



Virtual Reality in Healthcare Training: A Framework for Enhancing Job Satisfaction Among South African Workers

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Abstract

Virtual reality (VR) technology is increasingly being employed in healthcare training to improve patient outcomes and professional skills. Not applicable for a theoretical framework article. Theoretical insights suggest that VR can enhance healthcare worker satisfaction through tailored virtual environments designed to mimic clinical settings and provide realistic practice scenarios. Further research should explore the long-term effects of VR training on job satisfaction and its potential for cost-effective education in South African healthcare settings. Model estimation used $\hat{\theta} = \operatorname{argmin}\{\theta\} \operatorname{sumiell}(y_i, f\theta(\xi)) + \lambda \operatorname{Vert}\theta \operatorname{rVert} 2^2$, with performance evaluated using out-of-sample error.

Keywords: *Virtual Reality, Healthcare, Training, Job Satisfaction, South Africa, Socio-Technical Systems, Cognitive Load Theory, Ethnography*

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