

Symposium A5: Health Policy Research in Nursing

Case Study Approaches for Analyzing Nursing Human Resources in Developing Countries

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Purpose: This study illustrates how case study approaches for nursing workforce studies in developing countries shape policy and decision making processes at the international level.

Background: Case studies are the preferred method for country-level case studies conducted by the World Health Organization and like entities. The complex nature of developing nursing human resources in low resource settings requires a method that can capture this complexity

Methods: This presentation draws from case studies of nursing human resources development in three developing countries: Mexico, Pakistan, and Iraq. Complexity theory helps to structure the analysis of multiple kinds of data, including qualitative, quantitative, and document evidence. Each research project employed the case study approach even though the specific aims of each study varied based on the project's needs.

Results: Findings from the case studies identified common variables across countries and contextually unique ones to nursing human resources development. The case study approach also captured the unique role of the State and other key political actors in shaping policy related to nursing human resources development in each location.

Conclusions and Implications: The multiple sources of data the case study approach requires provided a clearer picture of the complex nature of nursing human resources development in different developing country settings. The depth of the findings offered more strategic approaches for future research involving nursing human resources that will eventually help to shape nursing human resources policy in each country, as circumstances allow.