

## External environment

## Internal environment

Unsatisfied needs due to inability to realise full potential in SA

**Self-actualisation needs**

Unsatisfied needs due to inadequate career advancement opportunities and frozen posts in public hospitals

Unsatisfied needs due to lack of resources and general conditions in hospitals in SA

**Esteem needs**

Unsatisfied needs due to inability to have the desired standard of living

No unsatisfied needs at this level while in SA

**Belonging needs**

Unsatisfied needs due to working overtime

Unsatisfied needs due to crime and violence in SA

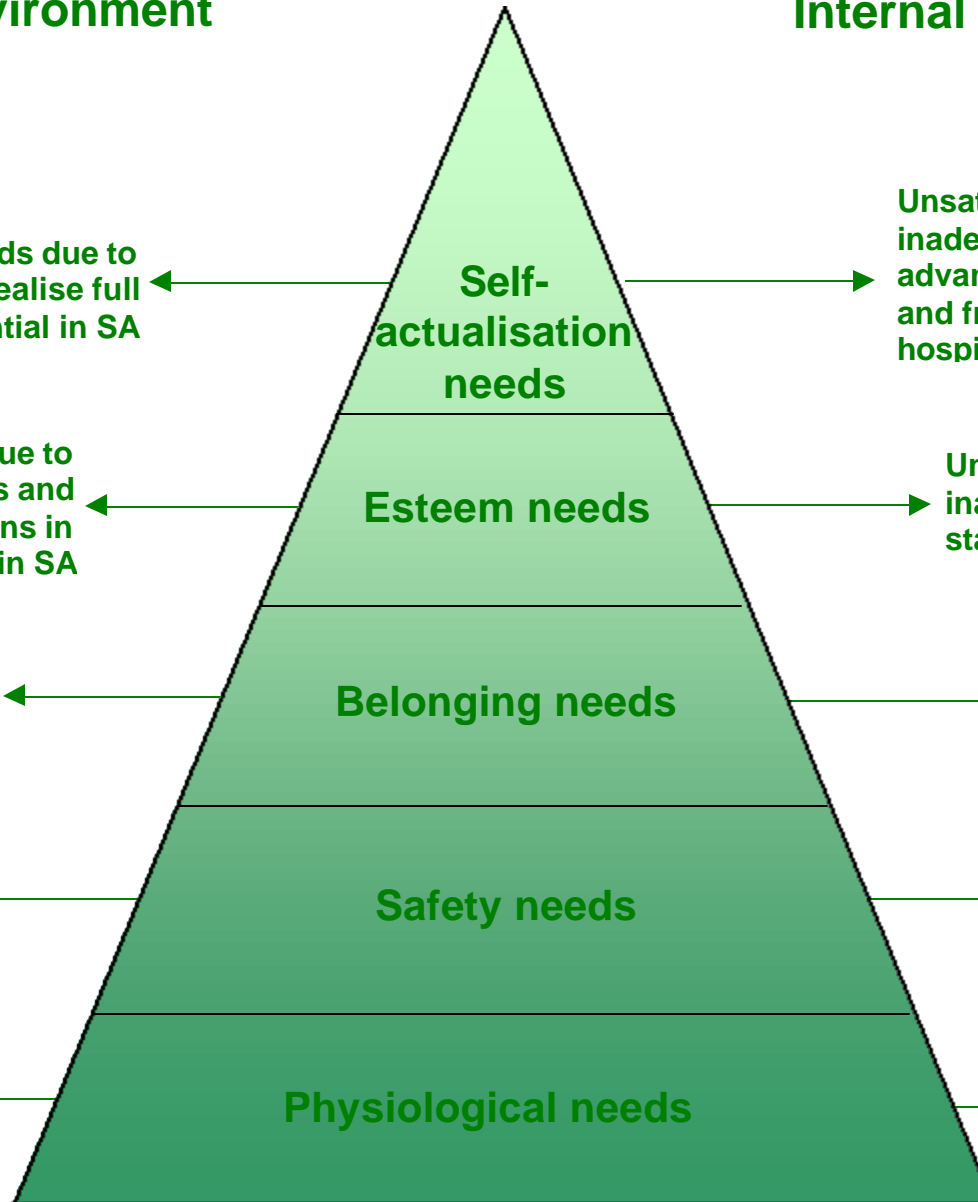
**Safety needs**

Unsatisfied needs due to risks and lack of safety in the workplace

Unsatisfied needs due to cost of living and general economic system in SA

**Physiological needs**

Unsatisfied needs due to poor remuneration and working conditions



**Figure 5.8**  
*Factors contributing to the emigration of South African nurses contextualised within Maslow's Hierarchy of Needs*