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Nursearcher (Journal of Nursing and Midwifery Sciences) is a semi-annual, open access, double blind peer-reviewed international journal that aims to foster the production and dissemination of knowledge that is directly relevant to all areas of nursing practice.

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The major goal is to encourage high-quality clinically linked knowledge that improves and supports nursing practice and discipline. The Journal also strives to contribute to the expanding field of nursing practice by providing a platform for researchers, physicians, and healthcare workers. Furthermore, NURSEARCHER aims to broaden understanding of clinical need and its implications for nursing intervention and service delivery methods.

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Reviews on recent progress in nursing are commissioned by the editors. The purpose of the Nursearcher is to publish scientific and technical research papers to bring attention of International Researchers, Scientists, Academicians, and Health Care Professionals towards recent advancements in nursing practise. The articles are collected in the form of reviews, original studies, clinical studies among others. It may serve as a global platform for scientists in relevant fields to connect and share ideas mutually. This journal is open to all the research professionals whose work fall within our scope. Submissions are welcome and may be submitted here.

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Conclusion should elucidate how the results communicate to the theory presented as the basis of the study and provide a concise explanation of the allegation of the findings.

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Confronting the Challenges of Nursing in Pakistan

OPEN ACCESS

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The healthcare system of Pakistan is silently in a state of crisis, which is an under-supported and under-valued nursing workforce. The system is perilously doctor-centric, with only 5.2 nurses per 10 000 people and a ratio of nurses to doctors of only 0.4. Thousands of nurses quit their jobs because of low wages, high workloads, and opportunities, leaving hospitals with no choice but to employ underqualified workers. Although the stigma attached to the profession is slowly disappearing-which has attracted more men into the profession-lack of nurses in leadership and decision making positions has continued to hamper progress.
The world market is experiencing a surge in demand of nurses. The world is going to experience a lack of more than 4 million nurses by the year 2030. Nations such as Qatar and the UAE already rely on foreign nurses to do more than 98 percent of their jobs. Pakistan has meanwhile made little headway. Although the number of nurses registering overseas is expected to increase by 33 percent yearly between 2014 and 2024, the proportion of nurses among highly qualified emigrants remains low at 5.8 percent. One of the reasons is the broken nursing education system in Pakistan.

Most of the nursing colleges particularly unregulated private colleges graduate nurses with no practical training. Graduates are not prepared because of theory-practice gaps, obsolete curricula, and a shortage of simulation equipment. The gap between the academic institutions and clinical practice is grim and not many faculty members have actual hospital experience. In addition, nurses face difficulties in international mobility because it is expensive, national curriculum are obsolete and there is little government support. Pakistan needs to take decisive action to alter this course. First, enhance retention: standardize compensation, decrease workloads, and provide tax advantage and career path. Second, transform nursing education through standardized testing, high-tech instructional materials, and specialization in accordance with the needs around the world. Third, reduce the clinical-academia divide by requiring faculty to be joint-appointed and immersed.

Lastly, in case of international placement, the government will have to redesign the national curriculum, obtain international accreditation, and promote nurses internationally. Exploitative private agents should be substituted with direct government-to-government recruitment models and the financial barriers should be minimized. Nurses are not mere support personnel they are the spine of the patient care. Nursing can no longer be a second thought in Pakistan, which is serious about developing a robust healthcare system and accessing the global demand. It is not only necessary, but it is overdue to face the challenges head on.

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Original Article

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Investigating Faculty to Student Incivility in Nursing Education: "Impact on Students' Learning Throughout Academic Journey "Khyber Pakhtunkhwa

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ABSTRACT

Faculty-to-student incivility is an evolving alarm in nursing education, undesirably influencing students' psychological well-being, academic performance, and professional development. Such behaviours, including impolite communication, favouritism, and lack of support, can delay students' learning environments and lead to long-term detachment from the profession. Despite its status, incivility remains underexplored in the context of nursing institutes in Khyber Pakhtunkhwa, Pakistan. **Objectives:** To explore the frequency and impact of faculty-to-student incivility on the academic journey of undergraduate nursing students in nursing colleges across different areas of Khyber Pakhtunkhwa. **Methods:** An analytical cross-sectional design was conducted. Data were collected through an online questionnaire using Google Forms. Verbal consent was obtained from participants, and the purpose of the study was clearly explained. The sample included undergraduate nursing students from various colleges across Khyber Pakhtunkhwa. Descriptive and inferential statistical analyses were conducted using SPSS version 26.0. Results: The findings revealed a high prevalence of incivility, with the most frequently reported behaviours being verbal discouragement, lack of constructive feedback, and favouritism. A significant negative correlation was found between faculty incivility and students' academic motivation, self-esteem, and classroom participation. Furthermore, female students reported experiencing higher levels of incivility compared to their male equals. **Conclusions:** Faculty incivility stances a serious challenge to student learning in nursing education. Promoting respectful faculty-student communication and implementing institutional policies against incivility can enhance educational outcomes and professional development.

INTRODUCTION

Being courteous and pleasant in demeanor and discourse is the definition of civility. Being civil is treating others with courtesy and making sure their dignity is upheld. Establishing and promoting a safe workplace is a crucial aspect of a nurse's employment. Research indicates that rudeness and other undesirable behaviors are not unusual in the nursing field [1]. It would appear that the adage "nurses eat their young" was used to describe nurses from a previous generation. As they learn to negotiate the complicated world of health care, many novice nurses encounter a harmful service route in their first employment [2]. Bullying, incivility, harassment, lateral/horizontal aggression, and disruptive behavior are some of the adjectives used to describe this detrimental behavior. In nursing education, faculty-to-student incivility is recognized as a universal issue that harmfully affects the learning environment and student outcomes [3]. In the dynamic site of academia, the relationship between faculty

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