

# Understanding Work Value Profiles and Exploring Factors Affecting Work Values of Student Nurses

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**Background:** Work values have been reported to impact the job motives (De Cooman et al., 2008) and job satisfaction of nurses (Daehlen, 2008; Hegney, Plank, Parker, 2006), which in turn increases their likelihood of leaving their jobs. In addition, slight changes in nurses' work values were noted during their transitions from school to work (Daehlen, 2008). Studies have also shown that nursing students' work values are positively correlated with their work choices and willingness to do nursing work (Chang, 2013; Tseng, 2012). Considering the global shortage in the nursing workforce, it is critical to understand and address the influencing factors of the work value profiles of student nurses in order to facilitate a smoother transition period for newly graduated nurses entering the profession.

**Purpose:** To understand the work value profiles and explore factors affecting the work values of student nurses.

## Methods:

1. A cross-sectional design.
2. Involving 164 junior and senior baccalaureate student nurses in Southern Taiwan.
3. Surveys were completed anonymously.

## Instrument:

Contained three categories:

1. Demographic characteristics
2. the Chinese version of the short-form revised Eysenck Personality Questionnaire (EPQR-S; Eysenck, Eysenck, & Barrett, 1985; Liao, 2001)
3. Adolescents' Work Values Inventory (Li & Ou, 2011): Perceived work values were measured on a 6-point Likert scale with sum scores of 48 indicating "very important" and 8 meaning "not important" on each 8-item dimension.

## Conceptual Framework:

### ※Demographic Characteristics :

- Grade
- Age
- Parents' marriage status
- Students' self-reported average practice grades
- Satisfaction toward practice grades
- Willingness to do nursing work
- Satisfaction toward the clinical practice arrangement

### ※Personality Traits:

- Extraversion
- Neuroticism
- Lying
- Psychoticism

### ※Work Values:

- Terminal (Intrinsic) Values
  - Beyond
  - Realistic
  - Growth
  - Respect
- Instrumental (Extrinsic) Values
  - Organization
  - Relationship
  - Security
  - Comfort

**Table 4: Predictors of Student Nurses' Terminal (Intrinsic) Values**

Variables	B	<i>B</i>	<i>t</i>	<i>F</i>	<i>R</i> <sup>2</sup> (%)
Intercept	69.10		9.10***		
Satisfaction toward the clinical practice arrangement	9.33	0.33	4.55***	19.90***	10.94
Extraversion	1.42	0.23	3.11**	9.70**	16.00

## Conclusion:

1. Students' practice performances could potentially influence their terminal values, thus affecting their willingness to do nursing work.
2. Strategies should be applied by educators when arranging clinical placements for students in order to enhance their experiences and satisfaction toward clinical practice.
3. It is important for nurse managers to identify work value profiles and address work value conflicts between newly graduated student nurses with specific personality traits and the nursing unit as a whole in order to foster greater job satisfaction thus stabilize the retention rate of new nurses.

## Results:

**Table 1: Grade Differences in Student Nurses' Work Values**

Variables	Overall student nurses <i>N</i> = 164 <i>M</i> ± <i>SD</i>	Junior students <i>n</i> = 70 <i>M</i> ± <i>SD</i>	Senior students <i>n</i> = 94 <i>M</i> ± <i>SD</i>	<i>t</i>
Beyond	24.38 ± 5.14	24.56 ± 4.62	24.24 ± 5.51	0.38
Realistic	30.01 ± 4.93	31.26 ± 4.11	29.07 ± 5.28	2.87**
Growth	27.79 ± 4.40	28.79 ± 3.98	27.04 ± 4.56	2.55*
Respect	27.35 ± 4.99	27.60 ± 4.74	27.16 ± 5.18	0.55
Organization	27.94 ± 4.44	27.84 ± 4.48	28.01 ± 4.44	-0.24
Relationship	30.23 ± 4.56	30.80 ± 4.14	29.81 ± 4.83	1.38
Security	30.24 ± 4.98	31.01 ± 4.62	29.67 ± 5.18	1.72
Comfort	29.58 ± 4.51	29.66 ± 4.20	29.52 ± 4.75	0.19
Terminal (Intrinsic) Values	27.38 ± 4.15	28.05 ± 3.63	26.88 ± 4.45	1.80
Instrumental (Extrinsic) Values	29.50 ± 4.07	29.83 ± 3.70	29.25 ± 4.33	0.90
Work Values	29.02 ± 3.86	29.57 ± 3.36	28.61 ± 4.17	1.57

**Table 2: Correlation between Demographic and Work Values**

Variables	Age	Parents' marital status	Willingness to do nursing work	Average practice grades	Satisfaction toward practice grades	Satisfaction toward the clinical practice arrangement
Beyond	.03	.06	.19*	.17*	.20**	.30**
Realistic	-.22**	.06	.08	.10	.14	.32**
Growth	-.12	.13	.12	.07	.17*	.28**
Respect	-.03	.09	.07	.14	.11	.24**
Organization	.05	.17*	-.07	.03	-.03	.13
Relationship	-.11	.12	.03	.10	.05	.16*
Security	-.13	.12	-.03	.01	-.03	.12
Comfort	-.04	.01	-.04	-.03	-.02	.08

**Table 3: Correlation between Personality Traits and Work Values**

Variables	Extraversion	Neuroticism	Lying	Psychoticism
Beyond	.27**	-.09	.03	.10
Realistic	.14	-.02	.09	.11
Growth	.25**	-.02	.08	.16*
Respect	.13	.05	.01	.14
Organization	.06	-.01	-.04	.04
Relationship	.16*	-.00	.08	.12
Security	.09	.07	.05	.12
Comfort	.01	.08	.11	.09

\* : *p* < .05 ; \*\* : *p* < .01 ; \*\*\* : *p* < .001

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