counteract the health risks associated with lower socioeconomic status. Studies have examined the relationship between well-being and self-reported health, as well as objective measures of health such as functional abilities, illness rates, mortality rates, and biological markers. While most studies consider well-being as a factor that influences health, some also explore well-being as a factor that moderates the impact of social and demographic factors on health. The final part of the section looks at studies that analyze both hedonic and eudaimonic well-being within the same models, to understand if their unique characteristics lead to different health outcomes.

2.2 Foreign nurses' challenges

Many nations are employing foreign nurses because of the increasing need for nursing shortages in the healthcare system. International nurses, however, encounter difficulties after migration that could lead to a mediocre integration with their host nations (Pung & Goh, 2017). International nurses face various challenges in their profession, such as day-to-day inequalities, demanding work, burnout, and the need to gain experience before seeking better opportunities. Nursing is a challenging job that can cause physical and emotional stress.

2.2.1 Language barrier

Language barriers can lead to misunderstandings, miscommunication, and ultimately, negatively impact patient care and outcomes. Nurses struggle to understand the needs and concerns of patients who speak a different language, leading to frustration and potentially ineffective care delivery. Additionally, patients may feel isolated and unheard if they are unable to effectively communicate with their healthcare providers (Miyata, 2023).

According to Ali and Johnson (2017, pp.421-432), to address these issues, hospitals and healthcare organizations should invest in language access services, such as interpreters or

translation services, to facilitate communication between nurses and patients who do not share a common language. Additionally, healthcare providers should receive training on how to effectively communicate with patients who speak a different language, such as using simple and clear language, avoiding medical jargon, and utilizing non-verbal communication techniques.

2.2.2 Cultural differences

Dickmen et al. (2016, pp. 254-261) emphasize that when integrating into the host workplace, foreign nurses experience a multitude of challenges, such as cultural variations, intercultural communication, and conflict management. Internationally Educated Nurses (IENs) in the healthcare system face challenges that affect their overall well-being and job satisfaction, as they experience feelings of isolation, homesickness, and cultural shock (Rovito et al., 2022).

Cultural differences necessitate spending more time with the patient, and the biggest issue arises when there is an obstacle to language between the patient and the nurse. Several studies have also indicated that it is challenging to communicate with people from different cultural backgrounds, particularly when there are linguistic differences (Amiri & Heydari, 2017).

2.3 Nurses' adaptation

Despite these difficulties, international nurses find fulfilment and reward in their work. A study by Najafi & Nasiri discusses the importance of nurses' well-being and examines the important factors related to job satisfaction, turnover intention, and burnout among nurses working abroad (Najafi & Nasiri, 2023).

Nurses are experiencing burnout due to long service periods and lack of support systems resulting from short staffing in healthcare. This leads to lower job satisfaction and a higher intention to leave the job, negatively impacting patient safety. The study suggests that interventions to minimize burnout should focus on enhancing job resources such as supervisor support, feedback, and participation in decision-making (Aryankhesal et al., 2019).

2.4 Work-life balance

Working as a nurse in a foreign country can be both professionally rewarding and personally challenging. Quality of work life (QWL) is a global, multifaceted basic phenomena that investigates workers' emotions regarding their jobs and other facets of their personal lives (Leitão et al., 2019).

Work-life balance focuses on the significance of affective commitment in influencing work engagement and mitigating the negative effects of job stress in healthcare settings (Schwartz et al., 2019). Healthcare organizations can benefit from promoting and nurturing affective commitment among their employees, as it can lead to increased productivity, job satisfaction, and employee well-being (Fukuzaki et al., 2021).

Addressing these challenges requires a multi-faceted approach that involves cultural competency training for all healthcare professionals, including both foreign nurses and their colleagues. By fostering a more inclusive and understanding work environment, healthcare organizations can support the successful integration of foreign nurses into the workforce.

Overall, it is important to recognize the social structures and attitudes that influence the integration of foreign nurses into the nursing workforce. By addressing these factors, healthcare organizations can create a more welcoming and supportive environment for foreign nurses, ultimately leading to better patient care and improved outcomes for all (Xiao et al., 2014).

2.5 Nurses' integration to healthcare system

The integration of foreign nurses into a new country's healthcare system can be complex and challenging. The variations in nursing practice between countries can create challenges for foreign nurses when adjusting to a new healthcare system (Pung & Goh, 2017). More job satisfaction and retention can result from providing new graduates with support and mentoring to help them overcome any obstacles they may have in their early years of practice (Kamau et al., 2023).

Different approaches to patient care, medication administration, and treatment protocols can lead to confusion and frustration for foreign nurses. Additionally, communication difficulties,

both in terms of language barriers and cultural differences in communication styles, can hinder effective teamwork and patient care. (Miyata, 2023)

Cultural clashes can also contribute to challenges in integrating foreign nurses into the workforce. Prejudiced attitudes and discriminatory behavior towards immigrant nurses can create a hostile work environment and hinder their ability to excel in their roles. Interpersonal conflicts may arise due to misunderstandings or differing expectations among colleagues from diverse cultural backgrounds. (Nouri et al., 2021)

3 PURPOSE AND GOAL OF THE THESIS

The purpose of this study is to find an approach that would strengthen the nurses' psychological well-being. The goal is to assess the efficiency of the approaches identified for promoting a positive work environment among foreign nurses working abroad.

Research question:

How can we strengthen the psychological well-being of the nurses working abroad?

4 DATA COLLECTION METHOD AND ANALYSIS

4.1 Qualitative research

Pope & Mays (2020, pp. 1-3) defined the qualitative approach as an interpretative approach to data collection and analysis. It offers rich and extensive data that can help advance the understanding of the social world by enabling a thorough investigation of people's views, values, and motives. Another definition of qualitative research is that it is a method used to acquire a greater understanding of real-world issues. It doesn't gather numerical data or apply techniques like those found in quantitative research (Tenny et al., 2017).

A thorough examination and comprehension of the complexity of human experiences and viewpoints are made possible by qualitative research. It can capture social phenomena's richness, depth, and context. Understanding the causes of behaviors, attitudes, and beliefs can be gained through qualitative research, and this knowledge can be extremely helpful in creating interventions or programs that work (Pathak et al., 2013).

Methods used in qualitative research include content analysis, focus groups, interviews, and observations. With the help of these techniques, researchers can compile rich, comprehensive data on the attitudes, sentiments, and actions of participants, leading to a deeper understanding of various social processes (Moser & Korstjens, 2017).

4.2 Literature Review

The Educational Resources Information Center defines a literature review as an "information analysis and synthesis, focusing on findings and not simply bibliographic citations, summarizing the substance of the literature and drawing conclusions from it". "This is a direct quote" (Randolph, 2019, p. 2)

A literature review's objective is to present a critical assessment and synthesis of the body of knowledge already available on a certain topic. It entails dissecting and condensing the most important conclusions, hypotheses, and research techniques used in pertinent studies (Denny & Tewsbury, 2013). This literature review will focus on the current state of knowledge on psychological well-being among nurses working in a foreign country. In the literature review, all pertinent research on a certain topic is systematically gathered from published works. To find pertinent studies, the procedure starts with a thorough search across numerous databases and

sources (Siddaway et al., 2019). This thesis covers the evidence of psychological distress and factors contributing to it, such as language barriers, cultural differences, social isolation, and work-related stressors. It also explores the coping strategies and support systems that nurses can use to maintain their psychological well-being.

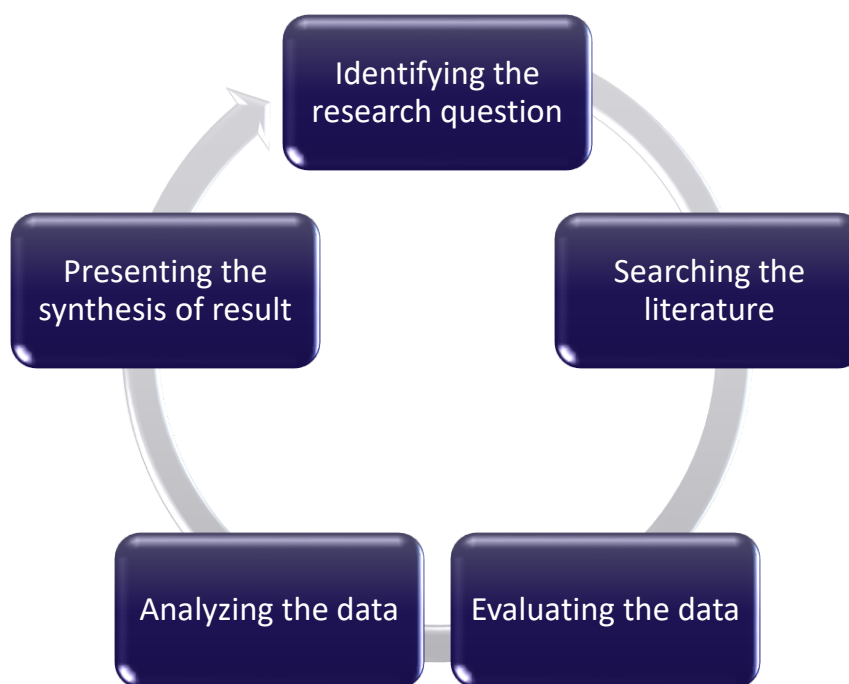


Figure 4 Stages of Literature Review

According to Nurmi et al. (2019 p. 34), there are five stages of literature review. It consists of identifying the research question, searching the literature, evaluating the data, analyzing the data, and presenting the synthesis of the result.

4.3 Data collection

The important issue in carrying out qualitative research is the method of data collection to be used. To ensure the validity and credibility of the information, we have used recognized databases such as CINAHL, PubMed, Theseus, and Google Scholar to provide access to a vast number of scientific journals, publications, books, journals, previous theses, and reports. The trustworthiness of the writers and the reliability of the professional sources contribute to the overall quality and validity of the conclusions drawn from these methods.

According to Liu (2016, pp. 129-135), data collection should produce a wealth of knowledge and should only conclude when no more data can be gathered to generate new insights. The

key concepts that we have used were psychological well-being, mental health, quality of life, foreign nurses, immigrant nurses, international nurses, abroad, international, and overseas.

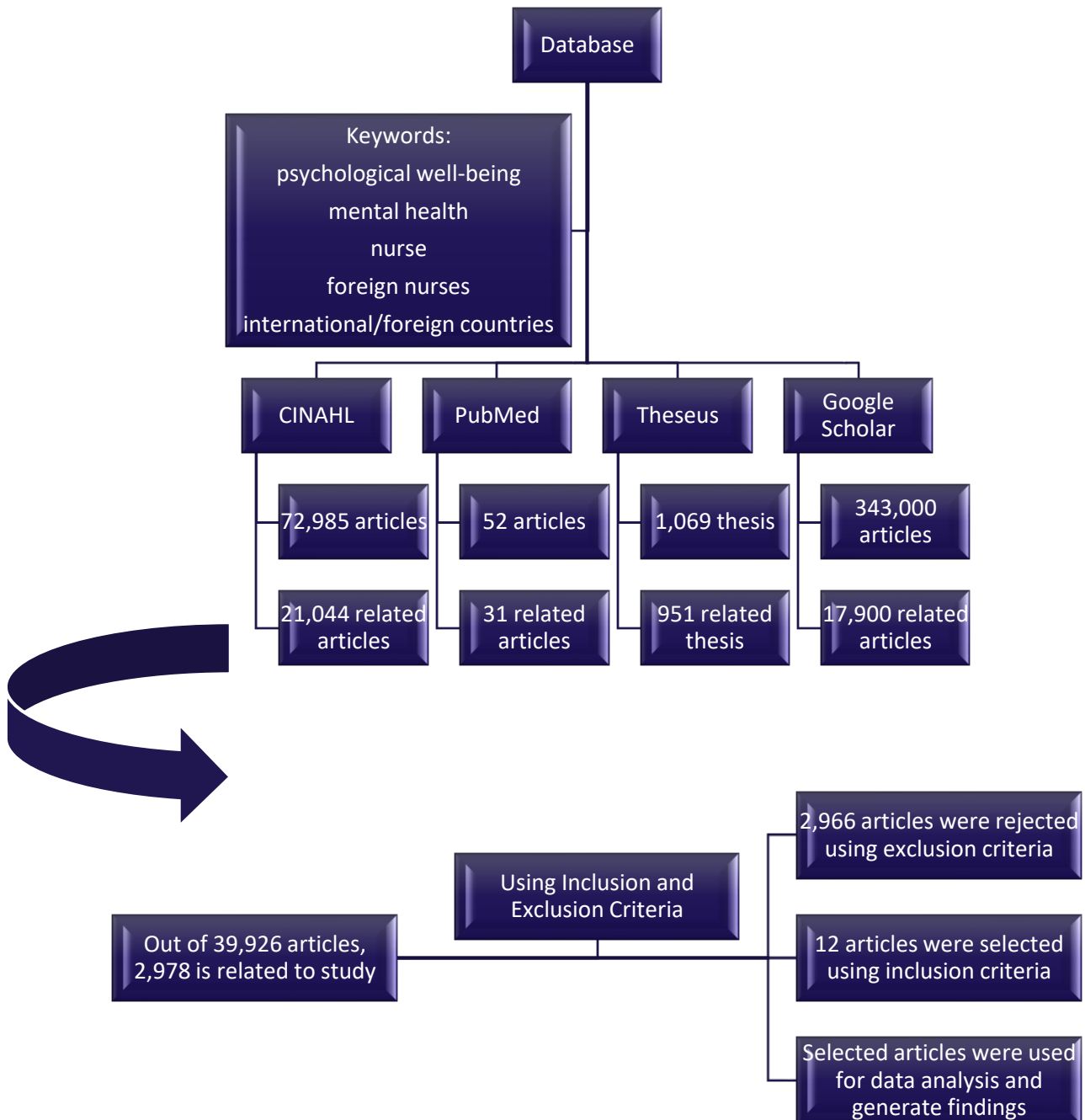


Figure 5 Flow Chart of Methodology

4.4 Inclusion and exclusion criteria

INCLUSION CRITERIA	EXCLUSION CRITERIA
<ul style="list-style-type: none"> • Available in English • Available in Full Text • Published for the past 10 years (2013-up to present) • Relevant and answers the research question • Discusses the strengths needed to boost the psychological well-being of nurses working in a medical area internationally • Free access to articles 	<ul style="list-style-type: none"> • Not available in English • Not available in Full Text • Published before 2013 • Irrelevant and do not answer the research question • Do not discuss the strengths needed to boost the psychological well-being of nurses working in a medical area internationally • Paid articles

Table 1 Inclusion and Exclusion Criteria

4.5 Inductive content analysis

Vears & Gillam (2022, pp. 112-113) define inductive content analysis (ICA) as a flexible and comprehensive method for comprehending qualitative data, which enables a deep and detailed investigation of the meanings and interpretations of the content. It also emphasizes the importance of allowing the research questions and data to drive the methodology, rather than forcing the data into pre-existing frameworks. Its primary goal is to establish a clear connection between the goals and conclusions of research. Furthermore, it could guarantee the research design's defensibility as well as its transparency. It offers a methodologically flexible and adaptable approach to qualitative research. According to Liu (2016, pp. 129-135), the possible output of this study is to provide an understanding of the psychological challenges faced by nurses working abroad, the factors affecting their well-being, the strategies, and interventions available to support their mental health.

This research will contribute to the existing body of knowledge on the well-being of nurses in the context of international work and will highlight the importance of providing adequate psychological support and resources for this population.

Table 2 Example of Inductive Content Analysis

ARTICLE	AUTHENTIC TEXT	CODE	SUB-CATEGORY	MAIN CATEGORY
The relationship between psychological resilience and professional quality of life among mental health nurses (Alonazi et al., 2023)	Nurses with higher resilience tended to have higher levels of compassion satisfaction and lower levels of STS (Secondary Traumatic Stress), while those with higher burnout reported greater satisfaction in their work.	Lower rates of burnout and secondary traumatic stress (STS).	Resilience	Mental Management
Mediating Role of Resilience and its Impact on Psychological Well-Being, and Mental Distress among Mental health Nurses (Hasan & Alsulami, 2024)	MHNs have high resilience levels in their respective working environments and therefore have the self-competence to deal with challenges. Improving the levels of resilience among MHNs is an important intervention in enhancing PWB among MHNs	Collaborate well with others and have great interpersonal skills.	Resilience	

5 FINDINGS

For the findings, eight different ways were identified and listed under four sub-categories. See *Figure 5*

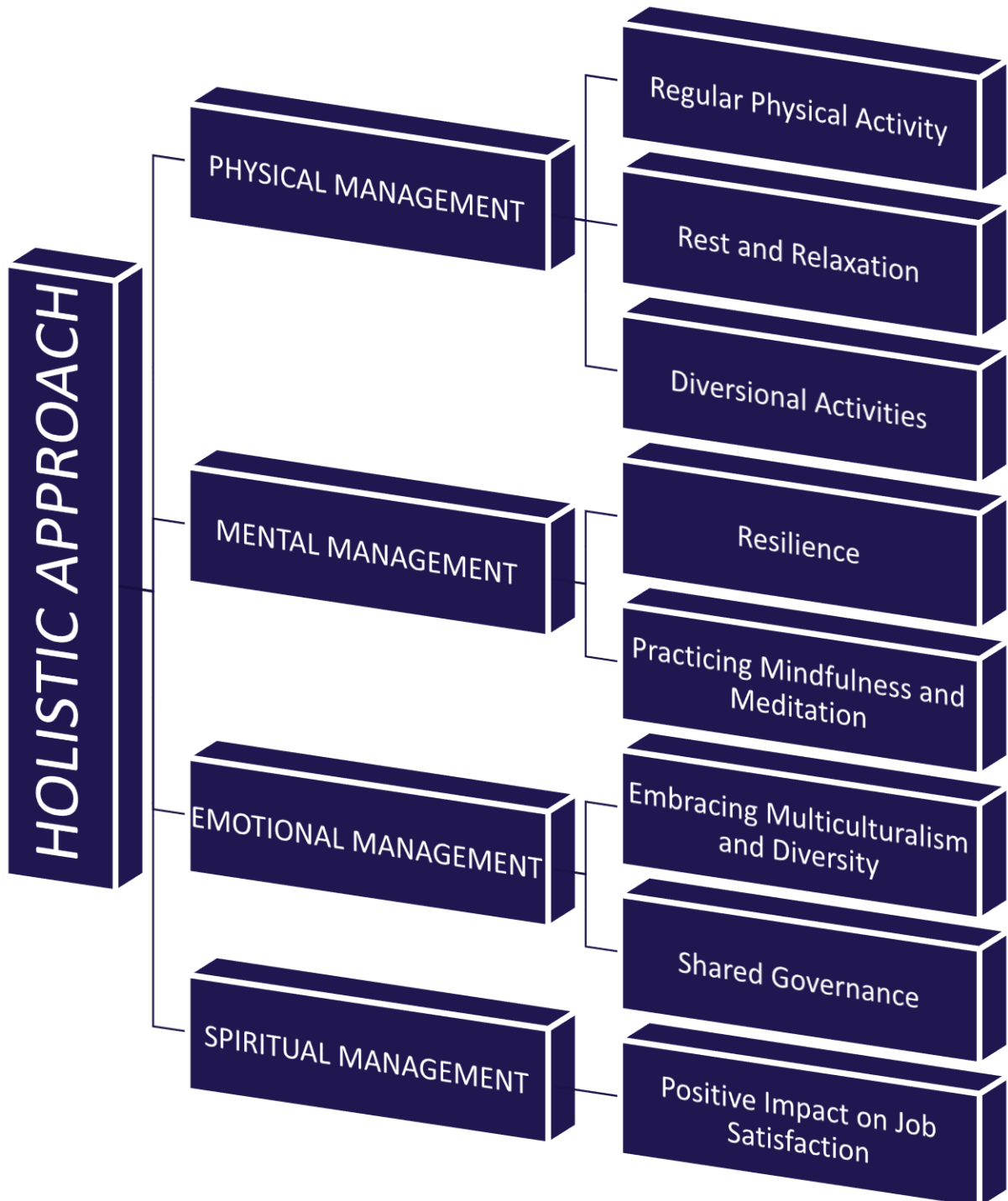


Figure 6 Findings of the Searched Articles

5.1 Physical management

5.1.1 Regular physical activity

Mahindru et al. (2023, p. 1) emphasize that regular physical activity can help improve cognitive function, memory, and focus. Incorporating physical activity into daily life is essential for maintaining good health and preventing disease. Involvement in physical activity is essential for preserving and enhancing mental wellness. Frequent exercise has been demonstrated to promote general well-being, improve cognitive performance, and lessen the symptoms of despair and anxiety. The key is to find an activity that the nurse enjoys and can stick with over the long term.

5.1.2 Rest and relaxation

A previous study by Segercrantz & Alinea (2020, p. 34), stated that rest and relaxation were some of the simplest methods for reducing the workload of Immigrant Filipino Hospital Nurses (IFNs) in Finland. However, the importance of building and maintaining strong connections with co-nurses can provide a sense of support, belonging, and collaboration that is essential for navigating the ups and downs of work life. By prioritizing relationships and fostering meaningful connections, nurses can not only cope better with stress but also thrive in both their personal and professional lives.

5.1.3 Diversional activities

German nurses prioritize self-care to maintain their overall well-being and prevent burnout. German nurses enjoy having a hobby or engaging in activities that are solely for pleasure or personal growth and have nothing to do with their job. Activities that promote relaxation, fulfillment, and connection ensure that they are taking care of themselves physically. By engaging in activities that bring them joy and personal fulfillment outside of their work and home responsibilities, nurses can recharge and prevent burnout. This proactive approach to self-care likely contributes to their overall well-being and contributes to their ability to provide quality care to their patients. By partaking in these pursuits, nurses can achieve a sense of purpose and success outside their work-related duties, as well as a much-needed mental escape from the pressures of their jobs. (Kwiatkowska-Ciotucha et al., 2021)

5.2 Mental management

Implementing mental health promotion and prevention in the general practice (GP) setting is crucial for various reasons. Not only will it lead to lower rates of illness, saving lives, and reducing costs, but it will also lessen the workload in general practice and enhance resilience and mental well-being among healthcare professionals (Thomas et al., 2016).

5.2.1 Resilience

Alonazi et al. (2023, p. 2) defined resilience as the ability to bounce back from adversity and effectively cope with stress. Nurses with greater resilience also had lower rates of burnout and secondary traumatic stress (STS). This implies that developing resilience may serve as a buffer against the damaging consequences of occupational stress.

Managing work pressure effectively requires a combination of self-awareness, emotional intelligence, and practical strategies. Mental Health Nurses (MHNs) may be able to collaborate well with others and have great interpersonal skills for handling pressure at work. However, when faced with obstacles or challenges, they could find it difficult to solve problems, make decisions, or exercise self-control. They could find it helpful to focus on honing these abilities further to improve their general efficacy in managing stress and challenges at work (Hasan & Alsulami, 2024).

5.2.2 Practicing mindfulness and meditation

The similarities between the experiences of nurses in Spain, Japan, Central Europe, and North America may indicate that compassion fatigue is a phenomenon that occurs across cultural boundaries. To manage the demands of their demanding line of work, nurses emphasized the value of self-care and building a solid support network.

Compassion fatigue can be avoided by practicing mindfulness and meditation, setting boundaries with patients or clients, taking regular breaks during the workday, getting counseling or therapy, joining support groups with people going through similar struggles, and taking up enjoyable and relaxing hobbies or pastimes. Prioritizing one's physical and mental well-being is crucial for managing and preventing compassion fatigue in the workplace (Ondrejková & Halamová, 2022).

5.3 Emotional management

The significance of emotion control techniques for nurses in the healthcare sector is emphasized by the study of Lee & Jang (2019). Additionally, Lee & Park (2022, p. 8), emphasize how crucial it is to incorporate emotion control and mindfulness techniques into nursing practice to increase empathy and, eventually, improve patient care results. By prioritizing empathy in nursing education and practice, we can create a more compassionate and caring healthcare system for all.

5.3.1 Embracing multiculturalism and diversity

To increase the number of foreign nurses in Finland in the future, there needs to be a bold change in how they are received. Language is a barrier to integration, but cultural differences and communication styles also contribute to tension and misunderstanding. Embracing multiculturalism and diversity is essential for the future of Finnish nursing. This shift in perception must start with honest discussions on better supporting foreign nursing students and nurses through language training and changing attitudes among native Finnish staff to create a more welcoming environment (Yabal, 2015).

5.3.2 Shared governance

A nursing practice approach called "shared governance" gives nurses the authority to actively participate in practice-related decision-making. It increases job satisfaction and reduces stress by allowing nurses to have a voice in the laws and policies that affect their place of employment. Shared governance can enhance work culture and patient outcomes by granting nurses the independence to make decisions in their practice. Higher levels of nurse engagement, happiness, and retention as well as better patient care quality have been linked to this paradigm. In general, shared governance can be quite important in fostering an environment that is encouraging and empowering for nurses in the workplace. (Al-Ruzzieh & Ayaad, 2021).

5.4 Spiritual management

According to a study by Ada et al. (2021, p.449), nurses who see their profession as holy or sanctified report feeling less burned out and more engaged, committed, and satisfied with their jobs. These results emphasize the significance of finding inspiration and meaning in one's work

since these factors might support job satisfaction and well-being. Although the idea of "sanctifying work" may have religious overtones, the study's favorable findings are seen to be broadly applicable to people of all backgrounds. In the end, people's professional lives can benefit when they believe that their work is improving their inner lives and offering chances for personal development.

5.4.1 Positive impact on job satisfaction

The spiritual dimension of work plays a significant role in the job satisfaction of clinical nurses. This emphasizes how crucial it is to consider nurses' spiritual needs and values at work to raise their level of job satisfaction and patient care. Incorporating spiritual management practices can also have a positive impact on job satisfaction. This may involve promoting a sense of purpose and meaning in the workplace, encouraging employees to connect with their own beliefs and values, and creating a supportive and inclusive environment. Overall, by focusing on improving job engagement, organizational commitment, and perceived spiritual management, organizations can create a work environment that fosters job satisfaction and ultimately leads to better patient care quality (Lee & Yu, 2023).

6 DISCUSSION

This study explored the psychological well-being of nurses working in foreign countries. In general, the literature reviews indicated the coping mechanisms and strengths that nurses need in their workplace. According to Babapour et al. (2022 p. 9), nurses face a variety of stressors in their workplace, which can impact their psychological well-being. These stressors can include long working hours, high job demands, inadequate staffing levels, lack of support from colleagues and supervisors, and exposure to traumatic events.

The psychological well-being of nurses is particularly important as it can impact their overall job performance, job satisfaction, and ultimately patient outcomes. The psychological well-being, perceived support, and job performance of nurses were all positively correlated (Sen & Yildirim, 2023). It has been shown that nurses who experience high levels of stress and burn-out are more likely to make errors, provide suboptimal care, and have higher rates of absenteeism and turnover (Shah et al., 2021).

Physical management, such as incorporating regular physical activity, rest, and engaging in diversional activities is essential for maintaining overall health and well-being. A study conducted by Querstret et al. (2020, p.15), emphasized that fatigue and stress can be improved with the potential advantages of napping for nurses at shift intervals. It also highlights the need to optimize sleep effectiveness by taking into various factors like shift duration, scheduling, and recovery time. Therefore, nap length and timing may affect exhaustion, alertness, and quality of sleep.

In terms of country-specific differences, research has found that nurses in certain countries face unique challenges that impact their psychological well-being (Aloweni et al., 2022). Emotional management including shared governance and embracing multiculturalism and diversity were highlighted in a recent study by Ohue et al. (2021, p. 2450). For example, nurses in developing countries may experience higher levels of stress due to resource constraints, while nurses in high-income countries may face different stressors related to organizational culture and workload.

Mental management such as resilience and practicing mindfulness and diversity techniques can help individuals build a strong and positive mindset to cope with stress and challenges. According to Dahl et al. (2022, p. 411), implied that defensive factors like motivation, self-

efficacy, and adaptability are crucial in assisting IENs in overcoming the difficulties they encounter in their new workplace. IENs can persevere and keep a good attitude in the face of hardship because of their personal qualities.

Spiritual management, by nurturing positive impact to job satisfaction and a sense of purpose, can provide nurses with a sense of inner strength and fulfillment. In a study by Celano et al. (2022) a feeling of purpose, meaning, and connection in their profession can be given to nurses by including spiritual care into wellness programs. It can enhance their general well-being, help them find balance, and lessen stress. By providing tools like mindfulness training, yoga sessions, quiet areas for introspection, and chances for spiritual development, organizations can support the spiritual well-being of nurses.

Overall, the literature reviews suggest that addressing the psychological well-being of nurses is crucial for promoting a healthy work environment and improving patient care and further research is needed.

7 CONCLUSIONS AND ETHICAL ISSUES

In conclusion, strengthening the psychological well-being of nurses in a foreign country is essential for their overall health and happiness. By addressing physical, mental, emotional, and spiritual aspects, nurses can better deal with the challenges of working in a new culture. Strategies such as physical activity, resilience building, multicultural awareness, and creating a supportive work environment can help nurses cope with stress and improve job satisfaction. Nurturing a sense of purpose and inner strength through spiritual practices can also positively impact their well-being.

Promoting holistic care requires strengthening healthcare professionals' ability to work together and as a team, offering chances for continuing education and training, and fostering a positive work environment. Healthcare professionals guarantee that patients receive thorough, high-quality care that considers their physical, mental, emotional, and spiritual requirements by attending to these important factors (Zamanzadeh, 2015).

This thesis explored the ethical and authenticity issues related to the psychological well-being of nurses. We have used several published articles that provided solutions and interventions that strengthen the mental health and well-being of nurses working in a foreign country (Reverté-Villarroya et al., 2021).

Ethical considerations are important in ensuring the integrity and credibility of the research findings, while authenticity ensures that the information presented accurately reflects the current state of knowledge on the topic (Muthana et al., 2024). Regarding ethical issues, Ethical Recommendations for Thesis Writing at Universities of Applied Sciences (October 2019) was followed, and plagiarism was prevented. Published sources were critically evaluated and comparison was made to other sources, making sure that every content is correctly attributed and cited. It is important to identify instances of copied content or lack of originality as these might not guarantee complete originality. Originality also depends on the understanding and interpretation of existing knowledge and ideas, which can be subjective.

One of the key ethical issues to consider in conducting a literature review is plagiarism. Helgesson & Eriksson (2015, p. 91), said that plagiarism, or the unauthorized use of someone else's work without proper acknowledgment, is a serious ethical violation in academic research.

All sources used in literature reviews were correctly cited, giving acknowledgment to the original authors of the works under discussion, to ensure ethical behavior.

The literature review process is managed with an open mind and a dedication to analyzing studies objectively reducing biases. Seeking out different viewpoints and information sources were utilized, as opposed to depending just on articles that support preconceived notions or ideas (Winchester & Salji, 2016). The authors incorporated a wide variety of sources that offer different results to avoid biases.

Assessing the psychological well-being of nurses in a foreign country requires the use of valid and reliable measures. Validity refers to whether the measure accurately captures the construct it intends to measure, while reliability refers to the consistency of the results over time and across different populations. According to Ingham-Broomfield (2017, p. 40), using established measures with proven validity and reliability ensures the authenticity of the research findings.

In summary, ethical issues and authenticity are crucial considerations in conducting a literature review on the psychological well-being of nurses working in a foreign country. By upholding ethical standards, such as avoiding plagiarism and biases, and ensuring the authenticity of the sources included, authors maintained the integrity and credibility of the research findings (Reverté-Villarroya et al., 2021).

According to National Academies of Sciences (2021), to further enhance the psychological well-being of nurses, it is recommended that organizations implement programs and initiatives that promote the holistic approach discussed above. This may include providing opportunities for rest and relaxation, offering mental health resources and support, fostering a diverse and inclusive work environment, and encouraging spiritual practices. By prioritizing the psychological well-being of nurses, organizations can ensure that their staff are better equipped to provide quality care and thrive in their roles.

Additionally, it is important for nurses to prioritize self-care and engage in regular activities that promote their mental, physical, emotional, and spiritual health. This can include taking breaks, engaging in hobbies or activities that bring them joy, seeking out support from colleagues or professionals, and practicing mindfulness and self-reflection.

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9 LITERATURE REVIEW RESOURCES

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11 APPENDICES

Appendix 1. Articles of the Literature Review

Table 3 Appendix 1. Articles of the Literature Review

Number	Author	Year	Database	Publication	Title	Theme Extracted to our Finding
1.	Ada et al	2021	Pubmed	Journal of Nursing Management	Sanctification of work and hospital nurse employment outcomes: An observational study	Spiritual Management
2.	Alonazi, O. et al.	2023	Google Scholar	BMC Nursing	The relationship between psychological resilience and professional quality of life among mental health nurses	Resilience (1)
3.	Al-Ruzzieh, M. A., & Ayaad, O.	2021	CINAHL	Asian Pacific journal of cancer prevention: APJCP	Work Stress, Coping Strategies, and Health-Related Quality of Life among Nurses at an International Specialized Cancer Center	Shared Governance
4.	Hasan, A., & Al-sulami, A.	2024	CINAHL	SAGE Open Nursing	Mediating Role of Resilience and its Impact on Psychological Well-Being, and Mental Distress among Mental health Nurses	Resilience (2)
5.	Kwiatkowska-Ciotucha, D. et al	2021	Google Scholar	International Journal of Environmental research and public health	The Perception of Occupation by Hospital Nurses in Poland and Germany in Terms of the Risk of Excessive Stress and Burnout as Well as Possible Coping and Preventive Solutions	Diversional Activities
6.	Lee, E.-H., & Yu, H.-J.	2023	PubMed	BMC Nursing	Effects of perceived spiritual management, work engagement, and organizational commitment on job satisfaction among clinical	Positive Impact to Job Satisfaction

7.	Lee, M, & Jang K. S.	2019	Google Scholar	Department of Nursing, Chonnam National University, Gwangju, Republic of Korea	Nurses' emotions, emotion regulation and emotional exhaustion.	Emotional management
8.	Mahindru et al.	2023	PubMed	DMIHER School of Epidemiology and Public Health	Role of Physical Activity on Mental Health and Well-Being: A Review	Regular Physical Activity
9.	Ondrejková, N., & Halamová, J.	2022	PubMed	International Journal of Nursing Sciences	Qualitative analysis of compassion fatigue and coping strategies among nurses	Practicing Mindfulness and Meditation
10.	Segercrantz, V., & Alinea, C.	2020	Theseus	Laurea University of Applied Sciences	Coping Strategies of Immigrant Filipino Hospital Nurses in Finland	Rest and Relaxation
11.	Thomas et al.	2016	Google Scholar	London Journal of Primary Care	Promoting Mental Health and Preventing Mental Illness in General Practice	Mental Management
12.	Yabal, J.	2015	Theseus	Jyväskylän ammattikorkeakoulu	Experiences of African Nurses in Finland: A Case Study on Integration, Race and Language	Embracing Multiculturalism and Diversity

