



SWOT Analysis Utilization on Grade-N2 Nurses' Career Planning

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Introduction:

It has been twelve years since the implementation of 'Clinical Strength-Heightening System of Basic-Level Nursing Personnel ' by medical facilities. In newly-established hospitals and units, medical personnel of N2 and above play an important role as they must undertake the task of training N3 and N4 members as well as nursing trainees and assist the training of N1 medical personnel. However, there has been no study on the living satisfaction, career development and impact of life phases of N2 medical personnel. Though there has been much study on the work satisfaction of medical staff, there is a lack of material on the study of career development and planning of N2 personnel. Thus, this study seeks to examine the satisfaction rating of the N2 personnel's daily life and applies SWOT to analyze the individual's merits and demerits to delve into the career goal and planning of the areas of nursing expertise.

Purpose/Methods:

In a certain regional hospital in Kaohsiung, Nurses advancing onto N2 and above were randomly chosen as subjects. A self-made structural inventory that can be separated into four categories was used:

1. Understanding yourself: it consists of individual, family, financial affairs, social and work/future satisfaction. A scale of 1-4 represents the satisfaction degree from very unsatisfied to very satisfied. The higher the score, the more satisfied. There are 20 questions in all.
2. Analyze the merits and demerits of one's self in the past: Uses SWOT to analyze. 50 surveys were distributed and 49 were recovered, the recovery rate is 98%. After taking out unfinished and invalid surveys, 45 valid surveys were left. The valid survey recovery rate is 91. 8%. In the 'setting life and career goals' part of the survey, the number of unanswered surveys was 0; there are 49 valid surveys in all.

The Cronbach's α of the current living style satisfaction and career planning was .83. 2 senior nursing experts and 3 nursing managers were invited to examine the suitability and semantic clearness of this survey according to the Expert Validity Index to ensure content validity. The Content Validity Index rate of 0.87.

Results:

1. Current living satisfaction analysis of N2 (and above) nursing personnel

Of the valid married subjects(44.4%) in the research, ninety percent were very satisfied categories in order are: Peer relationships(3.40±0.54), friends(3.40±0.49) hobbies and leisure activities(3.27±0.62), family activities(3.22±0.70) and personal growth and learning(3.02±0.62). The least satisfied categories in order are:

organization participation(2.80±0.66), future income potential(2.87±0.63), physical health(2.91±0.82), fortune(2.91±0.63) and income balance(2.96±0.64). (Graph 1)

Graph 1, Living satisfaction degree of N2 (and above) Medical Personnel (N=45)

Category	Min.	Number	Max.	Number	Average	σ
		(%)		(%)		
Individual Satisfaction						
Hobbies and leisure activities	Unsatisfied	4 (8.9)	Very Satisfied	16 (35.6)	3.27	0.62
Learning and growth	Unsatisfied	3 (6.7)	Very Satisfied	11 (24.4)	3.02	0.62
Spiritual Growth	Unsatisfied	8 (17.8)	Very Satisfied	9 (20.0)	3.18	0.54
Physical Health	Very Unsatisfied	2 (4.4)	Very Satisfied	11 (24.4)	2.91	0.82
Family						
Activities	Very Unsatisfied	1 (2.2)	Very Satisfied	16 (35.6)	3.22	0.70
Routine	Unsatisfied	6 (13.3)	Very Satisfied	12 (26.7)	3.13	0.63
Financial Affairs						
Income	Unsatisfied	7 (15.6)	Very Satisfied	8 (17.8)	3.02	0.58
Fortune	Unsatisfied	6 (13.3)	Very Satisfied	7 (15.6)	2.91	0.63
IncomeBalance	Very Unsatisfied	1 (2.2)	Very Satisfied	7 (15.6)	2.96	0.64
Future Possible Income	Unsatisfied	12 (26.7)	Very Satisfied	6 (13.3)	2.87	0.63
Social Satisfaction						
Friends	Partly Satisfied	27 (60.0)	Very Satisfied	18 (40.0)	3.40	0.49
Local Relations	Unsatisfied	5 (11.1)	Very Satisfied	9 (20.0)	3.09	0.56
Social Activities	Unsatisfied	5 (11.1)	Very Satisfied	10 (22.2)	3.11	0.57
Organization Participation	Unsatisfied	15 (33.3)	Very Satisfied	6 (13.3)	2.80	0.66
Work Satisfaction						
Current Job	Unsatisfied	12 (26.7)	Very Satisfied	11 (24.4)	2.98	0.72
Peer Relationship	Unsatisfied	1 (2.2)	Very Satisfied	19 (42.2)	3.40	0.54
Career	Unsatisfied	10 (22.2)	Very Satisfied	10 (22.2)	3.00	0.67
Honing NewSkills	Unsatisfied	10 (22.2)	Very Satisfied	9 (20.0)	2.98	0.66

2. Analysis of Results-SWOT (Chart 1)

Chart 1, N2 Nurses Analysis of Results-SWOT (N=45)

Strength	Weakness
1.earnest 、 practical 、 responsible(31/45) 2.perceptive 、 displaying a friendly and pleasant manner(30/45) 3.have a strong work ethic and good at cooperative(28/45) 4.positive attitude(28/45) 5.cheerful 、 optimistic(26/45) 6.have a strong specialization and independence(25/45) 7.full of confidence(22/45) 8.quick on the uptake 、 efficient(21/45) 9.cool-headed(18/45) 10.have a concept of cost(17/45) 11.have a license and work experience in the domain of critical care(13/45) 12.love cooking(8/45)	1.poor language skill(41/45) 2.without master degree(40/45) 3.poor at organizational ability(34/45) 4.poor at communication(24/45) 5.lack of the experience with multiple care(23/45) 6.impressionable(21/45) 7.poor health and low stamina(12/45) 8.poor memory(11/45) 9.poor ability of expressing 、 easily cause misunderstanding(10/45) 10.poor at paperwork(9/45) 11.lack of confidence(7/45) 12.impulsive(6/45)
Opportunity	Threat
1.mutple development : nurse practitioner(12/45) 、 Chinese medicine nurse(8/45) 、 CKD nurse(5/45) 、 Beautician of counseling(3/45) 、 Diabetes health education nurse(3/45) 2.accomplish the training of crossing domain(24/45) 、 clinical ladder(23/45) 3.participate in baby-friendly evaluation(13/45)	1.long working time(41/45) 2.the ability of junior sisters is better than me(34/45) 3.need to care about the family(33/45) 4.shift working of clinical care(32/45) 5.cannot focus on both side : marriage and work(30/45) 6.lower educational background than other workmates(28/45)

Conclusion:

There are 18 people's short-term targets are to get married and have children. About middle-term targets, there are 23 people want to pursue further education (Master degree 22 people, Bachelor degree 1 person). For the career life short-term targets, 22.2% people are going to pass related licenses, 35 people plan to gain the N3 level, and 7 people aim to earn the N4 level. About middle-term targets of career life, 15.5% people want to pass the internal promotion and 11.1% plan to switch jobs.

Comments:

Basing on the satisfaction of current life and the personal life goal for experienced nursing staff, supervisors of nursing staff can arrange applicable trainings and personal advice strategies to promote nursing staff's self-actualization.

Keyword : career, N2, SWOT

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