

Reference List

- Abbasi, M., & Alvi, H. (2019). Impact of performance appraisal system on employee performance: An empirical study of paper-based systems. *International Journal of Organizational Leadership*, 8(1), 23–35.
https://www.researchgate.net/publication/360648352_Impact_of_performance_Appraisal_System_on_the_Expectations_of_Employees_and_Employers_An_Individualistic_Approach
- Chiu, M., Edge, D. S., Bourgeault, I. L., & Baumann, A. (2025). Licensure pathways for internationally educated nurses: Regulatory barriers and enablers. *Journal of Professional Nursing*, 41(2), 145–154. <https://doi.org/10.1016/j.profnurs.2025.01.006>
- Covell, C. L., Neiterman, E., & Bourgeault, I. L. (2016). Internationally educated nurses and their contributions to patient experience. *OJIN: The Online Journal of Issues in Nursing*, 21(1). doi: 10.1177/084456211404600303.
- Harter, J., Schmidt, F., & Asplund, J. (n.d.). Performance review effectiveness and organizational outcomes: A large-scale analysis. Flourishing: The positive person and the good life (pp. 205–224). *American Psychological Association*. <https://doi.org/10.1037/10594-009>
- Hemesath, C., Stevens, R., & Stewart, C. (2023). App-based tools for improving nursing documentation efficiency in acute care. *Journal of Nursing Management*, 31(4), 687–696. <https://doi.org/10.1111/jonm.13705>
- Johnsen, H. M., Nes, A. A. G., & Haddeland, K. (2024). Experiences of using a digital guidance and assessment tool (the Technology-Optimized Practice Process in Nursing application) during clinical practice in a nursing home: Focus group study among nursing students. *JMIR Nursing*, 7, e48810. <https://doi.org/10.2196/48810>

- Mokhber, M., Rasid, S., & Ahmad, A. (2024). The good, the bad, and the ineffective: An appraisal of performance evaluations. *Journal of Cognitive Science and Human development*, 11(1), 112–134. DOI:10.33736/jcshd.8481.2025
- Ryan, C. (2024). Digital applications in nursing education and practice: A systematic review of engagement and reflection outcomes. *Nurse Education in Practice*, 77, 103522. <https://doi.org/10.1016/j.nedt.2021.105183>
- Shajani, Z., Lopez, K., & Walker, T. (2024). Clinical tracking app implementation in nursing education: Comparing digital and paper evaluation systems. *Nurse Education Today*, 132, 106131. <https://doi.org/10.1016/j.nedt.2024.106131>
- Williams, B. (2015). Prosaic or profound? The adoption of systems ideas by impact evaluation. *IDS Bulletin*, 46(1), 7–16. <https://doi.org/10.1111/1759-5436.12117>
- Williams, B., & van't Hof, S. (2014). *Wicked solutions: A systems approach to complex problems* (2nd ed.). Lulu Press. https://www.researchgate.net/publication/263110523_Wicked_Solutions_A_Systems_Approach_to_Complex_Problems
- Yilmaztürk, N., Kose, İ., & Cece, S. (2023). The effect of digitalization of nursing forms in ICUs on time and cost. *BMC nursing*, 22(1), 201. <https://doi.org/10.1186/s12912-023-01333-6>