



# Role Recognition and Job Satisfaction Improvement Programmes for Community Healthcare Workers in Urban Nigerian Communities: A Systematic Literature Review

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### Abstract

Community healthcare workers play a crucial role in urban Nigerian communities, contributing to health outcomes while facing challenges such as inadequate recognition and job satisfaction. A comprehensive search strategy was employed using databases like PubMed, Scopus, and Google Scholar. Studies were selected based on predefined inclusion criteria focusing on interventions targeting role recognition and job satisfaction enhancement. The review identified a consistent theme of insufficient role recognition among community healthcare workers, with studies suggesting that programmes integrating mentorship and skill development could improve their job satisfaction by up to 30%. Current literature indicates that targeted interventions can significantly enhance the wellbeing and effectiveness of community healthcare workers in urban Nigerian communities. Investment in role recognition and training programmes is recommended as a key strategy for improving job satisfaction among this vital public health workforce. Model estimation used  $\hat{\theta} = \operatorname{argmin}\{\theta\} \operatorname{sumiell}(y_i, f\theta(\xi)) + \lambda \operatorname{Vert}\theta \operatorname{rVert}^2$ , with performance evaluated using out-of-sample error.

**Keywords:** Sub-Saharan, Nigeria, Community Health Workers, Role Recognition, Job Satisfaction, Stakeholder Engagement, Qualitative Research, Quantitative Analysis

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