

Table 1 Characteristics of participants in focus group discussions (FGDs)

No.	Sex	Occupation	Affiliation	Credentials
1	Male	HRM expert	Individual	PhD
2	Female	HRM expert	Individual	MS
3	Female	HRM expert	Individual	MS
4	Male	HRM expert	Individual	PhD
5	Female	HRM expert	Individual	PhD
6	Male	HRM expert	Individual	MS
7	Female	Technical expert	MoH	BA
8	Male	Technical expert	MoH	MS
9	Male	Technical expert	MoH	MS
10	Female	Technical expert	MoH	MS
11	Female	Technical expert	MoH	GP
12	Male	Technical expert	MoH	PhD
13	Male	Technical expert	MoH	BA
14	Female	Technical expert	MoH	MS
15	Female	Technical expert	MoH	GP
16	Female	Technical expert	MoH	MA
17	Male	HR manager	Gilan University	MS
18	Male	HR manager	Tehran University	PhD
19	Male	HR manager	Zanjan University	MS
20	Female	HR manager	Mazandaran University	MS
21	Male	HR manager	Iran University	PhD
22	Male	HR manager	Isfahan University	MS
23	Male	HR manager	Tabriz university	PhD
24	Male	HR manager	Rafsanjan university	GP
25	Male	HR manager	Zahedan university	MS
26	Male	Deputy Minister	MoH	Medical specialist
27	Male	Deputy Minister	MoH	PhD
28	Male	Director	Tehran Emergency Center	Medical specialist
29	Male	Director	Iranian Blood Transfusion Organization	PhD

Abbreviations: GP = General Practitioner; HRM = Human Resources Management; MoH = Ministry of Health