

Future Career Intent of Budding Nurses: A Cross Sectional Descriptive Study in Northern India

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Abstract

Over the past 100 years, the nursing profession has seen tremendous changes in its growth in India and the established organizational bodies such as Indian Nursing Council, Trained nurse association of India has a huge role to bring about this change after their foundation in the year 1908 and 1947. Nursing profession kept on developing and in the course of recent years, the demeanor of the general public towards it has been changed to some extent. Globally, there are 19.3 million nurses and midwives according to the WHO's World Health Statistics Report 2011 and the figures reveals that in the shortage of the health workers globally, nurses reflects more than 50% of shortage currently which can be seen on a large scale in South East Asia and Africa. According to INC, total no. of nursing educational institutions, as on 31st March 2018 are 8,770 (among which ANM 1909, GNM 3215, B.Sc. Nursing 1936, PB B.Sc. Nursing 775, P.B.D.P 292, M.Sc. Nursing 643 institutions). At present, in State Uttarakhand 87 nursing colleges are recognized by INC among which 20 are B.Sc. Nursing, 8 are M.Sc. Nursing, 7 are Post basic B.Sc. Nursing, 29 are GNM, 21 are ANM and 2 are of P.B.D.P.3

Keywords: Budding Nurses • Cross Sectional • Northern India

Introduction

Comparing the nursing decades before and the present day, the nursing profession has changed drastically which is very commendable and has brought its status far ahead in this world. In spite of continuous growth in nursing profession over few years still there is a gap in demand and supply of nurses all across the globe. Globally, there are 1/1000 doctors and 2.5/1000 nurses available whereas the numbers in India are not appreciable too as the figures reflect 0.7 doctors and 1.7 nurses available per thousand of population. These figures are enough to depict the shortage of nurses and current situation of the health care system in India. Government has also noticed a gradual shortage of nurses based on the nursing estimates over the years. The reasons being the lack of facilities, low professional status, lack of educational opportunities, lack of resources, workload and poor working conditions, inappropriate wages, etc. is the major problems associated with the profession [1].

In other nations, nursing is seen as a well-paid career option, giving opportunities to work overseas and as a source of mobility for the family as well. Because earlier the situation was not very good, very few people used to step into the nursing profession, but the negative thinking that people had earlier in the society about nursing is changing now and people want to join the nursing profession and

choose this as their career option. Many positive effects of this change have been seen, but still somewhere if we go into its depth, many people join this profession only to complete the degree and later change their view about nursing [2].

Nursing students come into the nursing profession with intrinsic set convictions of nursing that grow slowly over long periods of training, empowering them to be expertly associated with the nursing profession. However, the transition from nurse to nursing career is a demanding and difficult process, which is a big cause of the turnover from the profession, making it important to explore feelings of budding nurses in the profession. Therefore, it is important to gain a deep understanding of career plans among budding nurses [3].

Material and methods

A cross sectional descriptive study was conducted to explore the future career intent of out going budding nurses of 9 conveniently selected colleges and schools of nursing at Uttarakhand state. The target population was 7800 and out of which 409 sample size was drawn by simple random sampling method. Sample size was calculated by formula $n = \frac{N}{1 + Ne^2}$, where n = Number of samples, N = total population and e = error tolerance with 10% of attrition rate. Attendance register was used to recruit the participants and every alternative student on attendance register was included in the study.

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A pre-validated self-structured questionnaire was used to assess the future career intent of budding nurses where first question was used to assess plan to change the nursing profession and the remaining questions focused on their opinion about future career intent in nursing field [4]. The reliability of the tool was assessed using test-retest method on a sample of 40 and the obtained r value (0.7703) had shown a positive correlation which was significant statistically. The content validity of the tool was validated by 8 experts in the field of nursing. Students studying in their final year (3rd year GNM, 4th year B.Sc. Nursing, 2nd year M.Sc. Nursing) and willing to participate were included as study participants and students studying other than above mentioned years were excluded. Ethical permission was obtained from Institute ethical committee vide letter no 45/IIEC/2019:12.04.2019 and written permission were obtained from competent authorities of the nursing school and colleges of Uttarakhand for data collection. Participants were informed about the purpose of study and informed consent was taken from study participants before final data collection. The participants were given 15 minutes to complete the data collection [5].

Results and Discussion

In this present study, a total of 409 outgoing budding nurses from GNM, B.Sc.(N) and M.Sc. (N) were included to explore the future career intent. It was noted that the majority of the budding nurses in all streams were females belonging to 21-24 years of age group and study conducted by Sharma et al shows consistent results in this regard. This study had also revealed that more than half of the participants (88.3%) were Hindus and is in line with the findings of similar studies conducted.

In regard to state of domicile, most of the participants (69.4%) were from Uttarakhand and lived in the urban area. Another noteworthy fact that can be linked with the area of residence is the occupation of their fathers' because only a little less than half the participants' fathers (43.3%) were in the government service so it can also be added that the participants were aware of the security and other benefits available in government jobs and hence they considered their career as more beneficial in the government job. A difference in regard to father's occupation where majority (60%) of participants' fathers were private employees whereas on the other hand more than half of the participants' mothers were housewives, that has shown resemblance with our study and was also significant. The study found another noteworthy significant fact which is similar to the study conducted that majority of budding nurses had joined Nursing at their will and have not had any kind of influence except half of the participants from M.Sc. Nursing revealed the reason to join nursing was that they did not get admission in medical stream. One reason for not having any type of influence on them could be because most of the participants' (83.4%) family members were not in nursing and the same result was also seen in a

similar study conducted. Although studies have not proved the fact that any family member is in the same profession affects the student's decision, but a study conducted stated that if family has a positive or negative opinion about that profession can change their mind regarding the same.

Conclusions

Through this study, many positive findings came into light, based on which it can be stated that the students who join nursing nowadays are aware of the opportunities and benefits of the profession. Although, most of the participants were aware of their future career intent but very few participants who were unable to decide for their future intent necessary to have proper guidance sessions by the institutes so that they can lead in the right directions. Most of participants lived in the urban area, so it can be inferred that their awareness regarding their future career was more than those living in rural areas. A significant number of budding nurses willing to work in teaching rather than bedside as government servant, this may be due to lack of pay and poor working conditions, therefore government should take initiative to improve the working culture in hospitals an increase the pay specially in private health care facilities.

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