Jordanian Male Nurses Perceptions of Nursing as a Career: A Qualitative Study

Sigma Theta Tau International
29th International Nursing Research Congress
Melbourne, Australia
July 20, 2018

Susan A. LaRocco PhD, MBA, RN, FNAP
Dean and Professor
Mount Saint Mary College
Newburgh, NY USA
Disclosures

The authors declare that they have no conflict of interest.

Funding was provided by the Deanship of Academic Research, University of Jordan.

Ethical approval was granted by Research & Ethics Committee of the Faculty of Nursing at The University of Jordan (No 8/23/4/2015).
Learner Objectives

Describe Jordanian male nurses
  • reasons for choosing nursing as a career
  • perceptions of nursing as a career

Discuss implications for nursing and health policy
Cultural Context

Jordan

• Small almost land-locked country in the Middle East
• Estimated population of 10 million (rapid increase due to influx of Syrian refugees)
• Approximately 97% are Muslim
• Patriarchal society
• Strong nuclear and extended family structure
Introduction

• Men account for 38% of the nursing workforce in Jordan (Al-Maaitah & Shokeh, 2009)

• In the mid-2000s about 65% of all nursing students were men (Zahran, 2012)

Purpose of the Study

• To better understand Jordanian male nurses decision to become a nurse and their perceptions of nursing as a career
Theoretical Framework

The basic social process of socializing men into nursing (LaRocco, 2007)

• Comprises a trajectory of four stages which encompasses the path that men travel to become nurses
  • Prior to considering nursing
  • Choosing nursing
  • Becoming a nurse
  • Being a nurse

• This study focuses on 2 stages: choosing nursing and being a nurse
Literature Review

Abushaikha et al. (2014)
Jordanian male nursing students' perceptions of challenges and positive aspects encountered during undergraduate nursing studies

Al-Ma’Aitah et al. (1999)
Job satisfaction of male and female nurses in Jordan

Zamanzadeh et al. (2013)
Iranian male nurses perspectives on choosing nursing and remaining employed in nursing

Romen and Anson (2005)
Reasons that Israeli men chose nursing
Methodology

Inclusion criteria for participants:
  - Male
  - Nursing education completed in Jordan
  - Working in a hospital in Amman, Jordan as a registered nurse
  - At least 5 years experience as a nurse

Data collection using focus groups
  - 4 focus groups (4 to 6 participants in a group)
  - Each group composed of participants from one hospital sector (government, private, not-for-profit, university affiliated)
  - Total of 21 participants
Methodology

Data Collection

• Semi-structured interview guide with prompts
• Conducted in Arabic by native speaking moderator
• Audio-recorded
• Notes taken by a second researcher
• Audio-recording transcribed verbatim
• Transcription translated into English by a professional translator
• Translation reviewed for accuracy by bi-lingual Jordanian research team
Data Analysis

Transcripts were analyzed using qualitative content analysis as described by Polit and Beck (2008)

• Transcripts were independently read and re-read by 2 members of the research team

• Each of the 2 researchers established themes and sub-themes independently

• Results were compared and researchers worked together to form consensus
Rigor and Trustworthiness

Addressed using the criteria of Lincoln and Guba (1985)

- **Credibility** – promoted through independent reading of the transcripts and independent clustering of data
- **Transferability** – promoted by providing demographic data about the participants
- **Dependability** – enhanced by using four focus groups that represent various health care sectors
- **Confirmability** – promoted by using an audit trail, including field notes and memos
Findings

Participant Characteristics

• Age: 27 to 45 years (mean = 32)

• Experience: 5 to 15 years (mean = 7)

• Employer
  • Private hospital – 6
  • Not-for-profit hospital – 6
  • Government hospital – 5
  • University Hospital – 7

• Nursing as first choice of a career: 10

• Had a close relative who is a nurse: 10
Perceptions of Nursing as a Career

4 Major Themes

1. Choosing to become a nurse
2. Satisfaction with the career
3. Impact of working in a predominantly female profession
4. Professional adaptation
Theme 1: Choosing to Become a Nurse

Sub-themes

• Rank in secondary school exams
• Support from family
• Job security and economic stability
• Professional interest
Theme 2: Satisfaction with the Career

Sub-themes

• Nursing as a virtuous profession
• Intersection of science and art
• People oriented profession
Theme 3: Impact of Working in a Predominantly Female Profession

Sub-themes

• Professional empowerment and autonomy
• Professional self esteem
• Emotional labor
• Productivity
Theme 4: Professional Adaptation

Sub-themes

• Rewards and drawbacks of being a male nurse
• Negative and positive aspects of the work environment
• Gender recruitment bias – both a positive and a negative
Implications for Nursing and Health Policy

• Consider changing the criteria for admission to nursing from score based to holistic review

• Find ways to provide a more rewarding work environment (especially in the government hospitals)

• Improve work force development by providing more educational opportunities for employed nurses (especially in the government hospitals)

• Develop strategies to promote awareness of nursing as a profession
Limitations

- Generalizability is limited to Jordan
- Focus group methodology may limit original comments
Future Research

• Replicate in other Middle East Countries to find similarities and differences compared to Jordan

• Study Jordanian male nurses working in other countries for comparison with the men who work in Jordan

• Additional study of both male and female Jordanian nurses to better understand their perceptions of nursing as a career
References


