

37<sup>TH</sup> ASIA-PACIFIC

## NURSING AND MEDICARE SUMMIT

OCTOBER 20-21, 2017 OSAKA, JAPAN

**Experiences in previous work related to nursing: A case study of a nurse with previous work experiences in Japan****Kasumi Shibata<sup>1</sup>, Yuki Yamagami<sup>1,2</sup>, Yuka Omura<sup>1</sup>, Megumi Iida<sup>1</sup>, Tomomi Tsujimoto<sup>1</sup> and Tomoko Inoue<sup>1</sup>**<sup>1</sup>Osaka University, Japan<sup>2</sup>Japan Society for Promotion of Science, Japan

In Japan, there is an urgent need to increase the nursing workforce for accommodating unprecedented demographic shifts toward a more aged society by 2025. We therefore focused on the increasing number of workers switching their jobs to nursing in order to utilize these diverse human resources and support them to continue working. We described prior work experiences related to nursing. We conducted a semi-structured interview using an interview guide involving a nurse with previous work experience. The recorded interview was transcribed verbatim and analyzed using qualitative descriptive content analysis. The participant was a 40-year-old woman who was married and had children. She previously worked as a sales professional, but switched to design business because her previous company went bankrupt. Next, the design company also went bankrupt and she eventually switched to nursing. Currently, she works as a Nurse for 9.5 years. We classified our subject's prior work experience related to nursing into three major categories: (1) Construction of work-related values, (2) Construction of basic social skills, and (3) Early construction of intention to continue nursing. Construction of work-related values, such as knowledge of turnover risk and positive attitude toward nursing, prevents easy job switching and facilitates work continuation. In addition, construction of basic social skills increases one's confidence and helps in smooth functioning, thus leading to work continuation. Early construction of intention to continue nursing after job switching is a strong factor that contributes to work continuation.

**Biography**

Kasumi Shibata is a Master's degree student at Osaka University, Japan. She has worked as a Nurse for over 10 years. Her research interests include the nursing workforce, the nursing management and education.

k.shibata@sahs.med.osaka-u.ac.jp

**Notes:**