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### **Overseas-trained Nurses' stress and work satisfaction: A case study in Australia**

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During the COVID-19 pandemic, many countries, such as Australia, face an acute shortage of nursing professionals. Although many countries have fast-track migration programmes to attract these talents, overseas-trained nurses are still somehow facing myriad challenges in career progression, work environment and family roles at their new home, leading to a potential deterioration of their work satisfaction due to a rising level of stress. This study aims at investigating the factors influencing overseas-trained nurses' level of stress and work satisfaction. Utilising Social Cognitive Career Theory as a theoretical framework, the researchers explored these nurses' career decisions and actions in relation to their self-efficacy and performance goals. The researchers then adopted Interpretative Phenomenological Analysis to collect data from 10 nursing practitioners in Australia through three semi-structured interviews and focus group activities and captured their mental representation of such decision-making process, thereby obtaining an in-depth understanding of how and why their stress and work satisfaction arose. This study has identified that patients' sceptical and unwelcoming attitude towards overseas-trained nurses and relationship crisis are the factors inducing overseas-trained nurses stress, while strong collegial support and greater promotion opportunities are the factors increasing their work satisfaction. The finding of this study is significant for government agencies and policymakers to devise appropriate strategies to maximise work satisfaction and incorporate intervention programmes to minimise the impact of the stressors, thereby recruiting and retaining these overseas-trained nursing professionals at their new home more successfully.

#### **Biography**

Kwee, Ching Ting Tany is a PhD candidate at the University of New South Wales, Australia. Her research interests include career and vocational issues, multicultural issues, human resources management, education and professional development. She has published and presented in various international conferences and serves as a reviewer in reputed journals.

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