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AI-Driven Transformations in Nursing Preparing the Workforce for Future Healthcare Challenges: Highlights Through Systematic Review

Khalid Mohammed Mohammed Qahtani[1], Roaa Mosa Mohammed Bakkar[2], Ibrahem Ahmed Mohammed Meshni[3], Jmaleeh Alqahtani[4], Yahya Ahmed Mohammed Siddiq[5], Zahra Yahia Taher[6], Ameera Ahmad Alfaqih[7], Majedah Awad Alruwaili[8], Intisar Mahmoud Fagihi[9], Aliah Ali Alghamdi[10], Samira Yahia Taher[11]

1. Outpatient Clinics Unit, Jazan Health Cluster
2. Abu Arish General Hospital
3. Eradah and Psychiatric Hospital, Jazan
4. Laban II Health Center
5. Eradah and Psychiatric Hospital, Jazan
6. Abha Maternity and Children Hospital
7. Ajyad Emergency Hospital
8. Aljouf Cardiac Center
9. Jazan Health Cluster Nursing
10. King Abdulaziz Hospital, Makkah
11. Abha Maternity and Children Hospital

ABSTRACT

Background: Application of AI in the healthcare sector has been on the increase with great potential for revolutionizing health systems in clinical practice, nursing and workforce. AI is expected to advance the quality of treatment, further the healthcare system configuring, and generate new professions in healthcare, at the same time, controversies linked with the ethical use of AI in healthcare, data protection, and concerns with job lessening continuing to be topical.

Aim: Understanding the effectiveness of the nursing workforce, its influence on education, ethics and leadership in a field, general tendencies for AI's incorporation, potential benefits and issues connected to the application of AI.

Method: These ten research studies were chosen to carry out a systematic review that would give a general overview of the current state of AI in healthcare. The selected studies include the following themes: the healthcare workforce, ethical issues, nursing education, and leadership in regards to AI integration. The following data was sought to determine trends and patterns in the use of AI in delivery of health services.

Results: AI is opening up new healthcare positions for instance artificial organ specialists while at the same time increasing the efficiency of nurses through such techniques as predictive analytics and robots. However, privacy issues, issues with

the algorithms themselves and with the implication of turning healthcare aides into dumb clerks are frequently raised.

Conclusion: In respect to the role of AI, the information demonstrates that its application holds numerous benefits for enhancing the delivery of care, management of staff and patients. However there is a need to integrate this to main stream health care delivery systems, but this shouldn't be done without drawing strong ethical guidelines to govern this new sector, and also without proper training of the healthcare givers on how to deal with these artificial intelligence systems. More work has to be done to overcome those deficits that AI is presented with such as biases, data security, and strong leadership in healthcare organizations.

KEYWORDS: Artificial Intelligence, Nursing Workforce, Healthcare, AI Integration, Patient-Centered Care, AI Education, Ethical Concerns, Data Privacy, Leadership, Healthcare Roles.

1. Introduction

Artificial intelligence AI is already becoming mainstream in the healthcare sector to improve patient care, to change processes and to redefine roles within the healthcare profession with special reference to nursing (Rony et al., 2024). Indeed, with the technologies like a machine learning algorithm, predictive analytic or robotic automation, a striking probability of such tools making a positive difference in the oration of nursing practices and hence, patients, cannot be refuted (Rony et al., 2024). With AI, solutions are provided that can help in caring patients in a more efficient way, help nurses in reducing the burden of work, and deliver enhanced conclusion based on new analysis (Malla & Amin, 2023). However, these advancements also create problems, as it poses a significant threat to conventional nursing practice, and may rebels in skill and attitude for nurses to fully embrace and transition to AI optimize integration (Skochelak et al., 2021).

The presence of AI in the nursing context is manifested through the application of the results of artificial intelligence in different areas, including diagnostics and prediction in medicine and in paperwork (Issa et al., 2024). For example, the predictive analytics applications on massive datasets helps the nurses to anticipate the future status of the patients, and thus, enable early intervention for critical patients (Chikhaoui et al., 2022). They found that this capability benefits the patient and bolsters resource organization and efficiency as well as the utilization of nurses' time (Soleas et al., 2022). Consequently, AI diagnostic tools do require that nurses can accelerate and improve clinical decisions as well. Such innovations could be used to solve problems like patient safety, and the efficiency of the treatment process; however, it relies on the nurse's ability to comprehend and have faith in the efficiency of the underpinning technology (Fenwick et al., 2024).

With the role of AI in nursing expanding, it is imperative for nurses to become acquainted with a technologically driven healthcare market (Samarasekera et al., 2024). Earlier models of nursing training have largely centered on clinical competencies, technological knowledge and data science that have not been

emphasized in the traditional nursing curriculum. This missing link in the educational framework may say hinder nurses' interaction with the AI systems (Omrani et al., 2020). It is therefore important to note to future challenges nursing workforce need to up-grade their training programs and which should now include data analysis, algorithm knowledge as well as an ethical knowledge of AI value in patient care continuum (Hoelscher et al., 2024). Closing this gap will allow the nurses to incorporate the usage of artificial intelligence into their work not only as the recipients of such tools but as active users in this process, and thereby further strengthen their crucial position in affecting patient success (Klumpp et al., 2021).

As time has elapsed, hospitals and other health care centers have begun implementing the use of robotic technology in their institutions (Bekaroo et al., 2020). Robots are predictable machines that can complete routine and mundane nursing procedures freeing up most of the nurse's time to complete risks and complex measures that are uniquely demanded from a human intervention (Issa et al., 2024). Organizations such as medication delivery, observation of the vital signs, and aid in executing minor surgeries are now done by mechanical based systems selectively relieving the physical pressure on the nurses (Gupta & Patel, 2022). Nevertheless, this incorporation of robots into the health care environment requires that nurses learn special competencies in handling the machines, fueling the rationale for technology education and training (Kaledio & Olaoye, 2023).

Integration of artificial intelligence to support the labor-intensive nursing workforce also raised specific ethical and relational considerations (Harsha et al., 2024). Nursing technologies on the side of artificial intelligence make patients have a feeling that communication decreases with the nurses and may affect the nurse patient relationship. Such advances should teach nurses not only the kinds of technologies involved but also the tension between the use of such technologies and the interpersonal care valued in nursing (Brahmbhatt et al., 2022). When AI systems become integrated in clinical decision-making. there is equal need to sensitize nurses on equitable use of data and patient information, the volition of the patient to release their data and information for analysis in AI systems. Machine learning algorithm induced bias, all in an endeavor to uphold the principle of patient-centred care in a new environment dominated by AI systems (Issa et al., 2024).

Based on the dynamics highlighted in this paper, the future of the healthcare industry with the increasing adoption of AI is going to require an even greater integration effort (Rony et al., 2024). Bursting schools, healthcare managers, policy makers, and the manufacturers of the AI technologies require collaborative efforts in order to produce the necessary curriculums and policies that will facilitate the adoption of AI in nursing (Ross et al., 2024). This partnership will guarantee that not only nurses possess adequate technological competencies but want to be involved in AI decisions and act as patients' representatives (Webb et al., 2023). Balancing training to apply AI will help nurses and tech to work supplement each other and build a constructive synergy for utilizing its functions personally and for patients (Jacobs et al., 2023).

With the growing development in AI system in the healthcare sector, the nursing workforce will require frequent continuing professional development to enable them to keep abreast with rapid development in this new element (Klumpp et al., 2021).

These hospitals and healthcare organizations should encourage continuing education in artificial intelligence for its nurses and should fund developmental programs that will include current uses of AI, the new developments in the systems as well as new technologies (Issa et al., 2024). Such promise to lifelong learning in relation to artificial intelligence integration is crucial in order to guarantee that the nurses will be able to cope with the change and implement the possibilities of the new tool to benefit not only the patient, but the healthcare environment as well (Cornelius, 2022).

Finally, the incorporation of AI into nursing opens the chance to redesign the healthcare workforce with respect to the efficiency and quality of the offered treatment alongside the appanage of the robotic dimension; nursing will retain its humanistic orientation (Malla & Amin, 2023). With the institutions, training and providing nurses with the right skills, ethical direction and support the healthcare sector can fashion a future where AI augments the strengths that nutrition fits in the nursing profession (Rony et al., 2024). Taking comprehensive and integrated approach to the changes caused by the AI application in the setting will help nurses to proceed with clear views and confidently providing patients with qualities and sensitive care in the landscape of ever increasing health care technology (Issa et al., 2024).

Problem Statement

The fast pace at which AI technologies are being implemented in the health sector is becoming difficult to prepare the nursing workforce to handle and apply the technologies. As much as AI will continuously work to improve and advance patient care and healthcare delivery, most nurses have inadequate skills, knowledge or training in the use of AI systems. Lack of exposures in technological and data management skills, which are required for the operation of some analytical systems, are also apparent in traditional nursing educational approaches. This incongruity between the existing curriculum for nursing and the nursing profession in the current world where the health sector is embracing technology more especially Artificial Intelligence calls for concern the abilities of the nurses to produce accountable, safe, high quality; as well as ethical care into the future. Therefore, these gaps need to be filled and the education of nursing needs to be reshaped to equip nurses for future health care workforce adequately.

Significance of the Study

The potential implications of this study relate to its ability to inform nursing education and staff development in order to prepare a health care workforce to use AI in nursing practice. In doing so, this study offers an important knowledge base of the specific skills, competencies and ethical considerations required of nurses in an AI advanced healthcare landscape for curriculum developers, healthcare managers and policymakers. Fostering knowledge in AI among nurses will not only help to provide better quality services, and discharge of care activities efficiently, but will as well enable nurses to play an involved role in embracing and using new technologies in healthcare settings. Closing these gaps help in ensuring that the nursing profession has not been reduced by the growing adoption of technology in health care delivery system hence supporting the role of nurses in the digital transformation of health care

delivery system.

Aim of the Study

Specifically, the purpose of the present research is to identify and outline the educational innovations and training programs needed to develop the nursing workforce for practice environments endowed with AI technology. In more detail, it aims at determining the competencies and the areas of knowledge, which will include data interpretation, basics of machine learning, and ethical usage of artificial intelligence that will be expected of the nursing professionals working in the newly developed environments related to AI. Further, it seeks to outline the needed modifications in the present nursing curricula and professional development for nurses to bring efficient change with AI to improve patients' care and meet future healthcare challenges.

2. Methodology

Research Question

Research Question		How have AI-driven transformations in nursing affected the preparation and adaptability of the nursing workforce to meet future healthcare challenges over the past five years?
Population	P	Registered nurses working in hospitals, clinics, and healthcare facilities, especially those utilizing AI technologies.
Intervention	I	AI-driven tools in healthcare settings, including predictive analytics, robotic assistance, diagnostic tools, and EHR systems.
Comparison	C	Nurses with limited or no access to AI-based tools, serving as a control group for impact assessment.
Outcome	O	Observed outcomes include improvements in patient care quality, nursing efficiency, job satisfaction, and adaptability to technology.
Timeframe	T	Over the past five years (2020 to 2024).

The conceptual framework of this study focuses on assessing the impact of AI-based changes in the preparation of the nursing human capital to address future heath care challenges. The specific research question of concern is centered towards analyzing the impact of these technologies on nurses' readiness and malleability in particular for the year 2020 to 2024. The targeted participants of the study are Registered Nurses from hospitals, clinics, and other healthcare facilities that utilize AI technologies, including Baker's predictive models, robotic assistants, diagnostics, EHR and others. The first difference comes from comparing the frontline engagement of nurses using these AI technologies, those with limited access to them and those who have no access at all, which offers a beneficial perspective concerning the influenced variation in practice and workforce. Outcomes shall embrace performance changes in the quality of patient care. The efficiency of the nursing processes, the satisfaction of the workforce, and the efficiency of the nurses in coping with and capitalizing on the use of Information technology systems into the future, to give a comprehensive view of how AI can be used to improve and advance nursing practices and the preparedness of the nursing workforce.

Selection Criteria

Inclusion Criteria

1. The studies were published from the years 2020 to 2024 only.

2. Research focused on RNs using AI technologies in health care organisations.

3. Studies comparing its effects on the nursing profession and patients and/or the nursing practice, education and training.

4. Studies published in English.

Exclusion Criteria

1. Those articles that were published before the year 2020.

2. Studies conducted on physicians only, administrators or any other health care professionals excluding the nursing professionals.

3. Research articles not identifying AI related tools and technology directly concerning with nursing profession as well as patients.

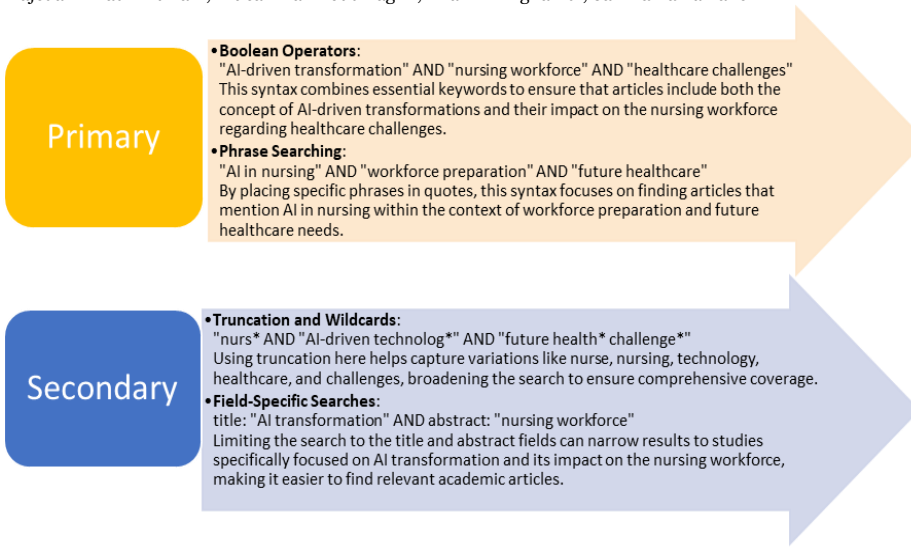
4. Journal issues that are not available in full text and any article published in languages other than English.

Database Selection

The databases used for this study are PubMed, CINAHL, SCOPUS, and IEEE Xplore. Whereas, PubMed and CINAHL consist of a broader literature related to healthcare and nursing field, on the other hand, Scopus and IEEE Xplore databases have the vast literature on the technological developments including AI. These databases guarantee a reliable source of articles which are peer-reviewed and cover both healthcare issues as well as technology subjects which are essential for the study presented at the synergy between nursing and AI.

Data Extracted

Recorded data includes study design, demographic and clinical characteristics of participants, AI tools or interventions that were utilized and nurse and patient care outcomes as presented by the authors. The process of implementation methods, types of challenges faced during Artificial integration, and the ways to overcome them concerning the AI readiness are implemented in nursing education are also derived. This data supports the integration of existing information, explore trends and evaluate the impact of AI integration on nursing practice within the specified time.



Syntax

Booleans, phrase search, truncations, wildcard, and field-specific searching enables the formulation of a search-related to AI-driven change in nursing. This approach guarantees the involvement of all-important terms and phrases, continuation of terms and phrases extensions, and the definition of searching both titles and abstracts that directly regard to the topic.

Literature Search

The literature search focuses on seeking modern scholarly work on transformative uses of AI in nursing and their implications for developing the workforce for future use in the healthcare industry. It is a primary syntax strategy of this search, while the secondary syntax strategy involves covering multiple databases with publications from 2020 to 2024. By using Boolean operators, phrase search, truncation, and field promising queries, the search compiles studies that address aspects related to implementing AI in nursing, the challenges it presents, and workforce flexibility.

The literature search used four primary databases: include Pubmed, CINAHL, Scopus, and IEEE, was used with giving preference to the publications from the years 2020–2024. Operating with both primary and secondary syntax approaches, the search has given 241 articles ancestry pubmed, 220 CINAHL, 307 Scopus, and 192 IEEE which have revealed a rich selection of the literature to analyze the transformations in nursing by means of AI.

Table 2: *Databases Selection*

No	Database	Syntax	Year	No of Researches
1	PubMed	Syntax 1 (Primary) and 2 (Secondary)	2020 – 2024	241
2	CINAHL			220
3	Scopus			307
4	IEEE			192

Selection of Studies

The following inclusion criteria were used to conduct the study: database – SCOPUS, publication date between 2020 and 2024, articles– that include AI tools in nursing and their implications on the workforce. Specific databases used for the purpose of the study included PubMed, CINAHL, Scopus, and IEEE Xplore; while parameters used to search the databases include the use of key terms and selection criterion to remove duplicated studies and screen for relevancy. Using technological changes for nursing and relevant outcomes for healthcare adaptability were the aspects which were specifically targeted in the examined studies.

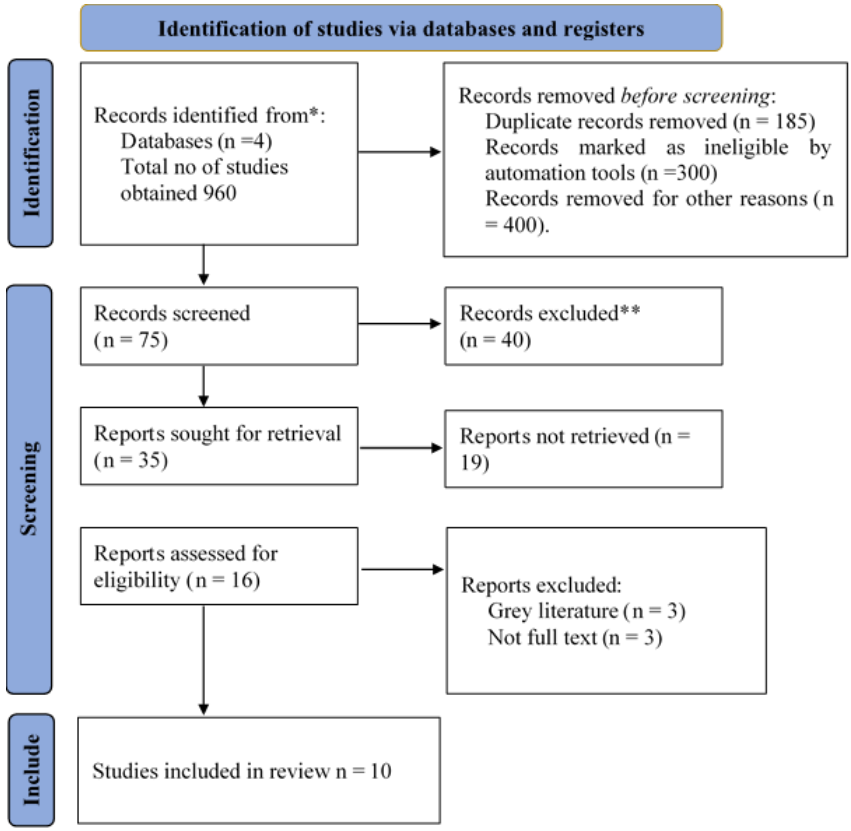


Figure 1 PRISMA Flowchart

The flowchart according to PRISMA described the process of selection of articles beginning from the identification of articles in the selected databases. It demonstrates how journals are initially identified for inclusion, how some of these may be excluded based on specific criteria and how many of the final sample were deemed eligible and included in the final procedure. This flowchart as a structured chart illustrates how field contents reduced progressively and meet the criteria for research.

The flow of information chart used in the review according to PRISMA 2020 guideline depicts the process the team passed through to select the Studies. According to the conducted search in the four databases, there were records totaling 960. Of candidates for inclusion before screening, 185 were given corrected patient ID that led to the identification of duplicates, 300 records were automatically flagged as ineligible, and 400 more were excluded for other reasons. From the screening process a total of 75 records were identified from which 40 were excluded and for the 35 remaining reports a search was made. Of these there were 19 paediatric reports which were not identified and 16, were screened for inclusion. Three papers were excluded as they comprised of grey literature and three papers were excluded, as they were non-full text papers. In total, the review included 10 articles.

Quality Assessment of Studies

Based on methodological criteria and study relevance, methodological quality was also appraised in the studies included in this systematic review. Each study was evaluated in terms of their design, sample, data collection and analysis techniques used by the authors. It was also possible to assess the presence of other kinds of biases in the selected studies, including selection bias, reporting bias and authors' conflicts of interest. The subject quality of evidence was evaluated to be high, moderate or low depending on the methodological quality of study to minimize different bias measurement uncertainty and reliability. By so doing, this assessment enables the review to capture only the few and most suitable studies hence upping the validity of the results.

Scrutinizing the literature quality matrix points to the fact that the investigated research articles are of good quality as most of the studies are reported to meet quality criteria through description of study selection, relevant literature, methodology, and findings. For example, George et al. (Good), Yelne et al. (Good), Webb (Good), Atkins et al. (Good), Sriharan et al. (Good), Bekbolatova et al. (Good), Lora & Foran (Good) gave good details on evaluated criteria. However, the studies of Anako et al. and Salehi had certain restrictions in the sense that they either failed to review all the pertinent papers or were unclear with the outcomes, thus, getting a good quality score. However, the execution of Esmaeilzadeh's study had a weak description on how the studies to be included in the meta-analysis were selected despite having well detailed result and method. In the following matrix, the literature quality offers an overview of the quality and identification of strengths and weaknesses collected from the selected studies.

Table 3: *Assessment of the literature quality matrix*

#	Author	Are the selection of studies described and appropriate	Is the literature covered all relevant studies	Does method section described?	Was findings clearly described?	Quality rating
1	George et al	YES	Yes	Yes	Yes	Good
2	Anako et al	Yes	No	Yes	Yes	Fair
3	Yelne et al	Yes	Yes	Yes	Yes	Good
4	Webb	Yes	Yes	Yes	Yes	Good
5	Atkins et al	Yes	Yes	Yes	Yes	Good
6	Sriharan et al	Yes	Yes	Yes	Yes	Good
7	Salehi	Yes	Yes	Yes	No	Fair
8	Esmaeilzadeh	NO	Yes	Yes	Yes	Good
9	Bekbolatova et al	Yes	Yes	Yes	Yes	Good
10	Lora & Foran	Yes	Yes	Yes	Yes	Good

Data Synthesis

Analysis of the studies chosen in this research showed that the application of AI technologies has a dual or two-sided effect on the practice of nursing profession. Nursing applications of decision support systems have been found to yield significant improvements in the organization time, patient surveillance, and decisions making in critical care areas (Almagharbeh, 2024). However, difficulties including lack of training, technical issues, and data protection issues have been made which hampers efficacy of these technologies (Almagharbeh, 2024). Besides, studies on the impact of AI in the nursing profession are still scarce, especially the majority of the studies are in the experimental phase, and the active involvement of nurses in AI is also not documented well (von Gerich et al., 2022). This synthesis is calling for more real-world, quantitative research on artificial intelligence, the inclusion of AI education in a nursing curriculum, as well as the ethical considerations representing AI within the nursing scope.

Table 4: Research Matrix

Author, Year	Aim	Research Design	Type of Studies Included	Data Collection Tool	Result	Conclusion	Study Supports Present Study
George, A. S., George, A. H., & Baskar, T. (2024)	To explore emerging healthcare occupations driven by AI by 2035.	Conceptual Paper	Review of key AI trends in healthcare	Literature Review	AI is transforming healthcare by creating new job roles like artificial organ specialists and genetic engineers.	AI will create new specialties, but the role of human physicians remains essential. Lifelong reskilling and diverse	Supports the idea that AI will lead to new job roles in healthcare and transform patient care delivery.

						training are necessary.	
Anako, C. I., Perkins, E. L., & Williams, J. K. (2024)	To explore the role of collaborations, innovations, and technologies in addressing the nursing shortage.	Conceptual and Analytical Study	Discussion on AI's role in nursing shortages and healthcare delivery	Literature Review and Case Studies	AI can improve healthcare delivery, enhance nurse efficiency, and aid in patient care management. AI collaboration helps address nursing shortages.	Collaboration between healthcare, academic institutions, and AI technology companies is critical to resolving nursing challenges and improving care.	Supports the role of AI in addressing workforce shortages and enhancing healthcare delivery, aligning with present study on healthcare improvements.
Yelne, S., Chaudhary, M., Dod, K., Sayyad, A., & Sharma, R. (2023)	To examine the challenges and impact of AI in nursing and healthcare.	Systematic Review and Analysis	Review of AI applications in nursing and healthcare	Literature Review	AI has significant potential in diagnostics, treatment, and healthcare operations but presents challenges like data privacy and biases.	AI should complement healthcare professionals, and ethical guidelines, interdisciplinary collaboration, and patient rights protection are essential.	Aligns with the exploration of AI in healthcare, emphasizing its complementarity with human care.
Atkins, R. L., Brown, K. M., Mudd, S. S., Ghobadi, K., Baker, D. J., & Szanton, S. (2024)	To explore AI and competency-based education for an inclusive, equitable future in nursing.	Conceptual Paper	Analysis of AI's potential in nursing education	Literature Review and Case Studies	AI and competency-based education can create more inclusive, equitable nursing education systems, enhancing skill acquisition and preparing diverse nurse populations.	Integrating AI in nursing education can transform how nurses are trained and ensure they are equipped to handle diverse patient needs.	Supports using AI in educational settings to improve outcomes, which could apply to the present study on AI's role in healthcare workforce transformation.
Sriharan, A.,	To explore	Scoping Review	Review of AI	Literature	Successful AI	Leadership in AI	Supports the need

Sekercioglu, N., Mitchell, C., et al. (2024)	leadership roles in AI transformation within healthcare organizations.		leadership within healthcare organizations	Review	integration in healthcare requires multidimensional leadership: technical, strategic, operational, and organizational expertise.	healthcare transformation must be comprehensive, with a focus on leadership development strategies and cross-functional collaboration.	for strong leadership in the AI transformation of healthcare, which aligns with the present study's focus on AI's role in healthcare management.
Salehi, F. (2024)	To analyze the transformative role of AI in healthcare, its advancements, and challenges.	Comprehensive Analysis	Review of AI applications and challenges in healthcare	Literature Review and Case Studies	AI improves patient care, clinical decision-making, and healthcare operations. However, ethical and regulatory challenges must be addressed for AI to reach its full potential.	AI has the potential to revolutionize healthcare, but careful attention must be given to ethics, regulations, and implementation.	Aligns with the exploration of AI's transformative impact on healthcare and the necessity of addressing challenges for successful implementation.
Esmaeilzadeh, P. (2024)	To examine the challenges and strategies for AI deployment in healthcare practices.	Analytical Paper	Examination of challenges in large-scale AI deployment in healthcare	Literature Review and Case Studies	AI can enhance personalized patient care and operational efficiencies, but challenges include algorithmic biases and data privacy issues.	For AI to succeed in healthcare, organizations need to address foundational problems and integrate AI strategically while focusing on a cultural shift toward AI as an enabler.	Supports the notion of AI's transformative role, addressing challenges for optimal healthcare practice integration.
Lora, L., & Foran, P. (2024)	To explore the	Integrative literature review	Studies on nurse percepti	Literature review	AI technology capabilities	Future directions highlight	Yes, as it explores AI in nursing

	perceptions, attitudes, and concerns of nurses regarding the use of AI in clinical settings.		ons of AI integration into healthcare and practice.	from databases like MEDLINE, CINAHL, and Scopus.	such as predictive analytics and robotic automation are positively viewed for improving workflow efficiency and patient outcomes, but ethical concerns exist.	the importance of AI competency, collaboration, continuous education, and organizational support to facilitate AI integration in nursing practice.	practice, which aligns with the research on AI integration.
Webb, B. V. (2024)	To examine the role of AI in nursing leadership and its impact on patient-centered care, focusing on e-learning AI pathways for future nursing leadership.	Conceptual discussion and literature review	Studies related to AI-driven learning platforms, nursing leadership, and patient care.	Literature review and conceptual discussion.	AI-based learning platforms can enhance nursing education, but nurses' perceptions of AI may vary by generation, and quality care must remain the focus of nursing leadership.	Future nurse leaders must utilize AI learning pathways while ensuring patient-centered care and preventing biases. Resilient leaders will critically assess AI algorithms and oversee human involvement in care.	Yes, it discusses AI integration in nursing and leadership, relevant to the present study's focus on AI use in healthcare.

Table 4. The identified matrix of the research allows highlighting that AI has been discussed. The investigated in relation to various aspects of healthcare with a focus on the nursing profession, leadership, education, and occupation transformation. The presented works demonstrate how AI can help advance the receival of healthcare, increase patients' quality of life. Overcome workforce deficits, at the same time pointing to ethical threats, privacy question, and the necessity of skill upgrades among the healthcare workforce. The findings highlight the fact that there is a need to embrace leadership, the cross-disciplinary working, and learning to adopt AI. They are consistent with the present study's objectives, which include identifying how AI is reshaping the healthcare workforce, the patient experience and futurology of nursing practice.

3. Results

Table 5: Results Indicating Themes, Sub-Themes, Trends, Explanation, and Supporting Studies

Themes	Sub-Themes	Trends	Explanation	Supporting Studies
AI in Healthcare	**Job Creation**	Emergence of new healthcare roles	AI is expected to create new specialties and occupations, such as artificial organ specialists and genetic engineers, while augmenting traditional roles.	George et al. (2024), Anako et al. (2024)
AI and Nursing Workforce	**Efficiency in Nursing**	AI enhancing nurse productivity	AI technologies like predictive analytics and robotic automation can enhance nurse efficiency, improving patient care and reducing manual tasks.	Yelne et al. (2023), Webb (2024)
AI Integration in Practice	**Concerns Over Ethical Issues**	Ethical concerns regarding AI deployment	Nurses are concerned about AI's ethical implications, particularly data privacy, biases, and the potential deskilling of the human workforce.	Lora & Foran (2024), Esmaeilzadeh (2024)
AI in Nursing Education	**Competency-Based Learning**	Shift to AI-integrated educational platforms	AI-driven competency-based learning systems aim to enhance nurse training, making it more inclusive, equitable, and adaptable to diverse patient needs.	Atkins et al. (2024), Webb (2024)
AI Leadership in Healthcare	**Cross-Functional Collaboration**	Need for strong leadership in AI adoption	Effective AI integration in healthcare demands multidimensional leadership, involving technical, strategic, operational, and organizational expertise.	Sriharan et al. (2024), Salehi (2024)
AI Challenges in Healthcare	**Data Privacy and Algorithmic Bias**	Addressing foundational issues for AI success	AI adoption faces challenges like algorithmic biases and privacy concerns, which need to be addressed for AI to reach its full potential in healthcare.	Esmaeilzadeh (2024), Yelne et al. (2023)
AI in Patient-Centered Care	**Ensuring Quality Care**	Balancing AI with human oversight	AI should complement human healthcare professionals while ensuring that patient care remains the central focus, with human judgment overseeing AI tools.	Webb (2024), Salehi (2024)
AI and Healthcare Education	**AI-Driven Learning Pathways**	Future-focused e-learning in nursing	E-learning platforms powered by AI can help develop resilient nurse leaders and improve education, particularly for future nurses managing patient care.	Webb (2024), Atkins et al. (2024)

Several areas have been highlighted with reference to the findings from the studies regarding the use of AI in healthcare – and these pertain to the critical role that AI can play in nursing and in healthcare education. Among one of the prevailing trends

significant shifts have been seen in generation of new roles through application of artificial intelligence in the healthcare system like artificial organ specialist, genetic engineers among the other ones (George et al., 2024; Anako et al., 2024). In addition, it was noted that AI is also very effectively improving the key aspect of nursing – efficiency – through the use of such tools as predictive analysis and robotic process automation (Yelne et al., 2023; Webb, 2024). However, there are ethical issues such as; data privacy, algorithm bias, and the impact of AI in the deskillment of the workforce have continued to be core barriers to the implementation of AI in healthcare; challenges identified by Lora & Foran, (2024) and Esmaeilzadeh (2024) respectively. In nursing learning, integrating AI enabled competency based education is considered innovative because it makes training customizable to cater for needs of different patients (Atkins et al., 2024; Webb, 2024). Furthermore, leadership in healthcare needs to be polymorphic thus implying integration of technology and managerial competence, operational functioning and organizational affairs to support AI (Sriharan et al., 2024; Salehi, 2024). The problems like data privacies and biass also require major focus as to open the complete potential of AI in healthcare environments (Esmaeilzadeh, 2024; Yelne et al., 2023). Finally, the roles and benefits of AI in patient care cannot be overemphasized and called for human supervision in executing the AI. Results in patients care delivery to enhance the quality and ethical delivery of patient-centered care (Webb, 2024; Salehi, 2024), additionally, the implementation of AI in e-learning platforms presents a promising future for the growth of robust nursing leaders (Webb, 2024; Atkins et al.,

4. Discussion

Among the analyzed studies revealing the change that AI brings to the sphere of healthcare, all the selected works indicate that AI can act as a factor creating new opportunities for new positions in healthcare as well as transform traditional functions of healthcare. , George et al. (2024) observe that AI will further create highly technical professions such as artificial organ specialists and genetic engineers who will complement traditional healthcare jobs. This trend is consistent with Anako et al. (2024), They opine that when integrated into care delivery organization like health care, an AI would complement new and existing professions like nursing by increasing the rate of productivity and the quality of patients. They also serve to correct deficiencies in the labor market and generate a more efficient model of medical treatment where human and artificial intelligence converge to optimize the outcome.

AI in particular is likely to greatly benefit the nursing workforce because it is likely to free them from doing many tasks that they have to automate. Yelne et al. (2023) opine that AI tools such as unfortunately analytics and robot assistant can enhance the nursing productivity by decreasing the time spent on clerical work and enhance the clinical decision support systems. Webb (2024) also contributes to this idea following that. AI improves not only the work processes but also the results or the patients. Nonetheless, this led to a shift toward AI augmented care delivery,asnurses have feel anxious about thedeskilling oftheircar e e randtheandy skilling ofAI. The roles here mentioned are not likely to be performed by AI in healthcare settings and,

as it becomes apparent, jobs of nurses will be transformed by AI will require constant education and acclimatization in order to enhance cooperation with these systems.

However, there exists inherent ethical issues that should be well addressed when adopting AI in healthcare. As noted by Lora and Foran in the perspective of 2024, issues of data privacy, algorithm bias and resultant ethical issues, while choosing patient care options by AI, are troubling the nurses and risk patient trust. In the same regard, Esmaeilzadeh (2024) points out that algorithmic risk inherent in use of AI technologies could result to unfair inequalities in the provision of care to vulnerable groups of patients. All these call for sound Principles and Policies on AI and needs to strike a balance to guarantee patient safety, equity and human dignity in the use of AI technologies in delivering care. Ethical consideration will be imperative to the continuance of human interpersonal feel in the delivery of health care to patients across the globe, so that AI will just act as backup and not a replacement solution.

The incorporation of AI in nursing education means the possibility to redesign the approach of nursing education trainings to meet the existing and prospective patient's needs. Atkins et al. (2024) stress that the utilization of competency based learning incorporating AI is critical to the development of equitable techniques in nursing education. Such systems facilitate customized training because it is possible to provide the nurses with the right path to enhance their skills and help them meet the demand in the current fast evolving healthcare sector. The same is supported by Webb (2024) pointing at the potential of utilizing AI-based educational platforms in producing more effective and adaptable nurse leaders capable of managing distinct complexities of the contemporary healthcare environment: improving tendencies towards the better application of AI-related instruments as well as manifestation of ethical values in practice.

The first and major issue identified in the context of integrating AI in the healthcare sector is the lack of robust leadership from top to bottom in the healthcare organizations. Sriharan et al. (2024) state that for implementing AI, top management must be technically sound not only as a technologist, but also as a change manager to bring together functional departments. In addition, we learn that Salehi (2024) opinion that there is a serious need to have strategic and operational leadership to facilitate change management processes regarding the emergence of cultural and organizational changes within the firm that results from the use of artificial intelligence. It is on this basis that the leadership needed in healthcare organizations is technical, strategic, operation, and organizational in order to steer healthcare through the intricacies of AI integration. There is, thus, a need to prepare healthcare managers to overcome the hurdles when implementing AI while at the same time keeping the patient at the center of care.

Finally yet importantly, a number of questions arise looking at future developments of AI in healthcare and it can easily be noted that AI should be used as a tool to assist human care, not replace it. Webb (2024) also recognizes that the use of AI must incorporate HC professionals into the loop and that proper supervision should be put in place such that patient value is not lost. A argument made by Salehi (2024) is that there should the complementarity of rationality and feeling in the application

of technology. Like in any type of work, technology can support clinical decision making and patient benefits, yet it cannot supplement the human understanding, empathy that healthcare professionals possess when working with their patients. Health care of the future must exist in harmony when artificial intelligence technologies and in-depth human care are interwoven to make healthcare better, healthier for all and sensitive to all humans.

At bottom, it is clear that the addition of AI to the healthcare setting is to be transformative for the roles of both patients and staff members, the delivery of patient care, and medical education in the years to come. On the positive side, AI makes work more efficient, enriches existing occupations, and can spur the formation of new professions, but it raises issues connected with the concept of ethics, data security and eliminating the professional skill of healthcare staff. However, in order to leverage AI delivery and augment human practice in health care, there is need to tackle these challenges by putting into practice comprehensive regulation, continuous education and sharp leadership. How such changes will shape patient care delivery will be significantly influenced by the blending of AI technologies into the existing systems of care delivery while preserving the human Facebook of this precinct.

Future Direction:

As AI stands to progress forward, leaders in fields of healthcare should brace to embrace higher levels in delivering clinical practice, educational and workforce capacity. Improving AI algorithms for reducing bias should be prominent in future explorations; this will mean that AI will be fairer across patients' diversities. Moreover, understanding trends of improving the development of AI systems that foster interoperability between different healthcare specialists will be significant. Consistent concern about enhancing the specific knowledge of healthcare providers, with an emphasis on the nursing curriculum, will be important with the goal to prepare the workforce in the best way for utilizing AI. There is also a growing call to look at the effect of AI in the time horizon beyond short-term outcomes of the patients and the system.

Limitations:

Although we see a lot of potential of using AI in healthcare, there are several disadvantages which should be considered. Another obstacle is that at present, there is no basic protocol for the implementation of AI in health care organizations, which might lead to the divergence of the AI applications. Furthermore, majority of healthcare employees still have certain amount of concern related to the use of artificial intelligence since they think this may be a violation of privacy, there are issues of security of data, and it reduces the human element in treating patients. Moreover, the implementation costs of mainstream AI technologies combined with the requirement for continuing training and upgrade might peculiar challenges associated with low hardware resource accessibility in healthcare. All of these issues need specific approaches to reach a successful AI integration to healthcare systems.

5. Conclusion:

It is clear therefore that AI has the potential to revolutionize health care delivery through improving its efficiency, optimizing clients' care and coming up with new job opportunities in the working force. However, incorporation of the AI into healthcare systems has to be done with a lot of caution because of some emerging ethical questions, questions of employment of people, and questions of patient's privacy. Thus, regulation, education, and leadership resolve these challenges for using AI that enhances the human part of healthcare to enhance the quality and availability of treatment. As ongoing research and focus on AI in healthcare ensues properly conducted planning of the technology will occur and the future of the industry will be greatly impacted positively as the use of AI technology will not only improve technological ways but also add a human touch to it by helping people in the suffering state.

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