

**Table 2 Personal characteristics of researchers and facilitators**

<b>No.</b>	<b>Sex</b>	<b>Credentials</b>	<b>Occupation</b>	<b>Experience or training</b>	<b>Role in FGD and coding</b>
1	Male	PhD	HRM expert at MoH	27 years of experience in HR	Document analyzing
2	Female	PhD candidate	HRM expert at MoH	15 years of experience in HR	Facilitator of FGs
3	Female	PhD candidate	HRM expert at MoH	13 years of experience in HR	Facilitator of FGs
4	Female	PhD candidate	HRM expert at MoH	12 years of experience in HR	Data coder
5	Male	PhD candidate	HRM expert at MoH	4 years of experience in HR	Data coder
6	Female	MS	HRM expert at MoH	3 years of experience in HR	Document analysis

Abbreviations: FGD = Focus Group Discussion; HRM = Human Resources Management; MoH = Ministry of Health.