

# Editorial Preface

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The *International Journal of Public and Private Perspectives on Healthcare, Culture, and the Environment (IJPPHCE)* is once again proud to present a new issue with five articles, each with timely insights and ideas that help to understand the rapidly changing terrain the complex interactions within the fields of healthcare, economy, society and culture. The ongoing COVID 19 pandemic is closely related to the issue area of this journal and most of our articles provide material that has social relevance that is particularly easy to understand in the challenging situation that societies are globally facing right now.

In the first article of this issue Delores Springs introduces the topic of 'A literature content analysis of performance incentives and organizational development practices focused on nursing job satisfaction in complex health'. During the ongoing pandemic the issue of job dissatisfaction among nurses and all the relevant factors have become burning social and political issues. This articles sheds light on the fundamentals of job satisfaction in nursing. The author poits out that the healthcare leaders have confronted a growing challenge of nursing shortages and high turnover rates for young nurses: Gen-X workers are 2.5 times more likely to be looking for new opportunities than previous generational cohorts. Although nurses of all ages were pleased with their career choices, differences exist in how nurses in various age groups view job satisfaction, ideal workplace cultures, and workplace rewards. Generational differences among the nursing workforce have resulted in an increase in turnover, decreased retention, motivation, and job loyalty that have comprised the work environment of healthcare facilities. This inquiry uses an exploratory content analysis of the literature to understand the complex health administration challenges of creating managing, motivating, and retaining nurses. The objective of this inquiry is to understand the manifestations of nursing job satisfaction better. It is crucial to explore Baby Boomer and Gen-X nurses' job satisfaction because they make up a significant proportion of the nursing workforce. The theoretical framework consists of the generational theory.

The generational theory outlines that individuals born in a similar time are shaped by circumstances or events that occur according to the phase of life and the time the individual members occupy. Among the findings of this article was that stimulation of the nurse's practice environment helps nurses decide to remain on the job. Baby Boomers attribute appreciation from management, physicians, peers, and patients to contribute to job satisfaction. The Gen-X nurses felt appreciated when they impacted patients' lives. Gen-X nurses regarded receiving support and respect from physicians, patients, co-workers, managers, and community as part of job satisfaction. The Gen-X nurses reported greater job satisfaction when there was safe staffing and communication with management before decisions were made regarding patient care protocols. Within both generational cohorts, there were clear perceptions of those factors that led to job dissatisfaction. Employees who perceive that the organization considers their work as valuable may experience increased job satisfaction. Baby Boomer nurses noted that other nurses demonstrated job satisfaction through patient advocacy, positive feedback, and attitudes, and by helpful co-workers. Gen X nurses noted that other nurses demonstrated job satisfaction through smiling, being thanked, affirmations, and positive attitudes. Both cohorts agree that positive reactions and feedback contribute to job satisfaction. Nurses who believe that they are contributing to their nursing experience also experience job satisfaction. Receiving expressions of appreciation from management

can contribute to nurses' feelings of job satisfaction. However, it appears that performance incentives and job satisfaction are still too often undervalued. Different practical methods increase engagement, participation, retention, competence, commitment, and involvement. In short, this study uses in a most innovative way the generational cohorts to analyze changes in job satisfaction in nursing work. Furthermore, it highlights many working life issues that are common to other professions and to our times. Moreover, in the middle of present situation there can be no uncertainty about the importance of job satisfaction among nurses.

In the second article of this issue Rohit Rastogi, Rohit Kumar, Prashant Kumar and Devendra K Chaturvedi introduce the following topic: 'An Initial Approach for Biofeedback Based Stress Analysis: An Observational Approach in NCR, India. This article provides new insights on the nature and origins of stress. The authors note that stress is a customary response the body has once changes happen. Stress is our mental, physical, emotional, behavioral reactions to any demand and threats. Positive pressure is known as eustress and negative pressure is known as trouble. Constructive pressure is a pressure whenever the circumstance gives a chance to an individual to accomplish something. Stress is negative once an individual suffers physical, emotional, social, organizational problems. Stress is highest for those people who understand that they are unsure on whether or not they can win or lose and lowest for those people who assume that winning or losing is certainty. This article attempts to analyze and measure the mental fitness of subjects in Delhi, NCR region of India but it surely has much use in other parts of the world, as well.

The authors introduce a Biofeedback based stress analyzer site to help analyzing stress. There is a need of an effective system website or application for keeping and analyzing the records of stress level of an individual which is fast, reliable, effective and user friendly. The new system website or application is platform independent and much faster. The Biofeedback based stress analyzer site will take feedback and answer to some questions from an individual based on that stress analysis report will be stored and immediate management techniques will be provided quickly. There was also a need to study the culture and policies applied in healthcare. The particular Biofeedback techniques used here are: EMG, GSR, EEG and ECG. In short, the authors are in this study using the qualitative and quantitative methods of analysis to assess the mental fitness of the subjects. The study indicates that more than 50% of the people studied here were under mental fitness threat and this finding was equally distributed in male and female cadre. Furthermore, as age increases, the mental fitness presents a challenge and various phobia, bipolar disorders and sleeplessness and anxiety are common symptoms. This study focuses on a very important issue and gives some indications about the situation in Delhi. It may be too early to draw broad conclusions on the basis of this study and its rather innovative methodology. However, the topic is important and there is a good reason to seek new approaches and ideas.

In the third article of this issue Kiran Kumar Kumar Cherreddy and Simon Cleveland focus on the topic of 'Implementing project portfolio management at pharmaceutical manufacturing facilities'. Pharmaceutical manufacturing facilities are complex entities that are heavily regulated by health authorities and there are good reasons for this regulation. The pharmaceutical industry is one of the mega industries that implement hundreds of projects to develop and/or produce medicines to advance and support medical science. During the present pandemic there is increased public interest in the conduct of pharmaceutical industry and this article surely will find its audience.

Manufacturing sites are challenged by increased production costs, tight regulations, and heavy competition. Without a disciplined and organized management of initiatives, projects end up being terminated due to poor performance or misalignment with strategy. This study examines different types of project needs at regulated manufacturing facilities and determines how the project portfolio management processes aids the manufacturing facilities in screening and selecting projects that aid in achieving the organization's strategic goals. Moreover, the study finds that not one set of criteria can fit all projects in pharmaceutical manufacturing facilities. The authors propose a segregation of projects into different categories and then applying funds allocation ratio and the pre-screening

criteria. Finally, the study contributes new logic inputs to the screening process within the body of the program and portfolio management. In short, the article demonstrates that better implementation of project portfolio management can greatly improve the success rate of the projects and maximizes the generated value of the realized benefits and that it is closely related to such basic issues as the organization's objectives and leadership.

In the fourth article of this issue Emmanuel Kyeremeh and Dacosta Aboagye write on the issue of 'Socio-Spatial Analysis of Exposure and Susceptibility to Irrigation Water Quality Risk'. This article discusses and analyzes how the climate variability and population growth have increased irrigation water usage in Ghana. The study compared microbial levels of irrigation water, differences in exposure and perceptions of microbial contamination in a peri-urban and rural community. A mixed method approach was used to collect and analyse primary data. Water samples were collected and tested for faecal coliform and *E. coli* counts. Furthermore, a survey, focus group discussion and observation were used to understand the demographics of irrigation water use. Results show widespread irrigation water contamination with levels higher than the World Health Organization (WHO) acceptable threshold. The survey, focus group discussion and observation also reveal that majority of the users of irrigation water uses their water untreated and may be vulnerable to water-borne diseases. Also, the exposure to these contaminants were location specific and correlated with level of education, years of farming experience and agronomic practices. After careful analysis of the issue the study recommends education to improve the irrigation water quality and agronomic practices.

Serious health hazards are associated with polluted water use. There is the rural health and safety problem for those working or living on the land where the water is being used, and secondly there is the risk that contaminated products from the polluted water used will subsequently infect those who consume or handle foodstuffs that have been contaminated with polluted irrigation water. In particular, agricultural workers and their families, crop handlers, and those living on areas irrigated with wastewater are at risk of disease infection. This article includes a convincing analysis of wastewater in different locations in Ghana and arrives in sound and clear recommendations that should be made use of in Ghana and in other areas with similar problems.

In the fifth and final article of this issue Afeez Kolawole Shittu, Kikelomo Aboyowa Mbada and Temitayo Isaac Odeyemi focus on the 'Evaluating the Impact and Effectiveness of Community Based Health Insurance Policy among informal sector in Lagos State Using Donabedian Model'. The study examined the implementation of CBHIS among informal sector population in rural and semi-urban areas of Lagos State and the respondents were drawn among the market men and women, motorist, among others. Lagos State is stratified along its three Senatorial Districts and a local government each is purposively selected on the basis of full implementation of CBHIS. Data were analysed using descriptive statistics and the result revealed that using Donabedian model that (55%) of respondents attested to the effectiveness of CBHIS in drastically reducing cost of medical services and enhancing equal accessibility. On the other hand, CBHIS implementation has not significantly impacted on healthcare service delivery due to unfriendly attitude of healthcare providers towards the beneficiaries. Healthcare providers are used to normal out-of-pocket payment and see CBHIS as new workload that does not provide financial incentives,

The overall goal of any health insurance schemes is to enhance affordability and accessibilities to healthcare services without discrimination which is also in tandem with the aims of CBHIS which stand to remove the barriers/difficulties facing by rural dwellers in offsetting medical bills when they fall sick as well as ensuring equal accessibilities among people. The implementation of CBHIS in Lagos State provides opportunity for inclusive health care services through equal accessibility and affordability among the beneficiaries. While the policy meets the needs of informal population by helping them pay less and afford them equal accessibility to health care services when they fall sick, it however, suffers significant setback in the outcome level which is satisfaction of the recipients owing largely to the unfriendly attitude of health providers and disparity in the quality of care received

between insured and uninsured patients. This situation, if remain unchecked could lead to loss of membership in the scheme and subsequently total closure.

The study concludes by providing clear policy recommendations that could provide insightful ideas for anyone who is interested in improving insurance schemes and eradicating actual problems in implementation.

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