

Original Article**DETERMINANTS AND DEVELOPMENTS IN CHOOSING NURSING PROFESSION AS CAREER, A QUALITATIVE ANALYSIS OF NURSING STUDENTS AT DISTRICT KHAIRPUR SINDH, PAKISTAN.**

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Abstract

Background: Nursing is an important tier for the health care delivery system. Nurses are holding essential and largest part of health delivery system from direct care to management, performing many functions for the smooth operations of the health care delivery system. Nursing education ignored in Pakistan nowadays many nurses are being enrolled in nursing schools every year. Changes people to join nursing profession may vary from one another.

Objectives: Our study's objectives were to explore motivating factors for the nursing profession, and to assess the motivational factors among student nurses.

Methods: We conducted Focus Group Discussions with nursing students. Thematic content analysis was done after assigning codes, making sub categories and categories and then driving sub themes and themes.

Results: Factors such as wish to become nurse, mostly an alternate as failure to get admission in medicine, to fulfill parents wish, financial support job either public or private and get a chance to settle abroad, and seeking stipend during training. Easy public, private or clinic set up and jobs abroad. According to our study findings most students chose nursing profession as alternate but not their first choice, many personal, professional and financial factors attract students to enroll into the nursing.

Conclusion: We conclude that most of the nursing student's perceive nursing being more suitable for females supporting their financial health.

Keywords: Motivation for nursing, factors motivating nurses, nursing students, entry into nursing profession, nursing profession

Introduction

Nursing is defined as the protection, promotion, and optimization of health and abilities, prevention of illness and injury, facilitation of healing, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, groups, communities, and populations By American Nursing Association(ANA) (1).

The history of nursing is very old when Hazrat Rufaidah's father was a reputed traditional healer who trained her for the basic knowledge of the healing and caring the sick and wounded, During Muslim age women gave services to sick and wounded Army soldiers (2). Florence Nightingale is known as the founder of the modern nursing The Nightingale school nursing was opened in 1860sand transformed the profession (3). Male nurses number around 10% or less of the total population of nurses in most developed countries. There is little

government male nursing schools in Pakistan, most of them are in the Sindh province (4).

If we tiresome to realize the phenomenon, it is hard to ignore the motivational factors which influence the students. The young generation either male or female has joined this health workforce since the new millennium by showing values, attitudes, and career expectations. Continue understanding the motivational factors that attract people to choose nursing as their career and formulate policies (5). To fill the shortage gap of nurses and maintenance of the trained nursing staff in the field of nursing, there should be a priority which largely depend on the births of the new young people born between 1980 to 2000 (6).

Methodology

Study design was qualitative analysis; conducted at school of nursing civil hospital Khairpur, Sindhu School of male nursing and Sachal Sarmast institute of nursing

Khairpur Mir's. The study population nursing students three from each class total 9 participants for one FGD and total three FGDs were conducted one at each school. Study duration was from October 2016 to February 2017. Total sample size was 27. Selection criteria for qualitative study participant's principals of each school were requested for permission in written. Participants for the focused group discussion were assigned randomly by the teachers of each class and their consent in written and verbal form was taken after being briefing them about aim and objectives of the study and confidentiality assurance of their data. Three students of first year, second year and final year were randomly selected by the teachers. The exclusion criteria of study were nursing students of other classes, instructors, and management was excluded from the study. Data collection method focused group discussion. Open ended structured guideline were used to explore the perceptions of nursing students regarding their motivations for entry into nursing profession and obstacles if they faced and also for improve the image of nursing.

Data analysis done with thematic content analysis, interviews were recorded, transcripts were made, codes were assigned, sub categories and categories were formed then sub themes and themes were formulated. Ethical consideration was performed as permission was taken from Institutional Review Board (IRB) of Health Services Academy (HSA). Verbal and written consent was taken from participant for in-depth interviews and confidentiality was maintained.

Results

In-depth interviews (IDUs) were conducted from students of all classes of the nursing in form of focused group discussion, one FGD from each school. Participants were informed regarding topic and willing participants were told about procedure and audio taping of the interview. A formal interview was conducted and recorded. From the above all FGDs following themes were emerged are given below:

Theme 1: Rationale behind nursing profession.

Participants were asked for why people joining nursing profession, there were many reasons as Participants stated many reasons most of the participants responded that:

"It was my own wish to join nursing profession"(10 out of 27)"it was wish of my parents"(4 out of 27)."there was no any other option as her parents were very poor and can't afford higher qualification after matriculation and Fsc"(5 out of 27). "alternate as fail to achieve a seat in MBBS and join nursing as an alternate to enter in medical field(3 out of 27) One of the respondent that "My uncle brought me admission form then I came to know about this field". An interesting response by one participant was that "easy employment & can lead a financial sound life".

From above statements most of the participants were agreed for many reasons that people choose nursing either by their own wish, parents wish, alternate to get

admission in MBBS, serve humanity by helping others and good earning with nursing degree by serving either in public sector or private sector and also well settlement in abroad.

Theme 2: What are catalysts for nursing profession?

Participants were asked which catalyst drives them to join nursing profession.

Many respondents replied "Nursing is good field for development as it has broad opportunities to find a job easily. After completion of training you can easily find the job either public or private job and can make a good salary with nursing knowledge (8 out of 27). Some of the respondents replied that "neat and clean white uniform attraction, an officer grade job in public sector & many private job opportunities"(10 out of 27). Respondents stated that "they got distinctions from primary to intermediate but fail to get a MBBS seat as you know there is a lot of corruption in Pakistan, alternate as fail to get admission in MBBS.(5 out of 27).

Financial gain as many jobs can be find through nursing degree, abroad jobs opportunities, easy to find job either in public or private set up or clinic practice, alternate as fail to achieve doctor seat in medical college, serve the suffering humanity especially as Lack of medical services in villages.

Theme 3: Drives for females in nursing profession.

When participants were asked for what drives attract people to enroll their female children in this profession some of them stated as:

"female look after to them in better way and also care their family, nurses either male or female can better handle the case in absence of a doctor.(5 out of 27) Others responded that "I joined this by following my relative or friend and others in the community also follow other (relative of friends)(6 out of 27). Females mostly join this profession due to "female patient can be handled by our female nurse" (4 out of 27). One respondent said that "uniform is inspiration for me. One of the respondents told that "hostel facility, job security, stipend every month, care of female patients by a female nurse motivated me to join this profession".

There are many pulling factors that pull the females to join nursing profession. Serve people in emergency for family and community especially delivery cases, family support, easy to find job after training & stipend personal hygiene, awareness regarding health and education for promoting health and prevention from diseases, following other females already nurses, Florence nightingale influence so considered as female oriented job, alternate to doctor, personality attraction and inspiration from uniform of nurses.

Theme 4: Auspicious factors for males to join nursing

Participants were inquired their opinion about main motivations foe males to join nursing profession so there were many responses for males joining this profession like:

"if male is educated then he can understand well about others and will try to educate his family and children respected profession and human wants to have respect so I join because of this to get respected and to get easy job and serve humanity.(8 out of 27) Most of the respondents told that " Male patients is attended by a male nurse as male nurse can take good care of him and male patients are comfortable to express symptoms which cannot be told to a female. Male nurses also work as protection for females and thus prevent work violence with females. (5 out of 27). An interesting reply by a participant was "Some communities as Syed have high sense of Pardah to care their own family and religion also states to care suffering humanity as to fulfill "Huqooqulibad".

Male educated can understand well and educate the other family members and children, parents or own wish abroad, care to patients prayers and respect in return, emergency case handling at rural side in absence of doctor and can give services in outstation areas, equal opportunities for male and female nurses, helping hand for female nurses, and to prevent work violence.

Theme 5: Snags faced by females to join nursing field.

When participants were asked for what are discouraging factors for females to get admission in nursing profession, there were many different answers from the participants of the study:

There were many responses by the respondents most of them told that

"Insecurity for females for physical assault and work place violence as patient and attendants bad behavior with the nurses, family problems and female are under the control of doctor".(6 out of 27). Few participants of them said that "Parents don't give permission to their daughters specially in rural areas of sindh due to safety and security issues, criticism from other relatives while parents are willing to have nursing degree but brotherly system and others involvement in their decision and their concern of respect.(4 out of 27). Another participant said that "family and relatives refuse to join, people think that "Mardrulay ta khule and ran rulay ta bhulay". Many nurses get marry with their own will against the wishes of family when they complete nursing so it leads other not to allow their daughters to join nursing".

Parent's permission is not given as they fear their daughters are far from house, low education of the parents so fear to spoil their good name, Image of nursing, wrong perception attitude and behavior of other nurses resulting in bad experiences, behavior of patients, colleagues. Nurses cultural barriers like Pardah system and have to work under control of doctor, family and relatives refused to join this field, less environment support for females in clinical areas, physical assault, Insecurity for females as irregular duty hours.

Theme 6: Barriers for males to enter in nursing profession.

When participants of the study were enquire about the barriers faced by male students for joining nursing profession they told there are many barriers to males as well for joining nursing field like:

Most of them replied as "poor can't afford nursing fess and hostel expenses"(16 out of 27). Another respondent told that "perception as nursing is feminine profession, some students don't join due to financial problem, people think nursing is profession of poor people so superiority to others people don't like to work with patient"(5 out of 27).

Self motivation of males as they have ego problem, financial issues fees, hostel as stipend issue and less seats for male nurses in government, private college's affordability & family old age parents to only look after, cultural barriers as female patients cannot be dealt by males, female dominant profession, no knowledge about admission procedure.

Theme 8: Drives to motivate the parents to send their male children in nursing filed.

Participants were asked for factors which motivate public to send their male children in nursing profession; many responses were given by the participants some of them are as under:

"Parents counseling to reduce their anxiety and wrong concepts about nursing profession"(7out of 27). One of the respondent told that "emergency treatment in community, first aid provider at the doorsteps of people and easy to visit hospital as known person is employed there, rural people cannot reach at their proper consultant but male can support them to visit the proper doctor". Another participant replied that "female outreach can't be effective especially in Quetta, Peshawar and other hard and distance areas so there males can better serve the humanity, also male can work at the time of crisis and disasters as he can easily move from one place to another.

Family support soon after completing training opportunities as Scholarships through BBSYDP and other future benefits of nursing, convince parents to invest in nursing by role model examples, in some distance areas male should be appointed to give health facilities at door steps of the people, substitute to doctor.

Theme 9: Icon creation for nursing profession.

When participants were asked how we can improve the image of nursing, they gave much response as:

"good behavior with patients and try to overcome their pain with soft and gentle behavior as behavior is the best medicine in the world," (8 out of 27)"supportive educational environment, respect to each other's accordingly, equality of the students no source able students be followed unity and supportive environment, good manners , higher education, male and female nurses are like family sisters and brothers".(6out of 27).Few of them agreed on "by following nursing ethics, limited and positive relations, role model in character".

Good professional relationships, unity, respect to senior, sincerity and loyalty with profession, co-ordination,

problem solving approaches, supportive environment, rewards for good performance, on job trainings according to new trends, exposure to community, foreign jobs guide line, sincerity with profession, attention to every patient and inspire them through your Limited closeness to patients, kind words with patients, rights of the patients should be respected and followed, higher education, proper dress code, attractive educational environment as Goal oriented and Care with rationales to promote evidence based nursing, avoid un ethical practices.

Discussion

Nursing profession is growing rapidly since last decades but quality of care and patients satisfaction can be increased by our sincere services regardless of age, gender and religion. For achieving the optimal results in this profession should be well motivated. This study was conducted to explore the motivational factors which pulled the nursing students for this profession and many studies conducted round the globe support my study qualitatively.

A study conducted in china with the title "what factors influence Hong Kong school students in their choice of a career in nursing" (07), results of the study suggests that many factors motivate the students to enroll in nursing profession as intrinsic factors to help others, make a good salary they are willing to work in this field , less expensive education and stipend during training and guaranteed job after completion, almost same results have been generated in our study that shows students are motivated due to many factors either personal or financial and career related factors as serve suffering humanity, caring contribution to society, family member or relative in the field, stipend during training and easy to find job after completing training(07).

Study conducted in Sweden with the title "why choose a career in nursing" results of the study shows that personal or genuine interest of the students, financial gain, more opportunities to find work, many barriers are lack of family support, autonomy and default choice by to fulfill the wishes of parents. Our study also suggestions including like, admire nursing, helping others, serving humanity attract them to nursing, easy to find public job national and international job opportunities with nursing degree. On the other hand many barriers like no permission to get enrolled in nursing by the parents, brother or any other guardian, lack of government nursing schools(08).

Nursing students have explored many reasons that motivated them to enter in this field. Most of the qualitative studies support our study. Perception of the student nurses with gender, health care experience and how they were enrolled in nursing. Enrollment & recruitment and entry pathways of the study and contacts with senior nursing students experience may change the perception and attitude towards nursing education(09) Male students have a positive attitude toward men in the nursing but not prefer it as career.

Almost same result seen in our study as they joined nursing due to personal factors as easy jobs either public, private or NGO job and also many bearers are faced by the students while taking admission in nursing profession as lack of support from family, lack of parental education or societal barriers(10). To assess the number of nurses entry into nursing profession in the context of the in India and 'migration' of nurses for their careers. Interviews conducted by asking question how and why nurses entered nursing, their professional training & attitude towards migration. Nursing is traditionally seen as a viable career particularly for women from Christian communities in India(11). A qualitative study conducted in Agha Khan Hospital Karachi to explore the reasons study results showed that nurses of Pakistan facing dual challenges and nursing schools are not providing required number of nurses and also un sufficient education to nurses which create double burden on nurses and health system as well(12).

Conclusion

We conclude that most of the nursing students general perception was that nursing profession is more suitable for women as compared to males as family doesn't bear the expenses of education as well as easy to find job soon after completion of nursing diploma/degree. A key limitation is study has been conducted in the rural setting of the Sindh results may vary in other areas and Urban districts of the Sindh due to cultural variations. It is recommended a strong political will needed for ensuring a healthy and safe environment for nursing professionals especially for female nurses. Make policies and ensure their implementation for future professional development of nurses with suitable service structure. Nursing university should be established at least one in each province for higher education and research in nursing profession.

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