

A Descriptive Study to Assess the Job Preference and Attitude Level among Nursing Students in Selected College of Mullana, Ambala

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ABSTRACT

Those who find a job of dream are lucky, a job that is enjoyable and also pays well. This choice of job that is interesting and satisfying is called job preference. It is not easy to get the job of our choice. The main aim of nursing profession is to provide quality care to the patient. So, one should have desire to serve people. With changing trends and continuous progress in the field of nursing a lot of people are attracting towards nursing.

Materials and Methods: The research approach adopted for this study was quantitative research approach and the design used was descriptive research design. The convenience sampling technique was used to select 110 students. The tool used for data collection was structured questionnaire and Likert attitude scale regarding job preference and attitude towards nursing profession. Paper pencil technique was used for data collection and data obtained were analyzed using both descriptive and inferential statistics.

Results: Majority of the students 73 (66%) choose nursing as first career choice after 12th standard and depicts that majority of the students were motivated to take up nursing as a career option by family members. 37(38%) students select nursing for easy to move in abroad, 50(46%) students prefer staff nurse job as a nursing career. 38(35%) students prefer emergency ward to work in clinical setting. 42(38%) students choose career in abroad soon after graduation. 82(75%) prefer government health sector in India. 52(47%) students perceive low status of nurses as probable cause of brain drain. 89(81%) students prefer to continue nursing profession as a career option. 82(75%) students believed that work load and long duty hours will affect career choice 80(73%) students are interested in pursuing higher education in nursing. 85(78%) students prefer to work in government sector as staff nurse. Maximum of students 100(90%) think that brain drain will affect health service in India. 63(58%) expect a given job description from their employer.

Key words: Job preference, Level of attitude, Nursing, Nursing students.

INTRODUCTION

One of the most pleasurable arts, which need amalgamation of knowledge, skills and values can be considered as Nursing. Nowadays, an individual has number of crafts, fields and occupations to choose from, but choosing an occupation out of one's vocational interest doesn't

emerge suddenly. A developmental process guides this emergence. The definition of a 'Nurse' can be understood as someone who cultivates and harbors certain traits of a person, generally a woman, deployed as the curator and caretaker of the ill. ^[1]

Nursing encompasses autonomous and collaborative care of individuals of all

ages, families, groups and communities, sick or well and in all settings. Nursing includes promotion of health, prevention of illness and care of ill, disabled and dying people. [2] Nursing is the protection, promotion and optimization of health and abilities: prevention of illness and injury; alleviation of suffering through the diagnosis and treatment of human responses and advocacy in health care for individuals, families, communities and population. [3]

Florence Nightingale (1820-1910) was one of the remarkable example of the profession Nursing, a lady with a perception and the beginner of this occupation. Hence, Nursing is undoubtedly a respectable profession in the world. Nightingale's contribution in this field are many and varied like teaching of women, her development of theories in Nursing practice and sanitary techniques, with the stress on the training of nurses for the cure of the sick, safeguard and advocacy of well-being of the people and community are the integral are the integral facts of Nursing gamut today. [4]

In 2004, the ANA reviewed and completely updated nursing; scope and standards of practice (ANA, 2004), Within this document are the standards of the practice and standards of professional performance. [4]

Employment of registered nurses is expected to grow 19.4% from 2012 to 2022, much faster than the average for all occupation. [6]

Job preference is the basic step toward the beginning of individual's career. It is a phase in an individual's life that determine his\her liking and disliking toward a profession as a scope of nursing has widen thus it become difficult for nursing students to prefer jobs according to their potentialities and interests .Nursing practice occurs in multiple care settings, including health care institutions and foundations, the community, and the home. In addition, nurses are active in political and lobbying groups, social-not-profit agencies, and work to establish social health care

policies. These activities increase nursing public visibility and, at the same time, increase the public's awareness of professional nursing. [7]

A huge part of health care budget is invested in strategies aimed at recruiting a well-educated, critical thinking, motivated and dedicated nursing workforce. There is a direct link between nursing care and positive client outcomes, reduced complication rates, and a more rapid return of a client to the illness state. Save one life and you're a hero, save one hundred lives and you're a nurse. [8]

The vision of students towards the Nursing profession only consists of the bedside care and administration of the medication over shadowing the highly skilled and well qualified nurses with a significant role to play in healthcare field.

MATERIALS AND METHODS

The research approach adopted for this study was quantitative research approach and the design used was descriptive research design. The study was conducted at Maharishi Markandeshwar College of Nursing Mullana, Ambala. The convenience sampling technique was used to select 110 students. The tool used for data collection was structured questionnaire and Likert attitude scale regarding job preference and attitude towards nursing profession. Paper pencil technique was used for data collection and data obtained were analyzed using both descriptive and inferential statistics.

MEASURES

Selected variables: The selected variables included the TAGE, gender, religion, marital status, monthly income, education status of father, education status of mother, presence of family member in nursing, first career choice after 12th standard and qualification before joining nursing.

Attitude: This was a valid and reliable, (Cronbach's Alpha 0.6) it denotes the ability of students to express belief regarding the statement dealing with nursing profession as measured by Likert attitude scale i.e.

unfavorable (40- 93) moderately favorable (94 - 147) favorable (148 -200).

Structured Questionnaire: It is an open ended questionnaire to assess job preference and attitude level among nursing students. Reliability is calculated by test- retest method.

Procedure:

Data collection is the gathering of the information to address research problem. The most important and crucial step for any investigation is the collection of appropriate information which provides necessary data for the study. The formal procedure researcher develops to guide the collection of data in a standardized fashion.

The data collection was carried out during month of March 2017 after taking formal permission from Principal of nursing College of M.M University, Mullana, Ambala. By using convenient sampling technique total 110 nursing student were selected as a sample for present study. Self-introduction was given to nursing student. Rapport was developed with them .Nature and purpose of the study were explain to nursing students and informed written consent was taken from subject for participation in study. The job preference of nursing students was assessed by using structured knowledge questionnaire and attitude of nursing students was assessed by using Likert scale. The average time taken by the students to complete the tool was 15-20 minutes.

Statistical analysis: The data were analyzed using SPSS statistical software and results were presented in narratives and tables. Descriptive and inferential statistics was used to analyze the data. Frequency and percentage distribution of nursing students calculated in terms of selected variables. Chi square value showed association level of attitude of nursing students with selected demographic variables.

RESULT & DISCUSSION

Majority of the students 73 (66%) choose nursing as first career choice after

12th standard and depicts that majority of the students were motivated to take up nursing as a career option by family members. 37(38%) students select nursing for easy to move in abroad 50(46%) students prefer staff nurse job as a nursing career. 38(35%) students prefer emergency ward to work in clinical setting. 42(38%) students choose career in abroad soon after graduation. 82(75%) prefer government health sector in India. 52(47%) students perceive low status of nurses as probable cause of brain drain. 89(81%) students prefer to continue nursing profession as a career option. 82(75%) students believed that work load and long duty hours will affect career choice 80(73%) students are interested in pursuing higher education in nursing. 85(78%) students prefer to work in government sector as staff nurse. Maximum of students 100(90%) think that brain drain will affect health service in India. 63(58%) expect a given job description from their employer.

Table 1:- depicts that majority of the students were motivated to take up nursing as a career option by family members. 37(38%) students select nursing for easy to move in abroad 50(46%) students prefer staff nurse job as a nursing career. 38(35%) students prefer emergency ward to work in clinical setting 42(38%) students choose career in abroad soon after graduation. 82(75%) prefer government health sector in India.

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Table 1: Frequency and Percentage Distribution of Job Preference Scores . N=110

Sr. No	Statements	f (%)
1	Motivation to take up nursing as a career	
1.1	Self-motivation	38(35.54)
1.2	Family members	65(59.09)
1.3	Teachers	4(3.63)
1.4	Others(specify) friends	3(2.72)
2	Why do you select nursing as a career option	
2.1	Large pay scale	27(24.5)
2.2	Easy to move abroad	37(36.6)
2.3	Desire to serve people	34(30.9)
2.4	Others(scope of nursing)	12(10.9)
3.	Preferred nursing job	
3.1	Staff nurse	50(45.4)
3.2	Clinical nurse	40(36.3)
3.3	Community health nurse	8(7.27)
3.4	Other(nurse practitioner)	12(10)
4.	Which sector will you prefer to practice in clinical settings	
4.1	OPD	26(23.6)
4.2	Emergency	38(34.5)
4.3	General ward	22(20)
4.4	OT	24(21.8)
5	Soon after graduation which will be your first option	
5.1	Prepare for a career in abroad	42(38.1)
5.2	Secure a job in private sector	23(20.9)
5.3	Prepare for higher studies in nursing	36(32.7)
5.4	Change the profession and switch on to other career lines	9(8.1)
6.	Preference of job in health sector of India	
6.1	Government	82(74.5)
6.2	Private	21(19.09)
6.3	Non-government organization	3(2.7)
6.4	Contract basis	4(3.6)
7	Probable cause brain drain	21(19)
7.1	Scarcity of staff nurses	21(19)
7.2	Low pay scale	52(47.2)
7.3	Low status of nurses	16(14.5)
7.4	Difficult duty hours	
8	Will you continue nursing profession as a career	
8.1	Yes	89(80.9)
8.2	No	21(19.0)
9	Work load and long duty hours will affect career	
9.1	Yes	82(74.5)
9.2	No	28(25.4)
10	Are you interested in pursuing higher education in nursing	
10.1	Yes	80(72.7)
10.2	No	30(27.2)
11	If given an opportunity to work in government sector as a staff nurse	
11.1	Yes	85(77.2)
11.2	No	25(22.7)
12	Do you expect your employer to give a written job description	
12.1	Yes	63(57.2)
12.2	No	47(42.7)

Table 2 : Frequency and Percentage Distribution of level of Attitude Regarding Nursing Profession N=110

Attitude	Range of score	f	%
Unfavorable	40-93	00	0%
Moderately favorable	94-147	53	48%
Favorable	148-200	57	52%

Maximum score =200

Minimum score =40

Table no.2 depicts that most of the Students 57(51%) were having favorable attitude, followed by moderately favorable attitude i.e. 53(49%).Where as no student had unfavorable attitude towards nursing profession.

Table 3: Range, Mean, Median and Standard Deviation of Level of Attitude of students toward nursing profession. N=110

Attitude Score	Range	Mean+S.D	Median
Unfavorable	40-93	145.44±15.9	149
Moderately favorable	94-147		
Favorable	148-200		

Maximum score=200

Minimum score=40

The data presented in table 4.4 depicts that the mean level of attitude was 145.44±15.9 with a median of 149 and range was 40-93, 94-147,148-200

Table 4: Chi Square Value Showing Association level of Attitude of Nursing Students with selected demographic variables. N=110

SR.NO	SELECTED VARIABLE	LEVEL OF ATTITUDE		df	χ^2
		Favorable	Moderately favorable		
1	Age(in years)			02	.620^{NS}
1.1	21-22	50	42		
1.2	23-24	07	09		
1.3	25-26	01	01		
2	Gender				
2.1	Male	13	07	01	1.477 ^{NS}
2.2	Female	45	45		
3	Religion			03	2.678^{NS}
3.1	Hindu	43	38		
3.2	Christian	04	02		
3.3	Muslim	01	04		
3.4	Sikh	10	08		
4	Monthly income				
4.1	≤5000	01	02	03	.83 ^{NS}
4.2	5001-10000	10	07		
4.3	10001-15000	18	18		
4.4	≥15000	29	25		
5	Education status of father				
5.1	No formal education	05	03		
5.2	Primary	07	13	4	4.4*
5.3	Middle secondary	13	09		
5.4	Senior secondary	24	08		
5.5	Graduate	09	19		
6	Education status of mother				
6.1	No formal education	08	12	04	1.76 ^{NS}
6.2	Primary	11	08		
6.3	Middle secondary	14	16		
6.4	Senior secondary	19	07		
6.5	Graduate	06			
7	Marital status				
7.1	Single	54	45	01	1.32 ^{NS}
7.2	Married	04	07		
8	Any family member in nursing				
8.1	No	47	40	03	.85 ^{NS}
8.2	Mother	03	03		
8.3	Father	06	08		
8.4	Sister	02	01		
9	Was nursing first choice after 12th				
9.1	Yes	39	34	03	1.36 ^{NS}
9.2	MBBS	13	15		
9.3	B. SC	03	01		
9.4	Fashion designer	03	02		
10	Qualification before nursing				
10.1	After 12 th	51	43	4	5.71*
10.2	Any other course	7	9		

*Significant (p≤0.05)

Table 4 shows that chi square value showing there was statistically non significant association with age in years (.62), gender (1.47), religion (2.67), monthly family income (0.83), education status of mother (1.76), marital status (1.32), presence of family member in nursing (0.85), was nursing first choice after 12th standard(1.36). There was statistically significant association with education status of father (14.4), qualification before joining nursing (5.71)

The present study revealed that mean level of attitude was 145.44±15.9 with a median of 149. This study depicts that most of the students 51% were having favorable attitude, followed by moderately favorable attitude i.e. 49%. Whereas no student has unfavorable attitude towards nursing profession.

The present study shown that maximum number of students 37% were agree with statement nursing is a way to move abroad. These findings were opposite with the finding given by the study on

nursing final year student's attitude towards nursing. The result of this study shown that maximum number of students 42% in B. Sc. Nursing 4th year were disagree for the statement nursing is a way to have big prospect in abroad.

A descriptive study conducted to assess the attitude of nursing students towards their profession in Andhra Pradesh, India. The total 437 samples were selected for the study by using a simple random sampling technique. The data was collected by using the sample characteristics Performa and attitude scale. The data was collected by using the paper pencil technique. The study results divulge that there was a significant difference between male and female students in the total attitude (t value 2.24). The study concluded that the college management has to provide a good infrastructure and institution facilities to the student and teachers. If all the facilities are good, automatically the attitude towards the nursing profession will be favorable.

These findings are opposite in relation to the present study which shows only moderately and favorable attitude towards nursing from both male and female students.

The present study revealed that 38% students prefer staff nurse job as a nursing

career. 75% students believed that work load and long duty hours will affect career choice which is consistent to findings of a related study of Akiojam Sangita Devi.

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