



The Impact of 'Japa Syndrome' on Human Capital Availability in Nigeria's Medical Industry

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Abstract

This study investigates the impact of 'Japa Syndrome' on the availability of human capital within Nigeria's medical industry, driven by the mass emigration of healthcare professionals seeking better opportunities abroad. The main goals are to measure the impact of the syndrome on the supply of medical personnel, determine the driving forces for emigration, evaluate the resulting quality of healthcare services, and suggest solutions to these problems. A cross-sectional survey of 182 healthcare professionals from various parts of Nigeria was carried out using a quantitative research methodology. Regression analysis and other statistical studies were used to evaluate the connection between economic factors, healthcare professional availability, and migratory influences. Findings reveal that economic factors, particularly low salaries and inadequate working conditions, significantly contribute to the emigration of medical professionals, with a corresponding 63% increase in available professionals if these issues are addressed. The emigration of healthcare workers negatively impacts the quality of services, resulting in longer wait times and reduced patient care. Given these results, this study suggests practical ways to lessen the impact of "Japa Syndrome," such as improving working conditions, offering competitive salaries, enhancing career development opportunities, and implementing robust institutional policies. Retaining qualified healthcare workers and making sure Nigeria's healthcare system can sufficiently serve its people's needs depend on addressing these issues.

Keywords: Emigration, Healthcare Professionals, Human Capital, Healthcare Quality, Japa Syndrome

1.0 Introduction

The word "Japa," which comes from the Yoruba language of Nigeria, means to run quickly and is frequently used to mean to leave a difficult position in favor of better prospects. Initially made popular by Nigerian musician Naira Marley in 2020 with his album "Japa," the phrase has come to refer to the larger phenomena of Nigerians leaving their own country in quest of better living and opportunity prospects overseas. Especially among young Nigerians who want to move to Europe, North America, or other rich countries, this slang term has become rather popular. So, "Japa Syndrome" captures a contemporary emigration wave motivated by the need for better life opportunities, mirroring a tendency with

historical roots in both forced and voluntary migration from Africa (Okunade & Awosusi 2023).

Historically, the transatlantic slave trade's forced exodus of Africans decimated the continent's human capital, depriving it of potential contributors to development (Ottuh, J. A., 2022). Building self-sufficient economies and promoting indigenous skills were given greater importance in the post-colonial era as African states started to achieve independence. For nations like Nigeria, which is witnessing large outflows of qualified professionals, the modern iteration of this emigration trend—voluntary and motivated by personal aspiration rather than coercion—represents a new problem (Ipinnimo, et al.2023).



Nigeria's medical sector, which has long been a pillar of the nation's healthcare system and professional standing, is especially impacted by the "Japa Syndrome" (Ipinnimo, et al. 2023; Vanguard, 2024). The medical field was well-established in pre-colonial Nigeria, with Medical Officers of Health playing a significant role in both governance and health administration (Balogun, 2022). However, because so many doctors and nurses are leaving the country in search of better prospects outside the country, this prestigious profession is currently experiencing a serious lack of professionals.

According to reports, between 15,000 and 16,000 doctors have departed Nigeria in the last five years, leaving the nation with just 55,000 doctors to service a population of over 220 million (Adeloye, et al. 2017; Vanguard, 2024; Okerinde, 2024). This is a terrible scenario. The scarcity of medical specialists has put pressure on available resources, resulting in a decline in the standard of care and a rise in burnout among those who remain in the field (Okerinde, 2024). There has been a notable brain drain as a result of this tendency, especially to countries like the United States of America (USA), the United Kingdom (UK), and Canada as well as to developing nations in the Middle East and Scandinavia (World Health Organization, 2020).

The 'Japa Syndrome' has two problems: it lowers the standard of healthcare services generally and makes Nigeria's already dire lack of qualified specialists worse (Okerinde, 2024). Medical professionals leaving the country have an impact on healthcare institutions' ability to operate as well as the quantity of practitioners that are available. For example, the annual salary of Nigerian doctors is between \$2,000 and \$4,000, which is approximately \$200 per month, much less than that of their counterparts in developed countries (Onah et al. 2022). Insufficient working conditions and economic inequality prompt numerous professionals to look for higher-paying positions overseas.

Furthermore, Nigeria's healthcare system would be impacted more broadly by the exodus trend (Olumoyo & Abiri, 2023). Nigeria was put on a red list of nations with serious shortages in the health workforce by the World Health Organization in 2020, indicating that the country is experiencing a severe shortage of healthcare workers. Because of the underfunding of facilities and the frequent overload of remaining staff, this deficit has an impact on both the number and quality of healthcare services made available.

Legislative efforts have been made in response to this situation to lessen the impact of "Japa Syndrome." In 2023, for instance, a measure was presented that would have required medical graduates to work in Nigeria for five years before receiving a full license to practice. This bill emphasizes how urgent it is to solve the brain drain issue, despite objections from professional bodies. In a similar vein, recent changes to nursing legislation mandate that nurses work in Nigeria for a minimum of two years before being eligible to leave the country (Okwara 2023). These actions are a reflection of continuous attempts to stop the country's

healthcare experts from leaving and to keep human capital in the nation.

The 'Japa Syndrome' is getting worse, which makes the dearth of qualified healthcare workers worse, even with continuous efforts to address the brain drain of medical personnel from Nigeria. The importance of comprehending how this tendency may affect human capital in the Nigerian medical sector is highlighted by this study. By investigating the causes of this emigration, we can find ways to keep skilled workers and improve the healthcare system, improving population health outcomes.

1.1 Statement of the Problem

The exodus of medical professionals to other countries in search of better prospects has given rise to a major issue in Nigeria known as the 'Japa Syndrome'. Over the last ten years, this tendency has had a major impact on the nation's supply of healthcare workers. Onah et al. (2022) claim that the emigration of qualified medical professionals has resulted in a severe shortage, making the problems already faced by an overburdened healthcare system worse. Public health is seriously threatened by the declining number of healthcare professionals since it affects the accessibility and quality of medical care.

This phenomenon is caused by multiple variables; poor working conditions, low pay, and little prospects for career progression are the main reasons medical professionals leave Nigeria, according to research by Adeloye et al. (2017). In addition to talent flight, these underlying problems create an atmosphere where the surviving employees become burned out and lose morale. Beyond the practices themselves, this brain drain negatively affects healthcare services as a whole since hospitals are understaffed and find it difficult to maintain standards.

The influence of the 'Japa Syndrome' on healthcare quality is substantial. Patient care deteriorates when there are fewer medical experts accessible, which eventually results in worse health outcomes, longer wait times, and fewer interactions between patients and healthcare service providers. Urgent concerns over how to handle the issue and preserve important human capital in Nigeria's medical sector are brought up by this circumstance.

In light of these difficulties, it is critical to investigate practical methods for reducing the detrimental impacts of "Japa Syndrome." Finding workable solutions would support the healthcare system and assist in keeping qualified medical personnel in place while also ensuring that it can meet the needs of the general public. The purpose of this study is to advance knowledge of these processes and offer suggestions for developing a long-term healthcare workforce in Nigeria.

1.2 Research Questions

1. How has the 'Japa Syndrome' influenced the number of medical professionals available in Nigeria?
2. What are the primary factors driving Nigerian medical professionals to emigrate abroad?

3. How has the emigration of medical professionals affected the quality of healthcare services in Nigeria?
4. What strategies can be implemented to mitigate the negative effects of 'Japa Syndrome' on the availability of human capital in Nigeria's medical industry?

1.3 Research Objectives

1. To quantify the impact of the 'Japa Syndrome' on the availability of medical professionals in Nigeria.
2. To identify and analyze the primary factors driving Nigerian medical professionals to emigrate abroad.
3. To assess the effects of the emigration of medical professionals on the quality of healthcare services in Nigeria.
4. To develop actionable strategies to mitigate the negative impacts of the 'Japa Syndrome' on the availability of human capital in Nigeria's medical industry.

1.5 Hypotheses

H0₁: The 'Japa Syndrome' has not significantly reduced the number of medical professionals available in Nigeria.

H0₂: Economic factors, such as low salaries and poor working conditions, do not significantly influence Nigerian medical professionals to emigrate abroad.

H0₃: The emigration of medical professionals does not negatively affect the quality of healthcare services in Nigeria.

H0₄: Targeted retention strategies will not substantially enhance the availability of skilled medical professionals within Nigeria's healthcare system.

2.0 Literature Review

2.1 Conceptual Review

2.1.1 Overview of Nigeria's Medical Industry

The Nigerian medical industry is facing tremendous issues, including the shortage of healthcare experts, poor infrastructure, and insufficient funding. According to recent studies, the country has lost thousands of doctors because of poor working conditions, low pay, and limited professional growth possibilities (Vanguard, 2024). Furthermore, Nigeria's healthcare system faces limited access to several essential services, particularly in rural areas. Despite these issues, the Nigerian government has worked to enhance healthcare through initiatives such as the National Health Insurance Scheme (NHIS) and greater spending on health infrastructure. However, inconsistent policy execution and an increasing reliance on the private sector to deliver high-quality healthcare can undermine these efforts. For Nigeria's medical sector to remain viable and expand, these problems must be resolved.

2.1.2 Japa Syndrome

The term "Japa Syndrome" describes the widespread emigration of Nigerians, especially educated professionals, who leave their country in quest of better prospects outside.

With the current upsurge in emigration, the Yoruba word "japa," which means "to flee" or "to escape," has become more and more popular. The socioeconomic and political issues that have long beset Nigeria, including corruption, insecurity, and poor infrastructure, are the historical foundations of this problem (Okunade & Awosusi, 2023). Recent research reveals concerning patterns of professional emigration, especially in the healthcare industry, where the nation's health system is at risk from the departure of medical professionals (Onah et al., 2022). Over 70% of Nigerian doctors considered moving owing to unfavorable working circumstances and inadequate pay, according to a 2021 poll (Adeloye et al., 2017).

There are significant social and psychological ramifications to the Japa Syndrome. Families left behind may endure psychological suffering and financial difficulties, and emigrants frequently struggle with issues of identification and adaptability in new settings (Fellmeth et al., 2018). In addition to reducing Nigeria's talent pool, this brain drain exacerbates already-existing socioeconomic disparities, which eventually affects social cohesion and public health.

2.1.3 Brain Drain and Human Capital

The term "Brain Drain" describes the exodus of highly qualified workers, mostly from developing nations, who leave their home countries in search of better prospects outside. This issue is fueled by low pay, unfavorable working conditions, and political unrest in the healthcare industry (Okunade & Awosusi, 2023). In contrast to other migration patterns, brain drain explicitly refers to the departure of highly skilled individuals who are essential to the upkeep of a working healthcare system. This migration leaves nations like Nigeria with severe human capital shortages, which hurt public health outcomes and healthcare delivery (Onah et al., 2022).

On the other hand, individuals' skills, knowledge, and experience are collectively referred to as human capital, and they are essential for generating economic output. Human capital is crucial to the healthcare industry to deliver high-quality treatment and enhance patient outcomes. Expert medical practitioners, including physicians and nurses, are essential to providing quality healthcare and improving the general health of communities (Adeloye et al., 2017). Retention rates, training opportunities, and the number of healthcare professionals per capita are among the metrics used to evaluate the availability of human resources. Since a lack of qualified workers can result in decreased access to care and lower-quality health services, these indicators are essential for comprehending the effects of human capital on health systems (Fellmeth et al., 2018).

2.1.4 Factors Influencing Emigration

Several factors, especially in the healthcare industry, affect professional emigration. Many people go for greater possibilities abroad due to economic factors including low income and unfavorable working conditions. Studies reveal that poor healthcare facilities and scarce resources frequently lead to unpleasant workplaces, which in turn encourage

emigration (Onah et al., 2022). Social considerations are also important; people emigrate because of worries about their safety, political unpredictability, and general quality of life in Nigeria (Adeloye et al., 2017). Healthcare professionals are further encouraged to seek positions in more developed nations where they may realize their career ambitions through professional considerations as opposed to the situation in Nigeria which is characterized by limited prospects for career growth and limited access to training (Okunade & Awosusi, 2023).

2.1.5 Assessing Healthcare Quality and Retention Strategies in Nigeria's Medical Sector

According to Fallmeth et al. (2018), patient satisfaction, treatment outcomes, and accessibility to care are all important determinants of the quality of healthcare services, which is essential for efficient healthcare delivery. These metrics are directly influenced by the availability of skilled human resources; labour shortages frequently result in longer wait times and lower-quality care, which hurt patient outcomes (Onah et al., 2022). Inadequate healthcare service delivery and higher death rates are the results of a shortage of medical workers, as case studies from Nigeria show.

Retention strategies are crucial to overcoming the obstacles the Nigerian healthcare system faces. Retention rates can be considerably raised by implementing effective policies that provide greater career development possibilities, better working conditions, and increased compensation (Adeloye et al., 2017). Nigeria may learn a lot from nations like the Philippines, which have effectively employed financial incentives and training initiatives to keep medical personnel on staff. The government's involvement, alongside private sector engagement, is crucial in building a climate conducive to retaining talent and guaranteeing quality care.

The Healthcare System in Nigeria confronts various obstacles, including limited staffing, resource distribution issues, and a lack of infrastructure. It is critical to address these issues to improve the existing distribution of personnel and healthcare services across the nation (Okunade & Awosusi, 2023).

2.1.6 Socioeconomic Impacts of Emigration

Medical professionals' departure from their own countries—Nigeria in particular—has a substantial socioeconomic impact. Losing qualified healthcare personnel makes it harder for people to receive healthcare services, which exacerbates already-existing disparities in health outcomes (Onah et al., 2022). The public's health is ultimately put at risk by this brain drain, which causes longer wait times and lower-quality care (Adeloye et al., 2017). Furthermore, as the healthcare industry is essential to the production of jobs and the well-being of communities, the departure of skilled specialists may cause instability in local economies. Consequently, the state of public health as a whole deteriorates, with vulnerable people experiencing higher rates of morbidity and mortality (Okunade & Awosusi, 2023).

2.2 Theoretical Review - Push-Pull Theory and Human Capital Theory

The study adopts the Push-Pull Theory and Human Capital Theory. Everett Lee first proposed the push-pull theory in 1966, and it remains a key theoretical framework in the field of migration studies. According to this theory, there are two types of factors that affect migration: "pull" factors, which are favorable characteristics of the destination country that draw migrants, such as better living conditions and salaries, and "push" factors, which are unfavorable aspects of the home country that cause people to leave, such as economic instability. Pull reasons for Nigerian medical professionals include possibilities for professional advancement, higher salaries, and better quality of life abroad, whereas push factors include political instability, insecurity, low wages, and inadequate healthcare infrastructure (Popogbe & Adeosun 2020).

This theory offers a framework for comprehending the reasons for the widespread flight of healthcare professionals from Nigeria, making it especially pertinent to the study of the "Japa Syndrome." In search of better possibilities, many medical professionals relocate from Nigeria to nations like the United States or the United Kingdom due to the significant differences in pay and working circumstances. According to Awire and Okumagba (2020), recent research has demonstrated how these push-pull dynamics worsen the brain drain phenomena and ultimately affect the availability and standard of healthcare in Nigeria.

The Human Capital Theory on the other hand was developed in the 1960s by economists Gary Becker and Theodore Schultz. It highlights the value of education, experience, and skills as assets that can increase an individual's productivity and earning potential. This hypothesis states that spending money on professional growth and education pays off by increasing earnings and improving employment prospects. Skilled workers are essential to providing high-quality medical treatment in the healthcare industry, and their emigration may harm the availability of human capital in their native nations (Fitzsimons 2015).

Human Capital Theory is pertinent to Nigeria because it emphasizes the vital role that highly qualified healthcare workers play within the country's healthcare system. These people's emigration causes a large loss of human capital, which lowers the standard of care that the populace can access. To guarantee that medical professionals are motivated to remain and make contributions to the community's healthcare system, the theory also emphasizes the necessity of effective retention measures. Policies intended to improve staff retention and healthcare outcomes in Nigeria can be informed by an understanding of these dynamics through the lens of human capital theory, particularly in light of the problems provided by the Japa Syndrome.

2.3 Empirical Review

Umeh et al. (2024) investigated how Nigeria's economic growth was affected by "Japa," or foreign emigration. The purpose of the study is to determine whether emigration has a major impact on the economic climate of the nation. The study uses an ex post facto research methodology, gathering

data through a documentary approach and qualitatively assessing findings in accordance with the structural functionalism theory developed by Gabriel Almond and Bingham Powell in the 1970s. The results indicate that because emigrants return with investments and skills, overseas emigration has a favorable effect on Nigeria's economic growth. According to the study's findings, emigration can boost economic expansion by supplying capital and knowledge. Recommendations include enhancing economic security and stability to draw in highly qualified Nigerians from overseas and fostering an atmosphere that is favorable to industrial development to boost economic growth.

Okunade and Awosusi (2023) studied the "Japa" trend, which is the migration of Nigerians to the UK and other countries, especially since COVID-19. The goal of the study was to pinpoint the institutional, security, and economic forces behind this shift while showcasing worldwide trends and the UK's neoliberal institutions. The researchers used a qualitative technique, interviewing 36 Nigerian students at 17 UK universities online using both primary and secondary data. According to the data, this movement is fueled by Nigeria's economic difficulties and security worries as well as the alluring chances in the UK. According to the study, this tendency has important ramifications for Africa, the UK, and Nigeria. Nigeria should deal with problems like unemployment and poverty and enhance local possibilities for young people to reduce emigration.

Olumoyo and Abiri (2023) investigated the "Japa" syndrome, which describes the mass exodus of Nigerians looking for better prospects elsewhere. The study's objective was to assess the reasons, effects, and possible remedies for Nigeria's long-term, sustainable development. The study pinpoints several major causes of this movement, such as insecure employment, high unemployment, strikes in schools, bad working conditions, and insufficient governance. Significant brain drain is one of the main effects, which causes shortages in important fields including technology, healthcare, and education. The study suggests that to draw in investments, keep talent, and lessen brain drain, the Nigerian government should prioritize infrastructure development, entrepreneurship, job creation, and national security. This will promote long-term progress.

Fowosere and Iyobhebhe (2023) looked into how employee burnout affected the pharmaceutical sector in Nigeria in terms of inventiveness, affective commitment, and intention to leave, especially in light of the expanding "Japa" trend. Understanding how burnout impacts these important employee outcomes is the goal of the study. Burnout is classified as depersonalization, diminished personal accomplishment, and emotional tiredness using the Maslach Inventory Model. 184 pharmaceutical workers in Lagos were selected by convenience sampling, and structured questionnaires were used to gather primary data from them. It used regression analysis to test the hypotheses. Burnout has a substantial detrimental effect on employee engagement and retention, according to the findings, which also show a strong correlation between burnout, creativity, dedication, and

intention to leave. The study recommends that organizations implement targeted burnout-reduction strategies and recognize high-performing units to boost creativity, innovation, commitment, and overall employee performance.

The lack of medical professionals in sub-Saharan Africa, especially Nigeria, where there is a notable exodus of medical specialists, was studied by Ipinimo et al. (2023). Even though Nigeria accounts for over 25% of the world's disease burden and employs less than 2% of the world's healthcare workforce, the study intends to investigate how leadership shortcomings in the country's healthcare system contribute to this movement. The study looks into the causes of healthcare workers' emigration to nations like the US, UK, Canada, and Australia. It names a lack of understanding, poor leadership, and insufficient attention to the requirements of healthcare workers as the main causes of the medical brain drain. The study recommends that the Nigerian government prioritize this issue, collaborating with stakeholders and healthcare administrators to improve working conditions, job security, and welfare, as these actions are crucial for maintaining public health.

3.0 Methodology

3.1. Research Design

A cross-sectional survey methodology was employed to collect quantitative data from healthcare practitioners throughout Nigeria.

3.2. Participants

The target audience consists of government officials, academic researchers, and medical professionals such as doctors, pharmacists, nurses, and medical technicians. A sample size of 182 respondents was adopted from those who completed the questionnaire, ensuring representation across diverse regions in Nigeria and various types of organizations (public and private hospitals, academic institutions, and NGOs).

3.3. Data Collection

Participants were sent a structured questionnaire via Google form. Likert-scale items addressing the research objectives were included in the questionnaire along with demographic questions. The availability of medical professionals, the causes of migration, the effects on healthcare services, and prospective retention tactics are some of the specific areas of investigation.

3.4. Data Analysis

To examine the quantitative data, the study used statistical software like R or SPSS. The responses and demographic details were compiled using descriptive statistics. Furthermore, inferential statistics—more especially, regression analysis—were used to investigate the connections between the availability of healthcare professionals and the variables affecting emigration.

4.0 Data Analysis and Presentation

4.1 Descriptive Statistics Analysis

The examination of survey responses offers valuable information about the characteristics and work experiences of

the individuals taking part in this investigation on the "Japa Syndrome" and its effects on the availability of medical specialists in Nigeria.

Table 1: Professional Roles:

Professional Roles	Number of Respondents	Percentage
Healthcare Professionals	92	50.5
Academic Researchers	32	17.58
Government Officials	20	10.98
Students	15	8.24
NGO Workers	23	12.70
Total	182	100

Based on their direct involvement in the topic area, this distribution shows a substantial presence of healthcare professionals.

Table 2: Area of Expertise

Area of Expertise	Number of Respondents	Percentage
Medicine	90	49.45
Public Health	41	22.52
Health Economics	12	6.59
Social Sciences	19	10.45
Policy Studies	20	10.99
Total	182	100

Considering that the study focuses on the healthcare industry, it is relevant that the majority of respondents have medical backgrounds as shown in Table 2.

Table 3: Experience Level

Experience Level	Number of Respondents	Percentage
Less than 1 year	10	5.49
1-3 years	27	14.84
4-6 years	56	30.77
7-10 years	61	33.52
More than 10 years	28	15.38
Total	182	100

According to the data, a sizable number of respondents (79.67%) had more than 4 years of experience, suggesting that the participant base was well-informed.

Table 4: Regional Distribution

Regional Distribution	Number of Respondents	Percentage
Northern Nigeria	20	10.99
Western Nigeria	115	63.19
Eastern Nigeria	31	17.03
Southern Nigeria	16	8.79
Total	182	100

The bulk of respondents are from Western Nigeria, indicating the dominance of more healthcare professionals in the region.

Table 5: Affiliated Institutions

Affiliated Institutions	Number of Respondents	Percentage
Public Hospital/Clinic	49	26.93
Private Hospital/Clinic	33	18.13
Academic Institutions	46	25.27
Government Agencies	31	17.03
NGOs	23	12.64
Total	182	100

The respondents' diverse range of institutional kinds allows for a thorough understanding of the problem.

Table 6. Education Level:

Education Level	Number of Respondents	Percentage
Bachelor's Degree	33	18.13
Master's Degree	87	47.80
Doctorate (PhD or DBA)	39	21.43
Professional Certification	23	12.64
Total	182	100

A significant percentage (47.80%) has a Master's degree, which contributes to a deeper comprehension of the issues facing the healthcare industry.

Table 7. Involvement with Medical Emigration

Involvement with Medical Emigration	Number of Respondents	Percentage
Directly Involved	43	23.63
Indirectly Involved	115	63.19
Not Directly Involved	24	13.18
Total	182	100

There is a need for more comprehensive engagement tactics because the majority of participants are not directly exposed to the problem.

Table 8. Leadership Positions

Leadership Positions	Number of Respondents	Percentage
Yes	110	60.44
No	72	39.56
Total	182	100

Since most of the respondents are in positions of leadership or decision-making, it is possible that the knowledge acquired could successfully influence practice and policy.

Table 9. Regression result

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	1.165	1.129		2.032	.017
	EF	.631	.493	.462	2.280	.007
	MI	.119	.414	.058	3.289	.004
	RS	-.062	.448	-.046	-.140	.890

a. Dependent Variable: NAMP

Author's computation, 2024

Key: NAMP- Number of Available Medical Professionals EF- Economic Factors MI-Migration Influence RS-Retention Strategies

Table 9 above revealed the impact of 'Japa Syndrome' on the Availability of medical professionals in Nigeria. It can be deduced from the above that economic factors such as low salaries and inadequate working conditions have a positive and significant effect on the Availability of medical

professionals in Nigeria. Migration influence such as career advancement opportunities and personal motivations also has a positive effect on the number of available medical professionals but retention strategies such as better salary packages and instructional policies have a negative effect on the number of available medical professionals although not statistically significant during the period of study. A unit change in economic factors will bring about a 63% increase in the Number of available medical professionals during the period of study. This revealed that economic factors are the core issue that brought about the emigration of medical professionals in Nigeria during the period of study. Statistically, the p-value (0.007) which is less than 0.05 implies that the effect is statistically significant during the period of study.

4.2 Discussions of Findings

OB1: To quantify the impact of the 'Japa Syndrome' on the availability of medical professionals in Nigeria.

Table 9 above reveals the relationship between Migration Influences and the availability of medical professionals in Nigeria. It can be deduced from the above that Migration Influences have a positive effect on the availability of medical professionals. A unit change in Migration Influences will bring about an 11% increase in the availability of medical professionals during the period of study. Statistically, the p-value (0.004) which is less than 0.05 implies that the effect is statistically significant during the period of study. Thus, the null hypothesis that the 'Japa Syndrome' has not significantly reduced the number of medical professionals available in Nigeria is rejected, while the alternative is accepted.

OB2: To identify and analyze the primary factors driving Nigerian medical professionals to emigrate abroad.

From Table 9 above, it can be deduced that economic factors are the primary factors driving Nigerian medical professionals to emigrate abroad. The table revealed that economic factors such as low salaries and poor working conditions have positive and significant effects on the availability of medical professionals in Nigeria. A unit change in economic factors will bring about a 63% increase in the number of available medical professionals during the period of study. This revealed that economic factors are the core issue that brought about the emigration of medical professionals in Nigeria during the period of study. Statistically, the p-value (0.007) which is less than 0.05 implies that the effect is statistically significant during the period of study. Thus, the null hypothesis that economic factors, such as low salaries and poor working conditions, do not significantly influence Nigerian medical professionals to emigrate abroad is rejected while the alternative hypothesis is accepted.

OB3: To assess the effects of the emigration of medical professionals on the quality of healthcare services in Nigeria.

From Table 9 above, it can be deduced that Migration influence (MI) has a positive effect on the availability of quality healthcare providers in Nigeria. Thus, the null hypothesis that the emigration of medical professionals does

not negatively affect the quality of healthcare services in Nigeria is rejected while the alternative hypothesis is accepted.

OB4: To develop actionable strategies to mitigate the negative impacts of the 'Japa Syndrome' on the availability of human capital in Nigeria's medical industry.

From Table 9, retention strategies such as better salary packages and institutional policies have negative effects on the availability of professional healthcare providers in Nigeria but are not statistically significant since the P-value (0.890) is less than 0.05 significant level. This finding revealed that institutional policies and salary packages have not significantly reduced Japa syndrome among professional healthcare givers in Nigeria. Thus, the null hypothesis of implementing targeted retention strategies will not substantially enhance the availability of skilled medical professionals within Nigeria's healthcare system is accepted.

5.0 Conclusion, Recommendations, and Suggestions for further studies

5.1 Conclusion

The 'Japa Syndrome' has a profound impact on the availability of human capital in Nigeria's medical industry. The ongoing emigration of healthcare professionals threatens the quality of healthcare services and poses significant challenges for the country's health system. Addressing this issue is crucial for ensuring that Nigeria can meet the healthcare needs of its population. The 'Japa Syndrome' represents a significant challenge for Nigeria's medical industry, reflecting a broader trend of emigration driven by the pursuit of better opportunities abroad. The resultant brain drain has critical implications for the availability of skilled healthcare professionals and the overall quality of healthcare services in Nigeria. Understanding the dynamics of this phenomenon through research is crucial for developing effective strategies to retain human capital and improve the healthcare system. Addressing these issues will require a multifaceted approach, including legislative reforms, improved working conditions, and enhanced support for healthcare professionals.

5.2 Recommendations

These recommendations aim to mitigate the effects of 'Japa Syndrome'

1. **Improving Working Conditions:** The government should invest in healthcare infrastructure and ensure that medical professionals have access to necessary resources and support.
2. **Competitive Salaries:** Offering competitive salaries and benefits can help retain skilled professionals in the country.
3. **Career Development Opportunities:** Providing training and advancement opportunities can encourage healthcare workers to remain in Nigeria.
4. **Public Awareness Campaigns:** Raising awareness about the importance of healthcare professionals

and their contributions to society can foster a sense of pride and encourage retention.

5. **Strong Institutional Policy:** The government should implement firm and effective policies that benefit healthcare providers in Nigeria.

5.3 Suggestion for Further Research

Future studies can examine 'Japa Syndrome' in another sector like the education sector in Nigeria.

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