

It has been projected that by the year 2025, the population of KSA will reach 37 million (Alsadaan, N., Jones, L. K., Kimpton, A., & DaCosta, C., 2021). This new law would pose a challenge to nurses working in primary healthcare centers, most of whom are experienced nurses who have families to tend to. Imposing night shifts on female nurses, especially married ones, could place a mental and psychological strain on them and affect their disposition and satisfaction toward their jobs as healthcare professionals. This rapid growth will be accompanied by a demographic shift in disease occurrence, which is a global trend; it will also be accompanied by a surge in demand for healthcare services and a heavy workload on nursing services (Manojlovich, M., & Laschinger, H. K. S., 2008). Unfortunately, current employees, especially nursing staff, would need to adjust their shifts and accommodate evening/night duties in the primary healthcare centers.