

(0.19)), feedback form (mean = 2.53 (0.06)), and personal well-being of student (mean = 2.58 (0.03)).

The findings of focus group discussion of operating room nurses were organized under two themes, "having resourceful environment for mentoring" and "being challenged in the mentoring context". Seven sub themes were emerged: Competent and experienced mentors, sense of responsibility and nurses' favourable attitudes, being responsible, poor nursing tutor involvement, lack of formal guideline for mentoring, lack of students' readiness and staff shortage.

The study findings of focus group discussion of student nurses were organized under two themes, "satisfied learning environment with mentoring" and "being challenged with lack of academic support". Six sub themes were emerged: Positive impression on ORNs, friendly feelings and favourable attitudes towards ORNs, feelings of being a member of theater staff with supportive inter-professional collaboration, poor nursing tutor involvement, limited placement duration and lack of mentor allocation.

The study findings of individual interviews of nursing tutors were organized under two themes; "good mentoring climate in ORs" and "clinical mentoring is a challenging task". Eight sub themes were emerged: Nurses as supportive, students are inspired in the theater learning environment, facilitate learning in the theater, fostering inter-professional relationship for facilitating student learning, limited mentor allocation, large size of student nurses batch, lack of updated knowledge among tutors and poor inter-professional relationship between tutors and mentors.