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Job preferences among B.Sc. nursing Students

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Abstract

In many countries nurses comprise the largest professional group in the health care workforce and, while their roles are key to any workplace reform. Implications for nursing education include provision of educational experiences that foster an optimistic career outlook in areas where there is a growing need for nursing services. A descriptive survey design and non-probability purposive sampling technique, data was collected by using a structured questionnaire. The collected data was analyzed and reveal that 86.7% of the respondents decided to continue nursing as their career and 41.7% made their decision based on the idea of earning a higher income, 38.3% were planning to go abroad either for higher education or to work in the clinical setting while 76.7% were interested in pursuing higher education of which their subject of choice is Psychiatric Nursing (30.0%). The most preferred area of work is ICU (40%) and 53.35% of the respondent's prefer to take up a clinical instructor's job, (47.8%) prefer clinical instructor job due to low status of nurses. (81.7%) Nursing students agree with the statement that brain drain effect the nursing services in country, (85.7%) thought that low status of nurses is the most probable cause for brain drain.

Keywords: Job Preference, Brain drain, ICU, Nursing education, Psychiatric Nursing

1. Introduction

Job preference is the basic step towards the beginning of individual's career. It is a phase in an individual's life that determine his/her liking or disliking towards a profession ^[1]. As the scope of nursing has widen thus it becomes difficult for the nursing students to prefer the job according to their potentialities ^[2].

It is an important aspect for achieving satisfaction so that we can put efforts for achieving both individual and group interest. It was recently studied that the nursing students who are preparing for graduation are considering and applying for job 4 to 6 months prior to completion of graduation to enhance the job satisfaction, performance and job enrichment ^[2].

Job preferences determine the extent to which people prefer their jobs ^[3]. The student nurse who have self awareness will more likely prefer a job that is compatible with what he/she values on work situation as the job not only refer to do the work but it also needs a pleasant atmosphere, friendly colleagues, good team work etc. When a person post a job, he can optionally set the preferences so the self assessment is the first step in job preferences defining who you are is necessary before you can decide where you want to go ^[3].

Career planning is undertaken in consultation with a line manager. Advancement opportunities to a clinical nurse role, clinical nurse consultant or nurse practitioner may require specific professional development activities and/or study to be undertaken or completed. One needs to have well developed communication, time management and problem solving skills when working in these clinical roles. These roles can be in a range of settings and specialty areas. The opportunities for career progression for lifelong learning are endless ^[3-5].

Less scope in the management area but one could be a nurse manager and could work as an in charge of a ward in a public or a private hospital or running a unit or a group of units in a community or a rural health facility. As a senior manager one will have further opportunities to develop career pathway and move into exciting high-level managerial positions ^[6]. As an educator one can find themselves working in a variety of areas, such as hospital, community or a university. It is possible to have a career in nursing research. There are a number of ways to make it happen, some hospitals have permanent nursing research positions. These may be solely for research or a combined role in research and education. There are opportunities to develop research skills by working as a research assistant with the nurse researcher as well as opportunities to conduct own research or be involved in clinical trials ^[7].

Few are lucky to find a dream job that is enjoyable and also pays well ^[2]. The factors associated with career decisions, initially are motives like human contact, helping others, job security ^[1]. But when appraising the future job challenges, there is a decrease in the emphasis on the values of

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human contact and part time work and an increase in emphasis on high salary and job security [1-2]. One of the most important influences on the students who take up a career in nursing is contact with a practicing nurse [2]. Other important influences are friends, parents and other family members, the occupation of the mother, and an experience of a hospital environment [2-3]. Factors which cause them to hesitate to choose nursing; those most frequently identified are stressful work hour's and the cost of nursing education [4].

The basic requirement of nursing as a job is to provide quality care to the patients. Job preferences in nursing are based partly on the desire to serve the people and partly on the scope of growth it is offering the people [5]. With changing trends and continuous progress the field of nursing is attracting a lot of people. It is offering a broad range of options as a career choice [1]. The reason for choosing a career in nursing as identified as "very important" or "important" by the largest number of people is the desire to work in the health care field, diverse positions available in nursing, availability of job in the nursing field, opportunity to closely with people and a desire to help others [9-11].

Earlier studies have shown, preferences between and at the end of the nursing education programme [2]. the need to improve the undergraduate nursing curriculum and students perception towards certain nursing fields. The main causes for reduction in choice of nursing field are the low status of the profession, heavy workloads, poor access to personal development programmes.

These opportunities need to be realized so that nursing students can be guided into different areas where they can apply their skills to build on the existing structure and result in

the expansion of the domain.⁴ Hence, nursing with all the divisions grows together and becomes a strong unit in itself [3]. The result of the study will help us to broaden the understanding of scenario in which the choice of a career and the education of the future health professionals take place [1]. Instil a critical perspective in students, professors and researches regarding the social scenarios of the health professions [5].

Statement of the Problem

"A Study of job preferences of 4th year B.Sc. Nursing Students in a selected Nursing college at Mullana, Ambala"

2. Objectives of the study

1. To identify the job preferences of 4th year B.Sc. Nursing Students.

3. Methodology

A Non Experimental research approach was used for the study. The research design used in this study is Descriptive survey design which is represented in figure: 1 given below. The setting of the present study is on sixty 4th year B.Sc. Nursing Students in a selected Nursing College at Mullana, Ambala Haryana. Non-probability purposive sampling technique was used to select the sample from accessible population.

The tool used in this study is a structured questionnaire was prepared on the basis of the objectives of the study.

The systemic representation of the Research Methodology adopted for the Descriptive survey design is shown in Fig: 1

Table 1: Systemic Representation of the Research Methodology

Sample	Sampling technique	Research approach& design	Data collection tools	Data collection methods	Plan for data analysis
Sixty 4 th year B.Sc. Nursing Students in a selected Nursing college at Mullana, Ambala Haryana.	Non probability - Purposive sampling technique	<i>Research approach:</i> Non Experimental research <i>Research Design:</i> Descriptive survey design	Section I It comprised of a sample characteristics. Section II Data pertaining to job preferences in nursing profession with working conditions.	Self report (self administered paper pencil technique)	<i>Descriptive statistics:</i> -Frequency, percentage.

Development of the tools

The following steps were adopted in the development of the tool:

- Review of literature
- Discussion with experts
- Construction of structured questionnaire
- Content validity
- Pretesting of the tool
- Reliability
- Pilot study

Description of the tools

The structured questionnaire consists of two sections:

Section I: It comprised of 8 items seeking information pertaining to background data such as: age, gender, religion, marital status, Family monthly income, education status of father, education status of mother, presence of family member in nursing profession and was nursing is first career choice after 12th standard.

Section II: It comprised of 20 items pertaining to job preferences in nursing profession with working conditions.

Validity and Reliability of the Tools

Content validity of the develop tools was obtained by submitting tools to nine experts in the field of:

1. Community Health Nursing (2)
2. Obstetrical and Gynaecological Nursing (3)
3. Child Health Nursing (2)
4. Psychiatric nursing (2)

Experts were requested to judge the items for clarity, relevance, appropriateness, an meaningfulness for the purpose of the study to give their opinion and suggestions on the content, its coverage, organization presentation and language. Modification of the tool was done after careful review and discussion with guide and experts.

Reliability of the tools was obtained by administering the tools to 10 nursing students, from one of the selected private nursing college after obtaining permission from the concern authority; reliability was computed by the following methods. The results obtained are shown in Table:

Table 1: Reliability of the tools

Tool	Formula	Reliability	Normal Range
Structured	Test retest reliability		
Questionnaire	coefficient	0.8	(0.7-1)

The tools were found to be valid, reliable and feasible for the purpose of the study.

4. Data Collection Technique

Self reporting (paper pencil technique) was considered to be most appropriate for collecting data related to Job preferences in nursing profession. The structured tools with close ended items are efficient, easy to administer and analyses.

The investigator obtained written permission from the concerned authority before conducting the study. Prior to the data collection, the researcher explained the purpose of the study and requested the participants for their full cooperation and assured about the confidentiality of the data. Verbal concerned was taken from the participants. The average time taken for each participant was 20 minutes.

Procedure for Data Collection

Data was collected from 60 B.Sc. Nursing 4th Year students who fulfilled the inclusion criteria. Formal administrative permission was obtained from the concerned authority before conducting the study. Self-introduction and overview to the nature of the study were given to the participants. Rapport was established and purpose of the study was explained. The

structured Questionnaire was administered in one session. The average time taken to complete the questionnaire was 20 minutes. All participants cooperated well with the investigator during data collection.

Plan for Data Analysis

The data would be analyzed by using descriptive statistics. The plan for data analysis would be as follows:

- Sample characteristics would be analyses in terms of Frequency and percentage distribution.
- Data pertaining to job preferences will be recorded in tabular form and analyzed by using frequency and percentage.

5. Result

The findings of the present study shows that majority of the respondents (83.3%) were in the age group of 20-22 years, (86.7%) were female as compared to males (13.3%). Most of the respondents belong to Sikh religion (61.7%). Majority of the respondents were single (93.3%) and most of the families (61.8%) belonged to the income range of 15000 & above. Majority of the respondents (65.0%) had graduate and above of Father Education status and (41.7%) had graduate and above mother’s qualification. Most of respondents (80%) does not have presence of family members in Nursing Profession. Majority of respondents (62%) given preference to the nursing Profession as a career option after 12th standard.

Section II: Job preferences in nursing profession with working conditions

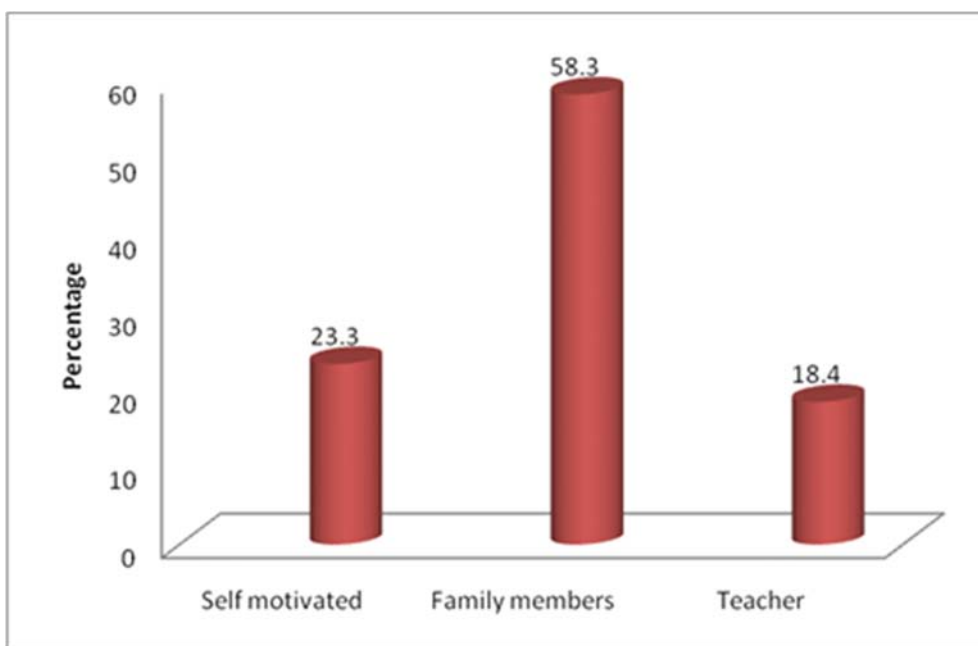


Fig 2: Conical diagram showing the distribution of respondents according to the person who motivated them to take up Nursing as a career

Most of the respondents (58.3%) have been motivated by their family members followed by (23.3%) have been self motivated to take up Nursing as a career, (18.4%) have been motivated by their teachers. (Fig. 2)

Majority of the respondents (86.7%) wants to continue Nursing Profession as a career whereas only (13.3%) do not want to continue Nursing Profession as a career.

Most of the participants (41.7%) opting Nursing as a Career to earn large pay scale, (38.3%) wants to move abroad, (20.0%)

opting the Profession to full fill the desire to serve people and (53.3%) prefers clinical instructor job, followed by staff nurse (36.7%), community health nurse job (10%) is the least preferred job among the drawn subjects.

Most of the respondents (36%) wants to secure a job in government sector, (28.3%) prepare for higher studies in nursing, (26.7%) prepare for career in abroad, (8.3%) wants to secure a job in private sector and only (6.7%) wants to change the profession and switched on to other career lines.

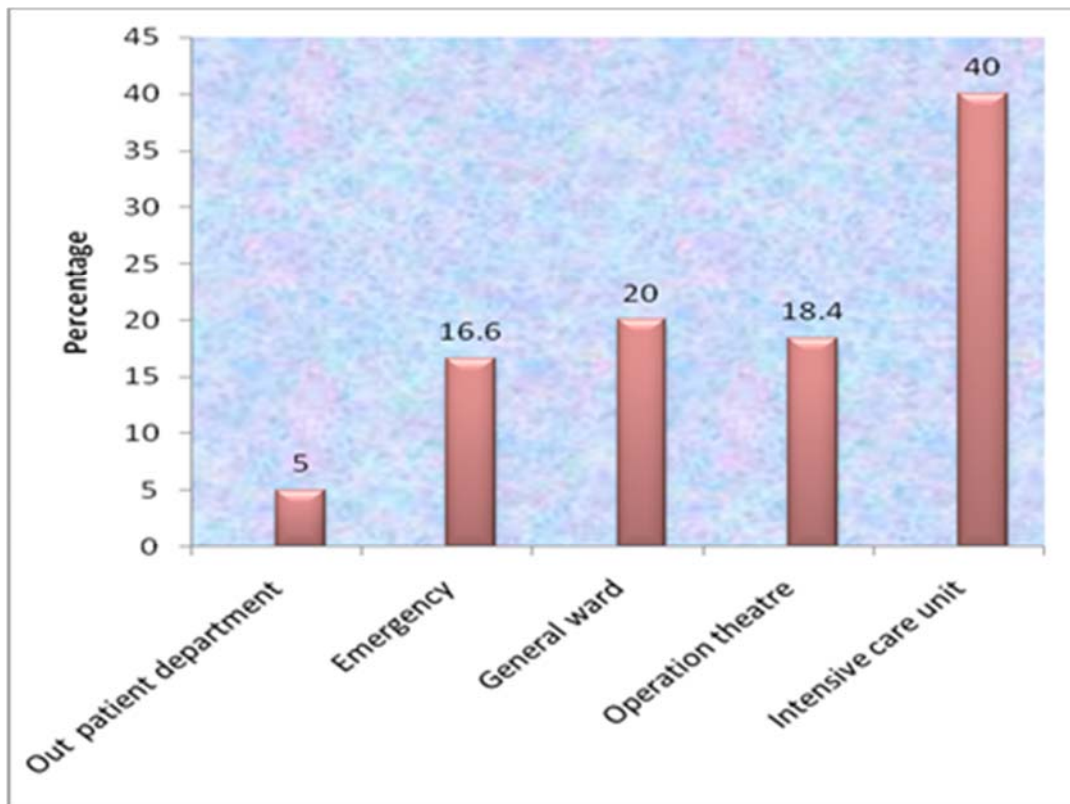


Fig 3: Frequency and Percentage Distribution of the preferred area of clinical practice

The data in table no: depicts that most of the respondents (40%) preferred the intensive care unit area, (20%) preferred General wards, (18.4%) preferred operation theatre setting, (16.6%) preferred Emergency, only (5%) preferred to practice in outpatient department. (Fig.3).

Most of the respondents (51.7%) affected by the work load and long duty hours and (48.3%) do not have any effect on their career choice by the work load and long duty hours. Majority of the participants (76.7%) interested in pursuing higher education in Nursing and only (23.3%) were not interested in higher education. (Fig.4).

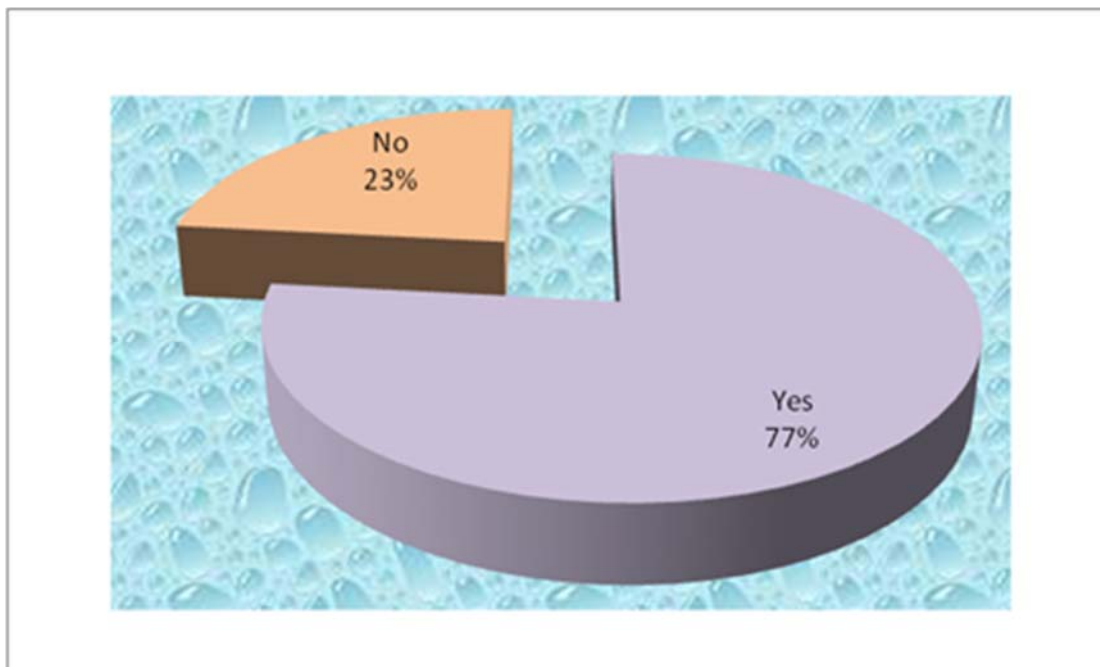


Fig 4: Pie diagram showing the distribution of participants according to their Interest in higher education

Most of the participants preferred (30.0%) Psychiatric nursing, (21.7%) Pediatric Nursing, (11.6%) preferred medical surgical nursing, (15.0%) preferred obstetric and

Gynecological nursing and least preferred subjects (1.7%) community health nursing and (1.7%) Nursing Education. (Table. No: 2).

Table 2: Frequency and Percentage distribution of the students of choice in higher education

Subject of choice in higher Education	Frequency	Percentage
Medical surgical nursing	10	16.7%
Pediatric nursing	13	21.7%
Psychiatric nursing	18	30.0%
Community health nursing	1	1.7%
Obstetric and Gynecological Nursing	9	15.0%
Nursing education	1	1.7%

Majority (86.7%) of the respondents preferred their job appointment in Government sector, (3.3%) in contract basis, part time job & non government organization and least preferred type of job appointment was (1.7%) in private & Missionary.

Most (55%) of the respondents preferred to work in their Native state after graduation, (45%) preferred to work in overseas and (63.3%) respondents prefers to work in cities, (30%) were prefers in Metropolitan cities of India and only (6.7%) preferred to work in rural area.

Most of the participants (58.3%) are satisfied whereas only (41.7%) are not satisfied to work as staff Nurse in Government sector.

Most of the respondents (55%) prefers 6hours duration of duty, followed by (26%) prefers 8 hours duration of duty and only (1%) prefers 12hours.

Majority of the respondents (71.7%) prefers to work in the morning shift, followed by (18.3%) prefers to work in the evening shift and (6%) night shift is the least preferred duty shift among the participants.

Majority of the students (81.7%) agree with the statement, brain-drain effect the health services in India and only (11%) are not agree with the statement.

Table 3: Frequency and percentage distribution of the probable cause for brain drain

Cause of brain-drain	Frequency	Percentage
Scarcity of Staff Nurses	3	6.12%
Low pay Scale	4	8.16%
Low Status of Nurses	42	85.7%

Majority of the respondents (85.7%) thought that low status of nurses is the most probable cause for brain drain followed by (8.16%) low pay scale and only (6.12%) due to the scarcity of staff nurses. (Table. No: 3)

Majority of the nursing students (81.7%) expect their employer to provide written job description and only (18.3%) do not expect any job description from their employer and (76.7%) prefers the job of clinical instructor and only (23.3%) prefer to take up the job of clinical nurse.

Most of the respondents (47.8%) prefer clinical instructor job due to low status of nurses followed by(34.8%) by the difference in pay scale, (17.4%) do not prefer staff nurses job as they have odd working hours.

6. Discussion

The findings of the study have been discussed with reference to the objectives and the findings of the other studies.

Majority of the respondents (83.3%) were in the age group of 20-22 years, (86.7%) were female and (93.3%) were single, (61.7%) belong to Sikh religion, (61.8%)families belonged to the income range of Rs.15000 & above, (65.0%) had graduate and above of Father education and (41.7%) had graduate and above mother’s education, (80%) does not have family

members in Nursing Profession and (62%) given preference to the nursing Profession as a career option after 12th standard. The above findings are supported, a study conducted by Law W. & Arthur D. (2003) to assess students in their choice of a career in Nursing among nursing students. They studied the factors influencing the Hong Kong students in their choice of a career in nursing. Findings revealed that 28% of the respondents reported that they were interested in studying nursing. So it is evidence that most of the respondents were performance to the nursing profession as a career option. ¹²

Most of the respondents (58.3%)have been motivated by their family members and (86.7%) wants to continue Nursing Profession as a career and (41.7%) opting Nursing as a Career to earn large pay scale, (53.3%) prefers clinical instructor job, (36%) wants to secure a job in government sector after graduation.

Most of the participants (40%) preferred ICU area for clinical practice and (51.7%) career choice is affected by the work load and long duty hours, (76.7%) interested in pursuing higher education in Nursing, of which their subject of choice is Psychiatric Nursing (30.0%) due to large scope.

Majority of the respondents (86.7%) preferred their job appointment in Government sector, (55%) preferred to work in their Native state, (63.3%) prefers to work in cities, (58.3%) will satisfied to work as staff nurse in government sector, (55%) prefers 6 hours duty, (71.7%) prefer to work in the morning shift.

Majority of the students (81.7%) agree with the statement that brain drain effect the nursing services in country, (85.7%) thought that low status of nurses is the most probable cause for brain drain, (81.7%) expect their employer to provide written job description, (76.7%) prefers the job of clinical instructor instead of clinical nurse and (47.8%) prefer clinical instructor job due to low status of nurses.

These findings are supported by a study conducted on 48 B.Sc (N) student PGIMER Chandigarh to elicit nursing students; Background, choice of profession and professional satisfaction. The study identified that the reason for choosing ‘Nursing ‘as a profession were, could not get admission in any medical college, jobs were easily available for nurses. Nurses could go abroad and for serving people. The author also stated that among those who took nursing to serve people had more utilitarian than humanitarian outlook whereas this study reveals that 41.7% of the respondents opted nursing as a career to earn a large pay scale ^[8].

7. Conclusion

Section I: Sample characteristics

- Majority of nursing students (83.3%) were in the age group of 20-22 years, of which (86.7%) were female.
- Most of the respondents belong to Sikh religion (61.7%) and 93.3% of them were single and most of the families (61.8%) belonged to the income range of 15000 & above.
- Most of the respondents (65.0%) had graduate and above of Father Education status and (41.7%) had graduate and above of mother’s qualification.
- Majority of respondents (80%) does not have presence of family members in Nursing Profession.
- Most of respondents (62%) given preference to the nursing Profession as a career option after 12th standard.

Section II: Job preferences in nursing profession with working conditions

It was observed that 58.3% of the nursing students were motivated by their family members for taking up nursing as

their career and 86.7% have decided to continue as their career.

- Most of the respondents 41.7% opted nursing as their career with the idea of earning a higher income and 38.3% are planning to go abroad either to continue higher education or to work in the clinical set-up.
- The respondents who chose to work in the clinical set up, amongst them 40% prefer to work in the ICU while rest prefer working in other areas like general wards, O.T settings, emergency and outpatient departments.
- Most of the respondent's (51.7%) idea that career choice is affected by the work load and long duty hours.
- Most 53.35% of the respondent's prefer to take up a clinical instructor's job and 76.7% were interested in pursuing higher education in Nursing, of which their subject of choice is Psychiatric Nursing (30.0%).
- Majority of the respondents (86.7%) preferred their job appointment in Government sector, (55%) preferred to work in their Native state, (63.3%) prefers to work in cities, (58.3%) will be satisfied to work as staff nurse in government sector, (55%) prefers 6 hours duty, (71.7%) prefer to work in the morning shift.
- Majority of the nursing students (81.7%) agree with the statement that brain drain affects the nursing services in country, (85.7%) thought that low status of nurses is the most probable cause for brain drain.
- (81.7%) expect their employer to provide written job description, (76.7%) prefer the job of clinical instructor instead of clinical nurse and (47.8%) prefer clinical instructor job due to low status of nurses.

The study concluded that most of the students in the final year of B.Sc. Nursing were motivated by their family members to take up nursing and majority of them prefer to continue nursing as their career in future, large pay scale seems to be the main reason for selection of nursing as a career. For those who choose to take up jobs in the clinical settings, ICU appear to be the most preferred areas of work. Majority of the respondents interested in pursuing higher education in Nursing, of which their subject of choice is Psychiatric Nursing. Brain-Drain is regarded as the leading cause of the low status of the nurse in the country followed by the low pay scale and scarcity.

Implications

Nursing education

The study demonstrated that majority of the respondents choose nursing as a career due to their parent's motivation. Hence the students recruitment and career counseling programs need to be strengthened.

- Orientation course regarding current trends in careers in nursing should be mandatory for the B.Sc. Nursing students.
- Community health nursing or public health nursing and the available career options should be given special attention during the career orientation program and also during the course.
- It was also revealed in the study that majority of the participants were females, hence the male candidates should also be encouraged to take up nursing as their career choice during the career counseling program.

Nursing practice

- The nursing institutions should work closely with the health facilities and invite health personnel's to come and

present to learners about nursing and the nursing profession. This would help to clear confusion and misperception, and impart knowledge.

- The appropriate job preferences enables the emerging nursing students to develop a positive attitude towards nursing profession. More the students are guided towards the selection of the right job the more they will be motivated and satisfied.
- The nursing students who are pursuing higher education may be encouraged for doing the same in the preferred subject of interest.
- Avoid overburden of work, improve the working conditions /physical facilities.

Nursing administration:

- The nursing administrator should emphasize on the B. Sc. Nursing Students about the different jobs available in the nursing profession.
- The employers must be given a job description.
- Institutes should have "Career day", so that learners could be given an opportunity to listen and interact with personnel from different professions (including health), enabling them to make informed career choices.
- Presentations, guests and promotional speakers are also highly effective in promoting careers and they should therefore be considered for nursing. Nursing personnel should conduct promotional talks and presentations of their work, as they are experienced and know the ins and outs of nursing as a career.

Nursing research

- Research essentially is a problem solving process. Nurses have a lot of scope for exploring in this area. The study of job preferences among the 4th year nursing students should be carried out in different parts of the country. These research findings should be highlighted to motivate the nursing students for appropriate career choices.
- Planned Teaching Programme can be developed to create awareness regarding career choices among the 4th year B.Sc. Nursing Students. Extensive research can be done on 1st, 2nd, 3rd year B.Sc. nursing students.

Recommendations

- The same study can be replicated on a larger sample for better generalization of the findings.
- A study can be done to determine the factors causing brain drain.
- A study can be conducted to find out the factors that cause the students to discontinue nursing career.
- A comparative study can be done to determine the satisfaction level of the students who drop out nursing career and ones who continue it.

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