

Why become a Nurse?: Factors that Influence the Career Choice

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Current Status and Gaps in Literature

Past studies have identified several factors that influence people to choose nursing as career. Factors most frequently identified include an intense desire to help others, attempt to fill a missing gap in original career choice, financial security and flexibility and a fascination to science. A literature review on this topic did not reveal any studies conducted in the U.S. for over a decade.

Purpose

- To identify and describe factors that influence a person to choose nursing as a career

Significance

- Help to reflect on nurse professional satisfaction
- Improve recruitment and retention strategies

Methods

- Cross sectional descriptive design
- IRB approval from WCU was obtained
- Survey developed in Qualtrics
- Survey link posted on D2L and Facebook
- Participants: Students and faculty of Nursing at WCU
- Convenience sampling

Results

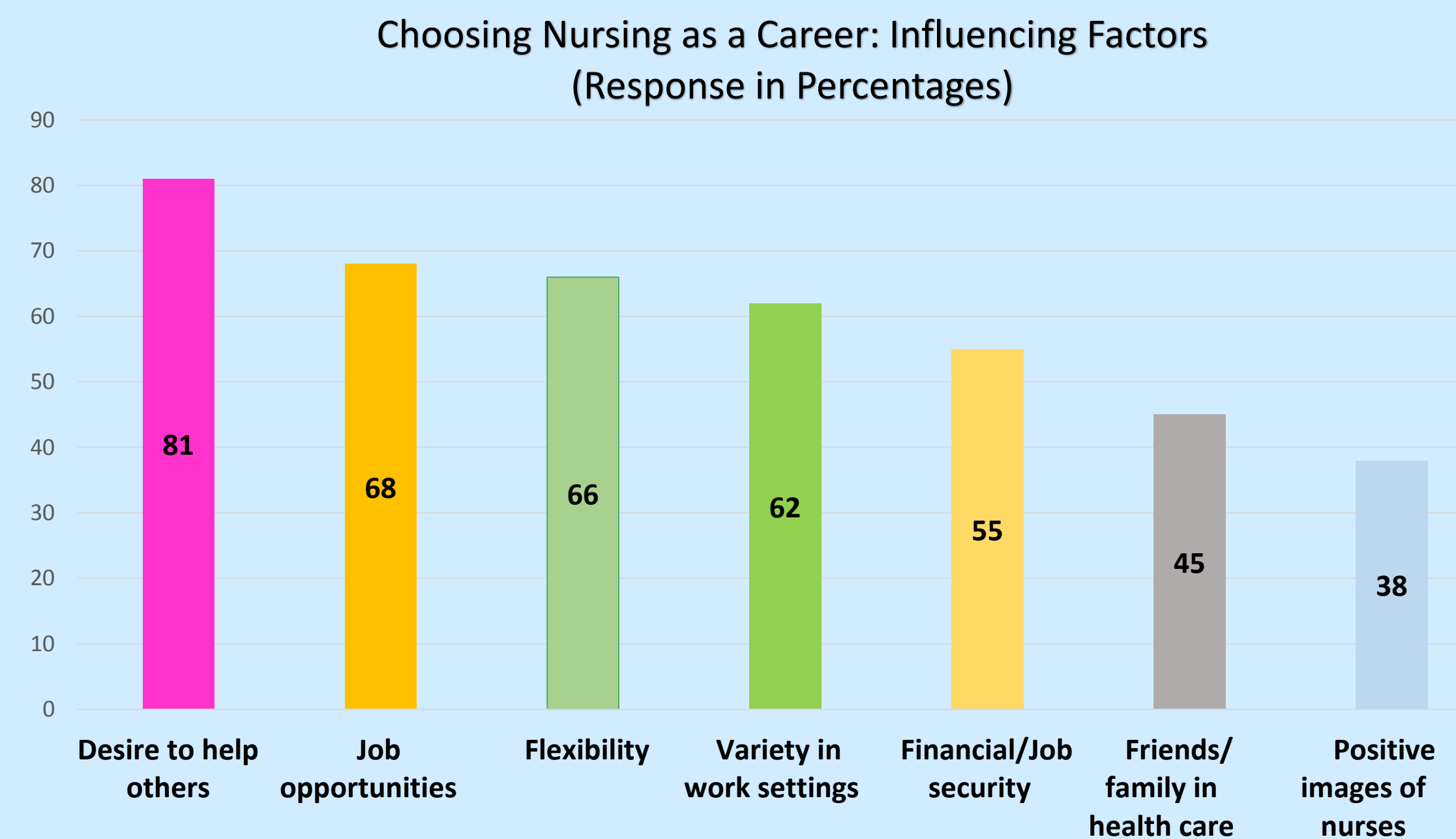
- N=49 (BSN Students: 26, Other students/ Faculty: 23)
- No age gender data were collected
- Among the practicing nurses:
 - < 5 years: 52%
 - > 5 years: 38%
- Several grad. students & faculty considered other career paths; primarily in health related fields
- Some hope to see all RNs with BSN by 2025
- Desire to help (80%) vs. job opportunities (68%)
- Parents were primary encouragers



Encouragers to Choose Nursing

	Encouragers	%
1	Parents	61
2	Personal goal	43
3	A respected role model	35
4	Friends	27
5	High school counselor	9
6	Career counselor	0

Career Choice Factors: Responses



Conclusion

- Employers can leverage on the career choice factors to develop strategies for enhanced retention
- Nursing schools can raise awareness among high school and career counselors to encourage students to choose nursing

Barriers in Nursing & Limitations

- The majority expect barriers to success
 - Communication, long hours, high stress, legal, cultural
- Limitations: Small sample size & single site

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