Review of Contemporary Philosophy ISSN: 1841-5261, e-ISSN: 2471-089X

Vol 22 (1), 2023 Pp 1588 - 1609



# **Technological Advancements in Nursing Practice: Opportunities and Challenges**

<sup>1</sup>Fayiz Ali Alshehri<sup>2</sup> Fatima Abd Malik Aljuraidan,<sup>3</sup> Nahed Essa Alsohayeh,<sup>4</sup> Nawal Abdulwahib Alibraham,<sup>5</sup> Maraim Abdullah Alseed,<sup>6</sup> Fatimah Hussain Alhajji,<sup>7</sup> Ali Abdullah Alshakhas,8 Fadel Wahab Al Ali Slem,9 Sahar Abdullah Alzaharni,10 Ashwaq Abdu Hatan,<sup>11</sup> Sonia Hussein Awaji,<sup>12</sup> Zahra Ali Essa,<sup>13</sup> Mona Hassan Alfareed,<sup>14</sup> Amjad Baraka Almoumald,<sup>15</sup> Fatimah Matouq Aljamid

- 1. Nursing specialist at King Saud Medical City
- <sup>2.</sup> Nurse King Fahad Hospital In Hufof
- Nursing Technician Hospital: Salhiya Health Center (Hufof)
  - 4. Nursing Hospital :King Fahed Hospital Hofuf
  - 5. Nursing Hospital: King Fahed Hospital Hofuf
  - <sup>6.</sup> Nurse Hospital: King Fahad Hospital Hufof
    - 7. Nurse King Fahad Hospital Hufof
    - 8. Nursing King Fahed Hospital Hofuf
    - 9. Nursing Technician Al-Azizia Hospital
- <sup>10.</sup> Nursing Technician King Abdulaziz Hospital Al Mahjar Health Center
- <sup>11.</sup> Nursing Technician King Abdulaziz Hospital Al Mahjar Health Center <sup>12.</sup> Nursing Specialist King Abdul Azizi Hospital- Alfadhelah Phcc
- <sup>13.</sup> Senior Specialist In Emergency Care Nursing Qatif Central Hospital
  - <sup>14.</sup> Nurse Assistant King Abdullah Hospital 15. Nursing Specialist I King Fahad Specialist Hospital Dammam

**Received**: 05 october 2023 **Revised**: 22 November 2023 Accepted: 12 December 2023 .17

#### Chapter 1: Introduction: The Growing Role of Technology in Nursing

Technology has rapidly transformed healthcare, improving both patient care and nursing practice. Over the past few decades, the introduction of new technologies has enabled nurses to deliver more efficient, accurate, and personalized care. Electronic health records (EHR), telemedicine, and mobile health applications are now common tools that support clinical decision-making, streamline workflows, and enhance patient engagement (Jones, 2020). Nurses are increasingly using advanced technologies to monitor patients remotely, access real-time health data, and collaborate with interdisciplinary teams. As healthcare systems continue to evolve, technology's role in nursing has expanded from simple administrative tasks to active participation in patient diagnosis, treatment, and management. Despite challenges in implementation and training, these advancements are essential for enhancing the quality and efficiency of care( Akram, Bushra Saadoon & May ,2020).

The history of technology in nursing dates back to the mid-20th century when the first medical devices began to appear. Early technologies, such as blood pressure cuffs and thermometers, were simple yet revolutionary in providing more precise and efficient methods for monitoring patient health. By the 1960s and 1970s, the development of early computer systems allowed nurses to begin recording patient information more systematically *(Omar Eet al.,2020)*. The 1980s and 1990s saw the emergence of the first electronic health records (EHR) systems, replacing paper charts and offering a more streamlined approach to patient documentation. Nurses, traditionally known for their hands-on patient care, were now tasked with learning to integrate these devices into their practice. The subsequent decades witnessed a surge in more sophisticated technologies, including telemedicine, mobile health applications, and AI-driven tools, reshaping nursing roles significantly *(Carpenter, Whitman & Amrhein, 2021)*.

The 21st century marked a digital revolution in nursing with the widespread adoption of electronic health records (EHR). This shift replaced paper-based documentation, offering nurses instant access to patient information, history, and lab results. EHR systems improved the accuracy of clinical documentation, reduced medication errors, and ensured that patient data was stored securely and could be shared easily across healthcare teams (*Chen et al.,2020*). In parallel, mobile health applications, such as those for monitoring vital signs or tracking chronic conditions, began to empower patients to take a more active role in their health. Nurses now use mobile apps to track patient progress, provide education, and communicate directly with patients, all while reducing administrative burdens. These technologies have changed how nurses interact with patients, making healthcare more accessible and efficient (*Hakami et al.,2020*).

Telemedicine has become one of the most significant technological advancements in nursing, especially in rural or underserved areas. Through video conferencing, remote consultations, and real-time health monitoring, nurses can provide care without the need for patients to be physically present in a healthcare facility. Telehealth platforms have allowed nurses to assess symptoms, provide health education, and monitor ongoing treatments, all while reducing patient travel time and healthcare costs (*Hu et al.,2020*). The COVID-19 pandemic accelerated the adoption of telemedicine, making it an essential tool for continuity of care. Nurses, who were already trusted in in-person care delivery, quickly adapted to virtual settings, demonstrating the flexibility of the profession in embracing new technologies. As telemedicine continues to expand, it offers an opportunity to enhance care delivery, particularly for those with limited access to healthcare (*Lazazzara, Tims& De Gennaro, 2020*).

The proliferation of wearable devices has been a game-changer in nursing practice. Wearables, such as fitness trackers, heart rate monitors, and even smartwatches with health-monitoring capabilities, have enabled nurses to provide continuous care in non-traditional settings. These devices collect real-time data on vital signs, activity levels, sleep patterns, and other health indicators, which nurses can use to assess patient conditions, provide personalized care, and track progress over time (Miao, Humphrey&

*Qian, 2020*). Wearables also empower patients to actively engage in their health management by giving them immediate feedback on their habits and health status. Nurses can remotely monitor patients with chronic conditions, like diabetes or heart disease, to detect early signs of deterioration and intervene proactively. The integration of wearables into nursing practice demonstrates how technology can improve both individual patient outcomes and population health management *(Niskala et al.,2020)*.

Artificial intelligence (AI) and data analytics are increasingly shaping nursing practice, particularly in decision-making processes. AI tools can analyze vast amounts of patient data to predict potential health risks, such as sepsis or heart failure, often before symptoms appear. Nurses can use AI-driven tools to make more informed decisions, prioritize care, and intervene earlier in the treatment process (*Specchia et al.,2021*). In addition, data analytics provide insights into patient trends and population health, which can inform care strategies. Nurses are now able to work alongside AI systems to improve diagnosis accuracy, reduce human error, and ensure the right care at the right time. While AI is still evolving, its integration into nursing has the potential to radically shift care delivery, offering significant benefits in terms of efficiency, patient safety, and clinical outcomes (*Adriana Reis et al.,2022*).

Today, the integration of technology into nursing is no longer a futuristic concept—it's part of everyday practice. The use of electronic health records (EHR) has become ubiquitous in hospitals and clinics, and many nurses are now familiar with sophisticated medical devices, such as infusion pumps, diagnostic imaging tools, and robotic surgical assistants (Ahmed, Lazim,&Zheo, 2020). Mobile apps and telemedicine have become integral parts of nursing workflows, with nurses using digital platforms to track patient progress, communicate with care teams, and provide remote care. Furthermore, the advent of AI tools and data analytics has enhanced clinical decision-making, allowing nurses to access more accurate information quickly. While the transition to these technologies has not been without challenges, particularly regarding training and integration, the positive impact on patient care and nursing efficiency is clear (Zhang& Parker, 2019).

Technology's role in nursing is not just about enhancing clinical care; it has also reshaped the structure of nursing roles within healthcare systems. Nurses are increasingly seen as tech-savvy professionals who bridge the gap between patient care and technology. With the widespread adoption of EHRs, nurses play a crucial role in documenting, analyzing, and interpreting patient data (Cummings, Hayduk& Estabrooks, 2022). The use of telemedicine has expanded nursing responsibilities, allowing nurses to provide care across distance and work closely with other healthcare providers. Additionally, the integration of wearables and AI into patient care requires nurses to monitor and assess data continuously, making them key players in managing and interpreting digital health information. This evolving role requires nurses to be adaptable and proficient in both nursing practice and technolog. (Faeq, Zyad & Hassan, 2022).

This review article aims to explore both the opportunities and challenges posed by the integration of technology into nursing practice. On the one hand, technology offers immense opportunities to improve patient care, increase efficiency, and support evidence-based practice. Tools like EHRs, mobile apps, telemedicine, and AI-driven analytics can streamline workflows, enhance communication, and empower nurses to make more informed clinical decisions (*Goleman*, 2023). However, these advancements come with challenges, including the need for proper training, the potential for resistance to change, and concerns about data security and privacy. By examining both the benefits and obstacles, this review will provide a comprehensive understanding of how technology is shaping the future of nursing practice, with a focus on improving patient outcomes and enhancing the role of nurses within healthcare systems (*Joseph& Huber*, 2021).

The future of nursing is intrinsically linked to the continued development and integration of technology. From electronic health records to artificial intelligence, these advancements are redefining how nurses deliver care and manage patient information. The increased use of mobile health apps, telemedicine, and wearable devices provides new avenues for remote patient monitoring and personalized care (Judeh et al .,2022). However, as these technologies become more widespread, nurses will need ongoing training and support to adapt to these changes. The potential for technology to improve patient outcomes and enhance nursing workflows is immense, but it also brings challenges that must be addressed. In conclusion, the growing role of technology in nursing holds great promise, and its successful integration into practice will depend on overcoming these challenges through continued education, collaboration, and innovation (Luu, 2023).

#### **Chapter 2: Opportunities: Improving Patient Care and Clinical Outcomes**

Advancements in wearable technology and remote monitoring tools have revolutionized patient care by enabling real-time tracking of vital signs, such as heart rate, blood pressure, oxygen levels, and glucose levels. Devices like smartwatches, biosensors, and health-monitoring patches allow nurses to continuously monitor patients' health outside of the clinical setting (*Mikołajczyk*, 2022). These technologies transmit data directly to healthcare providers, enabling early detection of abnormalities or potential health issues. With real-time data, nurses can intervene quickly, adjusting care plans or alerting physicians if needed, preventing complications or hospital readmissions. This proactive approach not only enhances patient outcomes but also improves the efficiency of healthcare delivery, making it more patient-centric and timely, particularly for chronic disease management and post-operative care (*Niroula& Chamlagai*, 2020).

Telehealth platforms further enhance patient monitoring by offering remote consultations and follow-ups. These platforms allow nurses to monitor patients in their own homes, significantly improving access to care for those in rural or underserved areas. Patients can communicate with healthcare providers via video calls, phone

consultations, or secure messaging apps, making it easier to manage ongoing health conditions without frequent in-person visits (*Organ, Podsakoff & MacKenzie, 2023*). Telehealth solutions enable continuous monitoring of patients' progress after hospital discharge, reducing the likelihood of complications and hospital readmissions. For nurses, this technology not only improves workflow efficiency but also promotes a more personalized approach to care, allowing them to adjust treatment plans based on real-time observations from the comfort of the patient's home (*Podsakoff et al.,2022*).

Data analytics and artificial intelligence (AI) have become powerful tools for personalizing patient care. By analyzing large datasets from electronic health records (EHRs), wearable devices, and clinical outcomes, AI can identify patterns and predict health risks specific to individual patients. Nurses can use this data to create tailored care plans that address the unique needs and preferences of each patient (*Virtanen et al.,2022*). For example, AI can help nurses determine the best course of treatment for chronic conditions, adjust medication dosages based on real-time data, and anticipate complications before they arise. This personalized approach improves patient outcomes, enhances satisfaction, and promotes more efficient use of healthcare resources. AI also supports nurses in making evidence-based decisions, leading to more accurate and timely interventions (*Raoji, 2022*).

Predictive analytics powered by AI and machine learning tools is increasingly used in nursing practice to enhance clinical decision-making. By analyzing trends in patient data, predictive analytics tools can forecast potential health risks, such as heart failure, sepsis, or diabetic complications. Nurses can use these insights to proactively manage patients, intervene earlier, and adjust care protocols before critical issues arise (Abuzaid, Elshami& Fadden, 2022). For example, predictive models can alert nurses to changes in a patient's vital signs or lab results that may indicate the onset of an acute event, enabling quicker action. This early detection can significantly reduce the risk of adverse outcomes, improve patient safety, and contribute to better long-term health results, making predictive analytics a critical asset in nursing care (Wagner et al.,2022).

Technological advancements in electronic health records (EHR) systems and automated medication administration are transforming nursing workflows. EHRs provide a centralized digital platform where patient information is securely stored and easily accessed by healthcare providers. This reduces the time spent on manual documentation and minimizes errors associated with paper records (*Chang, 2020*). With automated medication administration systems, nurses can quickly access accurate patient medication histories, reduce medication errors, and track medication compliance. These systems can also generate alerts for potential drug interactions or adverse reactions, ensuring patient safety. By streamlining these administrative tasks, nurses are able to devote more time to direct patient care, improving both efficiency and the quality of care delivered (*Abdullah& Fakieh, 2020*).

Mobile health apps and task management tools are helping nurses better manage their daily responsibilities, reducing stress and improving patient care. These tools enable nurses to access patient information, communicate with the care team, and manage tasks more efficiently on the go (Rožman, Oreški & Tominc, 2022). For instance, apps that integrate with EHRs allow nurses to update patient records, access lab results, and document care in real time, without being tethered to a workstation. Task management tools can also assign and track specific duties, prioritize tasks, and facilitate better time management. This technology enhances workflow efficiency by reducing delays and ensuring that nurses stay organized, leading to more coordinated care and improved patient outcomes (Kossyva et al.,2023).

Effective communication is critical in nursing practice, and digital platforms are revolutionizing how nurses, physicians, and patients interact. Mobile apps, secure messaging systems, and telemedicine platforms enable seamless communication across healthcare teams, improving collaboration and decision-making. Nurses can quickly communicate patient concerns or changes in status to physicians, while physicians can respond with treatment plans or medication adjustments in real time (Rao, Chitranshi& Punjabi, 2020). These platforms also enhance communication with patients, providing them with direct access to their care team, fostering patient engagement, and encouraging adherence to treatment protocols. By facilitating faster, more accurate communication, these digital tools ensure that patients receive timely and coordinated care, reducing the likelihood of miscommunication and enhancing patient safety (Rožman, Tominc& Milfelner, 2023).

Telemedicine plays a significant role in improving care coordination, especially for patients with chronic conditions who require regular monitoring and follow-up care. Through telemedicine platforms, nurses can conduct virtual assessments, review patients' progress, and ensure that care plans are followed effectively (Sabra et al .,2023). This eliminates the need for frequent hospital visits and helps to bridge gaps in care, particularly in underserved areas. By improving care continuity, telemedicine reduces unnecessary hospital readmissions and improves clinical outcomes. For nurses, this technology reduces the burden of in-person visits and increases the time available for direct patient care. As telemedicine becomes more integrated into routine practice, it promises to enhance patient engagement and satisfaction while improving overall care coordination (Wang et al .,2023).

In a home care setting, technology has significantly enhanced the management of chronic diseases, such as diabetes and heart failure. Nurses use mobile health apps and wearable devices to track patients' blood sugar levels, heart rate, and oxygen saturation. Data from these devices is transmitted to nurses in real time, allowing them to assess whether patients are adhering to treatment protocols and make necessary adjustments to their care plans *(Shinners et al.,2022)*. In one case, a nurse was able to detect early signs of deteriorating heart function in a heart failure patient via remote monitoring and prevent a hospital readmission by promptly adjusting the patient's medication. This case

highlights how technology improves the delivery of care in home settings and empowers nurses to provide proactive, personalized care (*Yeh et al.,2021*).

## Chapter 3: Challenges: Barriers to Technology Adoption in Nursing

Resistance to change is one of the most common barriers to the adoption of new technologies in nursing. Nurses often develop routines and workflows that they are comfortable with, and introducing new tools or systems can disrupt these established practices. Additionally, many nurses fear that technology will replace the human touch in patient care, undermining the compassionate, hands-on approach that nursing embodies (*Ahmed ,2023*). This fear is not unfounded, as some technologies, such as robotic assistants or AI-based decision support systems, can seem to minimize direct human interaction. However, these technologies are designed to support nurses rather than replace them, allowing them to focus more on patient care. Overcoming this resistance requires clear communication about how technology enhances, rather than diminishes, nursing roles and the quality of patient care (*Taner& Aysen, 2023*).

One of the biggest hurdles to technology adoption in nursing is ensuring that nursing staff are adequately trained. Nurses must be able to use new devices, software, or data systems effectively to maximize their benefits. The rapid pace of technological advancements presents a unique challenge, as nurses must stay updated on emerging tools and systems while balancing their already demanding clinical responsibilities (Gonçalves, 2022). Inadequate training can lead to frustration, errors, and reduced efficiency, which ultimately impacts patient care. To overcome this barrier, healthcare institutions need to invest in continuous education, offering regular training sessions and refresher courses that are accessible and relevant. Support systems, including mentorship and peer assistance, are also essential in helping nurses build confidence and competence in using new technologies (Elsayed, El-Wkeel& Abo habieb, 2023).

Integrating new technologies with existing healthcare systems and infrastructure is a significant challenge for many healthcare organizations. Many hospitals and clinics are still using outdated equipment or software that does not seamlessly work with newer technologies, creating compatibility issues. For example, electronic health records (EHR) systems, while widely adopted, often lack interoperability between different systems, making it difficult for nurses to access or share patient information across platforms (Kavosi et al .,2021). Additionally, older medical equipment may not be compatible with newer technologies, requiring costly upgrades or replacements. Effective integration requires careful planning, investment in infrastructure, and collaboration between IT departments, management, and clinical staff to ensure that new technologies can function smoothly within existing systems without disrupting workflows or compromising patient care (Kambur& Akar, 2021).

As technology becomes increasingly integrated into nursing practice, concerns about data security and patient privacy have grown. The digitization of healthcare data, while improving accessibility and efficiency, also exposes sensitive patient information to

potential breaches. Nurses, who have access to vast amounts of patient data through electronic health records and other digital tools, must be vigilant about safeguarding this information (Özlem & Nursel ,2023). Compliance with privacy regulations such as HIPAA (Health Insurance Portability and Accountability Act) is critical, but the constantly evolving nature of technology creates new challenges for maintaining compliance. Healthcare institutions must invest in robust cybersecurity measures, encryption, and staff training to mitigate risks. Ensuring that nurses are well-versed in data privacy policies is essential to protect both patient confidentiality and the integrity of the healthcare system (Keith et al.,2022).

Another significant challenge to technology adoption in nursing is the uneven access to digital health tools, especially in rural or underserved areas. While advanced technologies like telemedicine, remote monitoring devices, and mobile health apps have the potential to improve healthcare delivery, these tools are not always available to all populations. Rural hospitals may lack the necessary infrastructure to implement telehealth or EHR systems, limiting their ability to provide remote care or digitally manage patient data (Smith et al.,2022). Additionally, patients in underserved areas may not have access to the internet or the devices required to participate in virtual consultations or remote health monitoring. This disparity can lead to unequal care outcomes and further widen the gap in healthcare access. Addressing these challenges requires targeted investments in technology infrastructure and policies that ensure equitable access for all patients, regardless of their geographical or socioeconomic status (Abdelhamed et al.,2023).

One barrier to adopting new technologies in nursing is the already high workload and time pressures nurses face. Nurses often work long shifts, balancing patient care with administrative tasks, and may struggle to find time for training or to adjust to new systems. The introduction of new technologies can be perceived as adding to the burden, especially if the system is complex or if it requires significant time to master (*Efklides*, 2021). The time required for training, familiarization, and troubleshooting can lead to resistance, as nurses feel that the potential benefits of the technology are outweighed by the time and effort needed to implement it. Healthcare facilities can address this barrier by allocating dedicated time for training and ensuring that new technologies improve efficiency, ultimately saving time and reducing stress in the long term (*Barkley & Major*, 2020).

Even after nurses undergo training, there is often a significant learning curve when it comes to using new technologies effectively. Whether it's operating a new piece of medical equipment, using a digital charting system, or implementing telehealth services, nurses may face challenges in troubleshooting issues, navigating unfamiliar interfaces, or using devices with complex functionality (*Gallegos et al .,2022*). Additionally, technical glitches, system downtimes, or compatibility issues can disrupt the workflow and lead to frustration. These technical challenges can result in nurses becoming less confident in using the technology and more resistant to adopting it in the future. To

overcome these obstacles, healthcare organizations must offer ongoing technical support and troubleshooting resources, such as help desks, tech support teams, and peer assistance programs (*Freda et al.*,2021).

Many nurses express concern that technology may reduce the level of personal, human interaction they can have with their patients. Nursing has long been a profession focused on building compassionate, trust-based relationships with patients, and some fear that increased reliance on digital tools might diminish this vital aspect of care. For example, the use of automated medication dispensing systems, robotic patient assistants, or telehealth services may reduce face-to-face interactions ( Hsu, Chang&Lee, 2021). However, it is important to recognize that these technologies are designed to enhance the care process, not replace human touch. Technology can free up nurses from routine tasks, allowing them to spend more time with patients, engage in meaningful conversations, and focus on personalized care. Education and support can help nurses understand that technology complements, rather than diminishes, their role in patient care (Haghighi, Pakpour& Khankeh, 2021).

Another significant barrier to the adoption of technology in nursing is the cost associated with purchasing, implementing, and maintaining new systems. Healthcare organizations, particularly smaller or rural facilities, may struggle to find the funds needed to purchase advanced technologies, such as robotic equipment, AI-based diagnostic tools, or telemedicine platforms. In addition to the initial investment, ongoing costs such as training, software updates, cybersecurity measures, and hardware maintenance can further strain budgets (*Kassab, El-Sayed& Hamdy, 2022*). Financial constraints may also limit the ability of these organizations to offer competitive salaries for nurses skilled in using advanced technologies. Government grants, funding from healthcare technology providers, and strategic partnerships with tech companies can help alleviate some of these financial pressures, making technology more accessible to all healthcare facilities (*McGuire& McGuire, 2021*).

Cultural factors within healthcare organizations can also pose challenges to the successful adoption of new technologies. In some settings, traditional practices and hierarchies may hinder innovation and technological advancement. Nurses may be hesitant to embrace technology if there is a lack of leadership support or if their concerns about the technology's impact on care are not addressed (*Pohl, 2020*). Engaging nurses in the decision-making process and including them in discussions about the adoption of new technologies is essential for overcoming cultural resistance. When nurses are involved in the selection and implementation process, they are more likely to feel invested in the success of the technology. Providing a platform for feedback and open dialogue can also help identify barriers and ensure that technology meets the needs of both nurses and patients (*Okolie et al.,2021*).

# Chapter 4: The Role of Technology in Nursing Education and Professional Development

Virtual simulations and online training platforms have revolutionized nursing education by providing students and practicing nurses the ability to develop critical clinical skills in a safe and controlled environment. Virtual simulation tools allow learners to practice complex procedures, make clinical decisions, and experience real-life scenarios without the risks associated with hands-on patient care (*Simonsmeier& Flunger, 2021*). These platforms offer high-fidelity, interactive environments that mimic actual clinical settings, enhancing the learning experience. Students can practice administering medications, responding to emergencies, and caring for patients with various conditions, all while receiving immediate feedback. For practicing nurses, virtual simulations also offer opportunities for skill maintenance and refinement, ensuring they stay sharp and confident in their practice. This shift toward simulation-based education improves preparedness and clinical decision-making without exposing patients to potential harm (*Wang et al.,2021*).

Technology has significantly expanded access to nursing education through online learning platforms. Online courses, webinars, and virtual classrooms provide nursing students and professionals with flexible, accessible opportunities to enhance their knowledge and skills. These platforms offer a wide range of topics, from foundational nursing practices to specialized fields like neonatal care or geriatrics. The ability to complete coursework from any location eliminates geographic barriers, enabling nurses in rural or underserved areas to pursue further education (*Weight& Bond, 2022*). Additionally, online education often includes interactive elements, such as discussion forums and virtual labs, allowing students to engage with instructors and peers. This format fosters a deeper understanding of theoretical concepts and ensures that nurses continue to meet educational requirements while managing work schedules, making ongoing professional development more achievable (*Young et al., 2020*).

Nurses are required to participate in continuing education to maintain licensure and stay updated on the latest advances in healthcare. Technology has made this process more convenient and efficient. Online courses, webinars, and mobile learning apps allow nurses to pursue continuing education at their own pace, without the need to take time off from work. These resources are available 24/7, enabling nurses to integrate learning into their busy schedules (*Zhang et al "2021*). Moreover, many platforms offer certification programs that help nurses specialize in areas such as pain management, wound care, or infection control. Technology-driven continuing education ensures that nurses have access to the most current evidence-based practices, improving their ability to provide high-quality care. By offering flexible learning options, technology promotes lifelong professional development in a way that traditional classroom settings cannot (*Lanz*, 2020).

Telecommunication technologies, such as video conferencing and online mentorship platforms, have transformed how nursing professionals receive training and mentorship, especially in underserved areas. Through remote mentoring, experienced nurses or instructors can provide guidance to less-experienced nurses regardless of

geographical location. This has been particularly valuable in rural or isolated areas, where access to clinical training and expert advice may be limited. Nurses can engage in real-time discussions with mentors, ask questions, and receive feedback on their practice (Fotis, 2022). Virtual mentorship also helps connect nurses with specialists in various fields, allowing them to gain knowledge from experts without the need to travel. This remote support helps nurses grow professionally while overcoming challenges related to distance and limited resources, ensuring equitable access to quality training opportunities (Alazzam et al., 2022).

Interprofessional collaboration is essential in healthcare, and technology is enhancing the ability of nursing teams to collaborate with other healthcare professionals. Digital platforms, such as electronic health records (EHR), telemedicine, and cloud-based communication tools, facilitate seamless information sharing and decision-making between nurses, physicians, pharmacists, and other healthcare providers. These platforms enable healthcare teams to discuss patient care plans, share insights, and coordinate treatments in real-time, regardless of physical location (*Akkaya& Mert*, *2022*). Nurses can easily access patient data, update records, and participate in virtual consultations with specialists. This collaborative approach improves care coordination and patient outcomes by ensuring that all members of the healthcare team are on the same page. As a result, technology not only enhances individual nursing practice but also strengthens team-based care across the entire healthcare system (*Squires et al.,2021*).

Technology plays a crucial role in fostering a culture of lifelong learning in nursing. With the rapid pace of medical advancements, nurses must continually update their skills and knowledge to provide optimal patient care. Online platforms and mobile applications make it easier for nurses to engage in continuous education, even outside traditional classroom settings (*Lee& Yoon, 2021*). Nurses can access on-demand courses, video tutorials, and journal articles on emerging topics such as genomics, new pharmacological treatments, or advanced diagnostic technologies. These tools promote ongoing professional growth by encouraging nurses to stay informed about the latest developments in the healthcare field. By embedding learning into daily practice through technology, nurses are empowered to remain adaptable and responsive to changes, enhancing their ability to deliver evidence-based care throughout their careers (*Kmieciak, 2021*).

Virtual reality (VR) and augmented reality (AR) technologies are emerging as powerful tools in nursing education, offering immersive, interactive experiences that enhance clinical learning. VR allows students to practice complex procedures in a simulated environment, where they can repeat actions without the risk of harming patients. For example, nursing students can practice performing surgeries, administering injections, or assessing patients in a controlled, lifelike setting (O'Connor et al "2023). AR can overlay critical information, such as anatomy or patient data, onto the real world, helping students and nurses gain a better understanding of anatomy or medical procedures. These technologies offer the advantage of hands-on practice without the

need for physical resources or live patients, making it easier to train large numbers of students. As these tools continue to evolve, they hold the potential to revolutionize nursing education and practice (*Ng et al.*,2022).

Gamification is another innovative approach in nursing education, using game-like elements such as scoring, rewards, and challenges to make learning more engaging and interactive. Educational apps and platforms that incorporate gamification allow nurses and students to participate in quizzes, simulations, and role-playing activities that mimic real-world scenarios (*Ronquillo et al.,2021*). This approach not only makes learning more enjoyable but also reinforces knowledge retention and decision-making skills. Nurses can practice responding to clinical emergencies or managing patient care in a fun, interactive way, with immediate feedback on their performance. By integrating gamification, nursing education becomes more dynamic and personalized, catering to different learning styles. As technology advances, gamified learning experiences will become an increasingly effective way to prepare nurses for the challenges of modern healthcare (*Debolina*, *Sushanta & Divya*, 2023).

Technology has opened doors to global access in nursing education, enabling students and professionals from all corners of the world to engage with quality training resources. Online learning platforms, webinars, and virtual conferences allow nurses from developing countries or remote areas to participate in cutting-edge educational opportunities that were previously unavailable. This global access helps bridge the education gap, providing nurses everywhere with the knowledge and skills needed to improve patient care in their communities (*Stokes & Palmer, 2020*). It also allows for cross-cultural exchange and collaboration between nurses and healthcare professionals worldwide. Nurses can learn from international experts, attend global seminars, and engage in discussions about best practices in nursing. As a result, technology fosters a more inclusive, diverse, and interconnected nursing workforce, improving healthcare outcomes on a global scale (*Tang, Chang& Hwang, 2021*).

As technology continues to evolve, the future of nursing education will likely see even greater integration of advanced tools such as AI, machine learning, and robotic-assisted training. These technologies hold the potential to create more sophisticated learning environments that adapt to the needs of individual learners (*Verganti*, *Vendraminelli & Iansiti*, 2020). For example, AI-powered platforms could offer personalized learning pathways based on a nurse's progress and areas of difficulty. Additionally, machine learning algorithms could provide real-time feedback on clinical decision-making and patient care scenarios. The use of robotics for physical tasks in training could help nurses practice intricate procedures with the precision and consistency needed for real-world applications. The future of nursing education is poised for transformation, with technology playing a central role in shaping how nurses are trained, educated, and supported throughout their careers (*Gerich et al.*,2022).

**Chapter 5: Future Directions: The Next Frontier in Nursing and Technology** 

The integration of artificial intelligence (AI) and machine learning (ML) in nursing practice holds tremendous promise for enhancing diagnostic support. AI algorithms can analyze vast amounts of clinical data much faster and more accurately than human clinicians, enabling quicker diagnosis and more personalized care (*Goel et al.,2022*). For instance, AI systems can identify patterns in lab results, medical imaging, and patient history to flag potential health risks such as sepsis or cardiac arrest, providing early warnings. Machine learning models can also continuously improve as they process more patient data, refining their diagnostic capabilities over time. As a result, nurses could rely on AI tools to make evidence-based decisions and provide real-time updates on patient conditions, which could significantly enhance patient outcomes and reduce errors in diagnosis (*Fitzpatrick &Alfes, 2022*).

AI and ML are increasingly being applied to support clinical decision-making, providing nurses with actionable insights to improve patient care. For example, AI can be used to recommend treatment plans tailored to individual patients based on their medical history, genetics, and real-time data (*Wang et al.,2022*). Machine learning models can help predict the likelihood of specific outcomes, such as patient deterioration or response to a certain treatment, by analyzing large datasets from diverse sources. By utilizing these technologies, nurses can enhance their decision-making process, leading to better clinical outcomes. AI's ability to process and synthesize complex data not only aids in making informed decisions but also helps nurses prioritize tasks based on real-time patient needs, thereby improving workflow efficiency and patient safety (*Zirar, 2023*).

AI and machine learning have the potential to revolutionize the prediction of patient outcomes, allowing nurses to intervene earlier and more effectively. Using predictive analytics, AI can analyze historical patient data to identify risk factors for complications such as readmissions, infections, or adverse events (Adly, Eid& El-Shahat, 2022). For example, machine learning algorithms can be trained to predict a patient's risk of developing postoperative complications or suffering from a heart attack based on pre-existing conditions, lab results, and environmental factors. By identifying at-risk patients in advance, nurses can implement preventive measures, tailor care plans, and provide more targeted interventions. This predictive power is not only a game-changer for patient outcomes but can also reduce healthcare costs by minimizing preventable complications (Altaweel& Al-Hawary, 2021).

Robotics is playing an increasingly important role in nursing, both in clinical settings and in patient mobility assistance. Robotic surgical assistants, for example, allow nurses to support surgeons during complex procedures by enhancing precision, reducing the risk of human error, and enabling minimally invasive surgeries (*Baghdadi, Farghaly Abd-EL Aliem& Alsayed, 2021*). Beyond surgery, robots are also being developed to assist with patient mobility, reducing the physical strain on nurses. Robots designed for lifting and transferring patients can prevent nurse injuries associated with manual lifting, a common issue in healthcare settings. These robots can also improve patient

safety, as they ensure proper lifting techniques and prevent falls. As nursing tasks become increasingly automated, robotics will not only improve nursing efficiency but also contribute to better health outcomes for patients (*Diab et al.,2022*).

In elderly and long-term care settings, robotics is especially promising for providing assistance with daily activities and improving the quality of life for patients. Robots designed for monitoring, patient assistance, and medication administration can significantly enhance the care provided to elderly patients, especially those with mobility issues or cognitive impairments. For instance, robots can help patients with dementia by guiding them through routines, reminding them to take medications, and even providing companionship (*Ghazy et al.,2021*). Nurses can focus on more complex tasks while robots handle repetitive or physically demanding tasks. The integration of robotics into these settings is also a solution to the growing shortage of healthcare professionals, enabling nurses to provide more specialized care while robots handle routine activities (*Fawaz, 2021*).

Telemedicine and home care technologies are poised to transform nursing practice by enabling virtual consultations and remote patient management. As healthcare systems strive to become more patient-centered, telemedicine allows nurses to connect with patients in their homes, monitor their health remotely, and provide care without the need for in-person visits. This is particularly valuable for patients in rural or underserved areas where access to healthcare providers may be limited (*Graf*, 2020). With telehealth platforms, nurses can monitor chronic conditions, offer post-operative care, and even provide mental health support through video calls, reducing hospital readmissions. The ability to remotely track patient progress in real-time means nurses can intervene earlier when complications arise, ensuring continuous care and improving patient outcomes while also reducing healthcare costs (*Hampton, Smeltzer& Ross, 2021*).

The growing use of personal health devices, such as wearables, is revolutionizing the way nurses manage patient care. Devices like smartwatches, glucose monitors, and sleep trackers allow patients to monitor their health in real-time, providing nurses with continuous streams of data that can be used to track vital signs, glucose levels, sleep patterns, and physical activity. Nurses will play an essential role in interpreting this data, identifying trends, and adjusting care plans accordingly (Kim& Shin, 2020). These devices can also help nurses detect early signs of deterioration, such as abnormal heart rates or blood pressure spikes, allowing for timely interventions. By integrating these devices into clinical practice, nurses can offer more personalized and proactive care, improving long-term health outcomes and empowering patients to take charge of their health (Labrague& De los Santos, 2020).

As personal health devices and other technologies continue to produce vast amounts of data, nurses will need to take an active role in managing and interpreting this information. While the data from wearables and remote monitoring systems can offer

valuable insights into a patient's condition, the challenge lies in synthesizing this data and incorporating it into the overall care plan (Banstola, Ogino& Inoue, 2020). Nurses will need to be trained not only in using these devices but also in understanding the complexities of the data they generate. This will require collaboration with other healthcare professionals, such as physicians and data analysts, to ensure that the information is used effectively. Nurses will also play a critical role in educating patients on how to use these devices and what to do with the data they collect, fostering a more informed and empowered patient population (Schaufeli, 2021).

As technology continues to evolve, nurses must navigate a complex landscape of ethical and regulatory challenges. One major concern is patient privacy, particularly as digital health data becomes more integrated into care systems. Nurses must ensure that patient data, especially from wearables and telemedicine platforms, is securely stored and shared only with authorized individuals (*Pelit-Aksu et al.,2021*). Additionally, issues surrounding patient autonomy will arise as AI and machine learning algorithms begin to influence clinical decision-making. Nurses must be vigilant in ensuring that these technologies support, rather than replace, the patient's right to participate in their care. Ethical concerns will also extend to the use of robotics in patient care, where issues related to consent and the balance between technology and human touch will need to be addressed (*Saleh et al.,2023*).

The future of nursing is undoubtedly intertwined with technological advancements, offering both exciting opportunities and complex challenges. AI, robotics, telemedicine, personal health devices, and other innovations are set to transform nursing practice, improving patient care, outcomes, and operational efficiency. However, for technology to reach its full potential, nurses must be adequately trained and prepared to integrate these advancements into their practice (*Elhanafy, Maiz& Rashed, 2022*). Ongoing education, ethical awareness, and regulatory oversight will be essential in ensuring that technology complements, rather than compromises, patient-centered care. As technology continues to evolve, nurses will remain at the heart of healthcare, driving both innovation and compassionate care while navigating the challenges that accompany these technological transformations. The integration of these innovations promises a future where nursing practice is more effective, accessible, and responsive to the needs of diverse patient populations (*Fritsch et al.,2022*).

## **References**

- 1. **Jones, B.** (2020): Fifteen minutes may decrease nursing burnout: A discussion paper. Int. J. Nurs. Sci., 7, 121-123.
- 2. **Lanz, J.(2020):** Evidence based resilience intervention for nursing: Student a randomized controlled pilot trail. Published a International Journal of Applied Positive Psychology.
- 3. **Akram Jabar Al-Atabi , Bushra Saadoon M. Al-Noori, May (2020):** E-Learning In Teaching, Research Gate .

- 4. **Omar M, Aluwi H, Fauzi M & Hairpuddin F (2020)**: Work stress, workload, work-life balance, and intention to leave among employees of an insurance company in Malaysia. International Journal of Business, Economics and Law, 21(2), 70-78.
- 5. Carpenter, N. C., Whitman, D. S., & Amrhein, R. (2021): Unit-level counterproductive work behavior (CWB): A conceptual review and quantitative summary. Journal of Management, 47(6), 1498-1527.
- 6. **Chen, H., Richard, O. C., Boncoeur, O. D., & Ford Jr, D. L. (2020):** Work engagement, emotional exhaustion, and counterproductive work behavior. Journal of Business Research, 114, 30-41.
- 7. Hakami, A., Almutairi, H., Al Otaibi, R., Al Otaibi, T., & Al Battal, A. (2020): The relationship between nurses job satisfaction and organizational commitment. Health Science Journal, 14(1), 1-5.
- 8. **Hu, Q., Taris, T. W., Dollard, M. F., & Schaufeli, W. B. (2020**): An exploration of the component validity of job crafting. European Journal of Work and Organizational Psychology, 29(5), 776-793.
- 9. Lazazzara, A., Tims, M., & De Gennaro, D. (2020): The process of reinventing a job: A meta-synthesis of qualitative job crafting research. Journal of Vocational Behavior, 116, 103267.
- 10. Miao, C., Humphrey, R. H., & Qian, S. (2020): The cross-cultural moderators of the influence of emotional intelligence on organizational citizenship behavior and counterproductive work behavior. Human Resource Development Quarterly, 31(2), 213-233.
- 11. Niskala, J., Kanste, O., Tomietto, M., Miettunen, J., Tuomikoski, A. M., Kyngäs, H., & Mikkonen, K. (2020): Interventions to improve nurses' job satisfaction: A systematic review and meta-analysis. Journal of Advanced Nursing, 76(7), 1498-1508.
- 12. Specchia, M. L., Cozzolino, M. R., Carini, E., Di Pilla, A., Galletti, C., Ricciardi, W., & Damiani, G. (2021): Leadership styles and nurses' job satisfaction. Results of a systematic review. International journal of environmental research and public health, 18(4), 1552.
- 13. **Zhang, F., & Parker, S. K. (2019):** Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review. Journal of organizational behavior, 40(2), 126-146.
- 14. Adriana Reis, Ames toy ,S, C., da Silva,G.,dossantos,l.,Ferreira,V,B.,Tadea Reis,trindade,l.,d,l.,&Varanda, p, A .G.,(2022):Transformational leadership in nursing practice:challengesand strategies. Revistabrasilera De Enfermagem ,73(6),1-7 .Ahmed,A.,Lazim,B.,Zheo,L.,(2020):Resonant leadership, which involves a leaders emotional competence, Heuristics for Human Relations,10(6):1-9.
- 15. **Ahmed,E..H.,sleem,F.,W.,&El-Sayed,I..R.,(2021):** Core competencies elements among first line nurse managers at port –said government hospitals Port Said Scientific Journal of Nursing.
- 16. Cummings, G. G., Hayduk, L. & Estabrooks, C. (2022): Mitigating the impact of hospital restructuring on nurses: The responsibility of emotionally intelligent

- leadership. Nursing Research, 54(1), 2–12.
- 17. **Faeq, D. & Zyad, K & Hassan, R. (2022):** Impact of resonant leadership in reducing workplace bullying: A case from Sulaymaniyah chamber of commerce & industry. International Journal of Research in Business and Social Science (2147-4478). 11. 264-276. 10.20525/ijrbs.
- 18. **Fitzpatrick ,J.,J.,&Alfes ,M.,C.,(2022):**Nurse leadership and management :foundations for effective administration new york springer publishing company 3<sup>rd</sup> edition pp111-269.
- 19. **Goleman, D., (2023):** Master the Four Styles of Resonant Leadership. https://www.linkedin.com/pulse/master-four-styles-resonant-leadership-danielgoleman. International Journal of Business and Management, 12(3), 1-9.
- 20. **Joseph,M.l..Huber,D(2021)**:leadership and nursing care management –E-book new york Elsevier health sciences 2<sup>nd</sup> edition,pp100-150.
- 21. **Judeh,M., Al-Ghasawneh,J., Al-Zu'bi,H., and Ngah,A.,H.,(2022):** Linking resonant leadership, psychological ownership, and organizational commitment: The mediating role of employee empowerment. Problems and Perspectives in Management, 20(1), 153-163. doi:10.21511.
- 22. **Luu, T. T. (2023):**Organizational citizenship behavior: A review and extension. International Journal of Business and Management, 12(3), 1-9.
- 23. Mikołajczyk,K (2022):Changes in the approach to employee development in organizations as a result of the COVID-19 pandemic. Institute of Human Capital, Warsaw School of Economics, Warsaw, Poland. The current issue and full text archive of this journal is 11 available on Emerald Insight at: https://www.emerald.com/insight/2046-9012.htm
- 24. Niroula, K. B., & Chamlagai, G. P. (2020): Status of organization citizen behavior (OCB) in Nepalese commercial banks. Dristikon: A Multidisciplinary Journal, 10(1), 143-156.
- 25. **Organ, D. W., Podsakoff, P. M., & MacKenzie, S. B. (2023):** Organizational citizenship behavior: Its nature, antecedents, and consequences. Sage Publications.
- 26. Podsakoff, N. P., Podsakoff, P. M., Mackenzie, S. B., & Maynes, T. D. (2022): Organizational citizenship behavior: A review and extension. Journal of Management, 46(4), 590-622.
- 27. Raoji, N. V. (2022): The future of leadership training: An immersive web-based program enhancing Nurses critical soft leadership skills in new healthcare contexts (Order No.28321786). Available from proquest Dissertations & theses Global. (2572554450).
- 28. **Squires, M., Tourangeau, A., Lachinger, H.K., & Doran, D. (2021):** The link between leadership and safety outcomes in hospitals. Journal of Nursing Management, 18, 914-925.
- 29. **Taner, B. & Aysen, B. (2023):** The role of Resonant Leadership in organisations. European Scientific Journal, 14 (2), 17-30.
- 30. Virtanen, E., Peltola, E. W., Jarvala, T. T., & Lehto, J. (2022): First line nurse

- managers in university hospitals—Captives to their own professional culture? Journal of Nursing Management, 15(1), 114-122.
- 31. Wagner, J., Warren, S., Cummings, G., Smith, D.L. and Olson, J.K. (2022): "Resonant leadership, workplace empowerment, and 'Spirit at Work': impact on RN job satisfaction and organizational commitment", Canadian Journal of Nursing Research.
- 32. **Abuzaid, M. M., Elshami, W., & Fadden, S. M. (2022):** Integration of artificial intelligence into nursing practice. Health and technology, 12(6), 1109–1115.
- 33. **Abdullah, R., Fakieh, B (2020):** Health Care Employees' Perceptions of the Use of Artificial Intelligence Applications:SurveyStudyJ Med Internet Res 22(5):e17620.
- 34. Chang, K. (2020): Artificial intelligence in personnel management: the development of APM model. Bottom Line 33:4. doi: 10.1007/978-3-030-77246-8\_27.
- 35. **Debolina Dutta, Sushanta Kumar Mishra & Divya Tyagi (2023)**: Augmented employee voice and employee engagement using artificial intelligence-enabled chatbots: a field study, The International Journal of Human Resource Management, 34:12, 2451-2480.
- 36. Goel, P., Kaushik, N., Sivathanu, B., Pillai, R., and Vikas, J. (2022): Consumers' adoption of artificial intelligence and robotics in hospitality and tourism sector: literature review and future research agenda. Tour. Rev. doi: 10.1108/TR-03-2021-0138. [Epub ahead of print].
- 37. Fritsch SJ, Blankenheim A, Wahl A., Hetfeld, P., Maassen, O., Deffge, S... Bickenbach, J. (2022): Attitudes and perception of artificial intelligence in healthcare: A cross-sectional survey among patients. DIGITAL HEALTH; 8.
- 38. **Kambur, E., and Akar, C. (2021):** Human resource developments with the touch of artificial intelligence: a scale development study. Int. J. Manpow. doi: 10.1108/IJM-04-2021-0216 [Epub ahead of print].
- 39. **Kossyva, D., Theriou, G., Aggelidis, V., & Sarigiannidis, L. (2023):** Definitions and antecedents of engagement: a systematic literature review. Management Research Review, 46(5), 719-738.
- 40. **Rao, S., Chitranshi, J., & Punjabi, N. (2020):** Role of Artificial Intelligence in Employee Engagement and Retention. Journal of Applied Management-Jidnyasa, 12(2), 42–60.
- 41. **Rožman M, Oreški D and Tominc P (2022):** Integrating artificial intelligence into a talent management model to increase the work engagement and performance of enterprises. Front. Psychol. 13:1014434.
- 42. **Rožman, M., Tominc, P., & Milfelner, B. (2023):** Maximizing employee engagement through artificial intelligent organizational culture in the context of leadership and training of employees: Testing linear and non-linear relationships. Cogent Business & Management, 10(2), 2248732.
- 43. **Wang, W., Chen, L., Xiong, M., & Wang, Y. (2023):** Accelerating AI adoption with responsible AI signals and employee engagement mechanisms in health care. Information Systems Frontiers, 25(6), 2239-2256.

- 44. Sabra, H. E., Abd Elaal, H. K., Sobhy, K. M., & Bakr, M. M. (2023): Utilization of Artificial Intelligence in Health Care: Nurses' Perspectives and Attitudes. Menoufia Nursing Journal, 8(1), 243-257.
- 45. **Shinners L, Grace S, Smith S, Stephens A, Aggar C (2022)**: Exploring healthcare professionals' perceptions of artificial intelligence: Piloting the Shinners Artificial Intelligence Perception tool. DIGITAL HEALTH. 8.
- 46. **Yeh, S.-C.; Wu, A.-W.; Yu, H.-C.; Wu, H.C.; Kuo, Y.-P.; Chen, P.-X (2021 ):** Public Perception of Artificial Intelligence and Its Connections to the Sustainable Development Goals. Sustainability, 13, 9165.
- 47. **Ahmed .F.M,(2023):** Relation between job crafting, staff nurses job satisfaction and counterproductive work behaviors. Un published master thesis at Ain shams university .p.p 165-168.
- 48. **Akkaya, B., Mert, G. (2022):** Organizational Agility, Competitive Capabilities, and the Performance of Health Care Organizations During the Covid-19 Pandemic, Central European Management Journal, Vol. 30, No. 2/2022, p. 2–25, I
- 49. **Altaweel, R. and Al-Hawary, S. (2021):** The mediating role of innovation capability on the relationship between strategic agility and organizational performance. Sustainability, 13, 7564. https://Doi. Org/10.3390/Su13147564.
- 50. **Elhanafy, E., Maiz, A., & Rashed, N. (2022):** Mangers' Leadership Style and its Association to their Staff Nurses' Job Satisfaction. Egyptian Journal of Health Care, 13(1), 15-24..
- 51. Elsayed, W., El-Wkeel, N., & Abo habieb, E. (2023): Relation between Workforce Agility and Managerial Decision Making with Organizational Intelligence at Main Mansoura University Hospital. Mansoura Nursing Journal.
- 52. **Gonçalves, D. (2022):** Organizational Agility and Digital Innovation Capability: The Case of Automotive Startups (PhD dissertation, Halmstad University Press).
- 53. Kavosi, Z., Delavari, S., Kiani, M. M., Bastani, P., Vali, M., & Salehi, M. (2021): Modeling organizational intelligence learning, forgetting and agility using structural equation model approaches in Shiraz University of Medical Sciences Hospitals. BMC research notes, 14(1), 1-8.
- 54. **Keith, A., Warshawsky, N., Neff, D., Grandfield, E., M. (2022):** The Impact of Generation on Nurse Manager Job Satisfaction. The Journal of Nursing Administration 52(7/8):435-441
- 55. Özlem B. Y., Nursel A. M.,(2023): the effect of organizational agility on crisis management process and organizational resilience: Health sector example, International Journal of Disaster Risk Reduction, Volume 96, , 103955, ISSN 2212-4209.
- 56. **Smith, S., Lapkin, S., Halcomb, E., & Sim, J. (2022):** Job satisfaction among small rural hospital nurses: A cross sectional study. Journal of Nursing Scholarship.
- 57. **Abdelhamed, F. G., Eid, N. M., Diab, G. M., & El-Guindy, H. A. (2023):** Metacognitive Training Program: Its Effect on Staff NursesDecision Making Abilities. Menoufia Nursing Journal, 8(2), 163-180

- 58. **Barkley, E. F., & Major, C. H. (2020):** Student engagement techniques: A handbook for college faculty. John Wiley & Sons
- 59. **Efklides, A. (2021):** Metacognition in education: An overview of current issues. Educational Psychology Review, 33, 813–833.
- 60. **Freda, M.F., Raffaele, D.P., Esposito, G.,Ragozini, G., and Testa, I. (2021):** A new measure for the assessment of the university engagement: the SInAPSi academic engagement scale (SAES) current psychology
- 61. Gallegos, A., Gordon, L. K., Moreno, G., Nahm, S., Brown, K., Walker, V., Rangel, V., Clavijo, S., & Casillas, A. (2022): Visibility & support for first-generation college graduates in medicine. Medical Education Online, 27(1).
- 62. **Haghighi, M., Pakpour, V., & Khankeh, H.R. (2021):** The mediating role of metacognition in the relationship between critical thinking disposition and problem solving skills among nursing students. BMC Medical education, 21(1)1-9.
- 63. **Hsu, Y.C., Chang, J.W., &Lee, S, W (2021)**: Effect of metacognitive training on nursing students' metacognitive Knowledge and regulation in a blended learning environment. Nurse Education Today, 100, 104822.
- 64. **Kassab, S. E., El-Sayed, W., & Hamdy, H. (2022):** Student engagement in undergraduate medical education: a scoping review. Medical Education, 56(7), 703-715.
- 65. **McGuire, S. Y., & McGuire, S. (2021):** Teach students how to learn: Strategies you can incorporate into any course to improve student metacognition, study skills, and motivation. Stylus.
- 66. **Okolie, U. C., Ochinanwata, C., Ochinanwata, N., Igwe, P. A., & Okorie, G. O. (2021).**Perceived supervisor support and learner's career curiosity: the mediating effect of sense of belonging, engagement and self-efficacy. Higher Education, Skills and Work-Based Learning, 11(5), 966-982.
- 67. **Pohl, A. J. (2020):** Strategies and interventions for promoting cognitive engagement. Student engagement: Effective academic, behavioral, cognitive, and affective interventions at school, 253-280
- 68. Simonsmeier, B. A., & Flunger, B. (2021): Metacognition and academic performance: A metaanalysis. Educational Psychology Review, 33(3), 1123-1144.
- 69. Wang, M. T., Binning, K. R., Del Toro, J., Qin, X., & Zepeda, C. D. (2021): Skill, thrill, and will: The role of metacognition, interest, and self-control in predicting student engagement in mathematics learning over time. Child Development, 92(4), 1369-1387.
- 70. **Weight, K., & Bond, J. B. (2022):** Metacognition as a Mental Health Support Strategy for Students With Anxiety. Journal of Education, 202(4), 452-462
- 71. Young ME, Thomas A, Lubarsky S, Gordon D, Gruppen LD, Rencic J, et al. (2020): Mapping clinical reasoning literature across the health professions: a scoping review. BMC Med Educ.; 20:1–11.
- 72. **Zhang, X., Gao, X., Li, J., & Yan, Y. (2021):** The effects of metacognitive strategy instruction or critical thinking skills: A meta-analysis. Educational Psychology Review, 33(2), 283-316.

- 73. **Alazzam, M. B., Tayyib, N., Alshawwa, S. Z., & Ahmed, M. K. (2022):** Nursing care systematization with case-based reasoning and artificial intelligence. Journal of Healthcare Engineering, 2022.
- 74. **Fotis, T. (2022).** Digital nursing and health care innovation. Journal of Perianesthesia Nursing, 37(1), 3-4.
- 75. **Kmieciak, R. (2021):** Trust, knowledge sharing, and innovative work behavior: empirical evidence from Poland. European Journal of Innovation Management, 24(5), 1832-1859.
- 76. **Lee, D., & Yoon, S. N. (2021):** Application of artificial intelligence-based technologies in the healthcare industry: Opportunities and challenges. International Journal of Environmental Research and Public Health, 18(1), 271
- 77. Ng, Z. Q. P., Ling, L. Y. J., Chew, H. S. J., & Lau, Y. (2022): The role of artificial intelligence in enhancing clinical nursing care: A scoping review. Journal of nursing management, 30(8), 3654-3674
- 78. **O'Connor, S., Yan, Y., Thilo, F. J., Felzmann, H., Dowding, D., & Lee, J. J. (2023):** Artificial intelligence in nursing and midwifery: A systematic review. Journal of Clinical Nursing, 32(13-14), 2951-2968.
- 79. Ronquillo, C. E., Peltonen, L. M., Pruinelli, L., Chu, C. H., Bakken, S., Beduschi, A., ... & Topaz, M. (2021). Artificial intelligence in nursing: Priorities and opportunities from an international invitational think-tank of the Nursing and Artificial Intelligence Leadership Collaborative. Journal of advanced nursing, 77(9), 3707-3717.
- 80. **Stokes, F., & Palmer, A. (2020).** Artificial intelligence and robotics in nursing: ethics of caring as a guide to dividing tasks between AI and humans. Nursing Philosophy, 21(4), e12306
- 81. **Tang, K. Y., Chang, C. Y., & Hwang, G. J. (2021).** Trends in artificial intelligence-supported e-learning: A systematic review and cocitation network analysis (1998–2019). Interactive Learning Environments, 1–19.
- 82. **Verganti R, Vendraminelli L, Iansiti M (2020)** :Innovation and Design in the age of Artificial Intelligence. J Prod Innov Manage 37(3):212–227.
- 83. Gerich, H., Moen, H., Block, L. J., Chu, C. H., DeForest, H., Hobensack, M., ... & Peltonen, L. M. (2022): Artificial Intelligence-based technologies in nursing: A scoping literature review of the evidence. International journal of nursing studies, 127, 104153.
- 84. Wang TT, Gleave A, Belrose N, Tseng T, Miller J, Dennis MD, Duan Y, Pogrebniak V, Levine S, Russell S (2022): Adversarial Policies Beat Professional-Level Go Als (arXiv:2211.00241). arXiv.
- 85. **Zirar, A. (2023):** Can artificial intelligence's limitations drive innovative work behaviour?. Review of Managerial Science, 1-30.
- 86. Adly, M. E.-T., Eid, N. M., & El-Shahat, M. M. (2022): Enhancing Role Transition for New Graduated Nurses and its Effect on their Work Engagement. Journal of Nursing Science Benha University, 3(2), 194.

- 87. **Baghdadi, N. A., Farghaly Abd-EL Aliem, S. M., & Alsayed, S. K. (2021).** The relationship between nurses' job crafting behaviours and their work engagement. Journal of Nursing Management, 29(2), 214–219.
- 88. **Diab, A., Atalla, G., Hassan Mostafa, W., Saad, M., & Ali, S. (2022):** Effect of Transitional Training Program on Knowledge and Experience of Novice Nurses' Role Transition. In Tanta Scientific Nursing Journal (Print (Vol. 27, Issue 4).
- 89. **Fawaz, S. Y. (2021**). Effect of Transition Training Program on Novice Nurses' Working at University Hospitals. Minia Scientific Nursing Journal (Print-), 9.
- 90. **Ghazy, H. E. S. A. W., El sayed, R. I., Khereba, W. M. I., & El Diasty, N. A. G. (2021):** Effectiveness of internship program as perceived by intern nurses and its relation to their professional role at technical nursing institutes. Port Said Scientific Journal of Nursing, 8(1), 255–274.
- 91. **Graf, A. C., Jacob, E., Twigg, D., & Nattabi, B. (2020).** Contemporary nursing graduates' transition to practice: A critical review of transition models. Journal of Clinical Nursing, 29(15–16), 3097–3107.
- 92. **Hampton, K. B., Smeltzer, S. C., & Ross, J. G. (2021).** The transition from nursing student to practicing nurse: An integrative review of transition to practice programs. In Nurse Education in Practice (Vol. 52). Elsevier Ltd.
- 93. **Kim, J. H., & Shin, H. S. (2020).** Exploring barriers and facilitators for successful transition in new graduate nurses: A mixed methods study. Journal of Professional Nursing, 36(6), 560–568.
- 94. Labrague, L. J., & De los Santos, J. A. A. (2020). Transition shock and newly graduated nurses' job outcomes and select patient outcomes: A cross-sectional study. Journal of Nursing Management, 28(5), 1070–1079.
- 95. **Pelit-Aksu, S., Özkan-Şat, S., Yaman-Sözbir, Ş., & Şentürk-Erenel, A. (2021).** Effect of progressive muscle relaxation exercise on clinical stress and burnout in student nurse interns. Perspectives in Psychiatric Care, 57(3), 1095–1102.
- 96. Saleh, A. R. E., El Sayed, N. M., Eldin, Y. K. Z., & Elzohairy, M. H. (2023). Effect of Resilience Training Program for Nurse Interns on their Work Engagement. ASNJ, 25(3), 154–186.
- 97. **Schaufeli, W. (2021).** Engaging Leadership: How to Promote Work Engagement? In Frontiers in Psychology (Vol. 12). Frontiers Media S.A.
- **98.Banstola, R, Ogino, T, & Inoue, S, (2020):** Impact of Parents' Knowledge about the Development of Self-Esteem in Adolescents and Their Parenting Practice on the Self-Esteem and Suicidal Behavior of Urban High School Students in Nepal. International Journal of Environmental Research and Public Health. 17, 6039.1-3.