

Investigation on Career Intention and Employment Situation of Higher Vocational Nursing Students

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Abstract - This paper investigates the career intention and employment status of nursing students of higher vocational nursing colleges. A self-set questionnaire was used to survey 900 nursing students in 3 vocational colleges. 290 respondents (32.2%) concurred that they were very suitable for clinical nursing work. 350 respondents (38.9%) deliberately distinguish the professional value very well, and 400 respondents (44.4%) have a very clear career orientation and career development goals. 720 respondents (80.0%) anticipated to find employment in tertiary hospitals. 530 respondents (58.9%) are aspiring to work in some promising departments, and 430 respondents (47.8%) are optimistic to work in the actual ward. Moreover, 620 respondents (68.9%) have implemented or basically implemented employment units, 280 respondents (31.1%) are very satisfied with their work, 450 (50.0%) think that the employment situation of nursing vocational graduates is more optimistic, and 210 respondents (23.3%) The employment situation of nursing vocational graduates was considered average, and 100 respondents (11.1%) concurred that the employment situation of nursing vocational graduates was very optimistic. 390 respondents (43.3%) believed that the determinant of graduate employment is basically based their own quality, behaviour and personal characteristics 490 respondents (54.4%) believed that the biggest advantage in choosing a career is a professional ability, and 310 respondents (34.4%) pondered that the most troublesome factor in job hunting is the recruitment process and lack of understanding of basic requirements. Higher vocational nursing students have a higher degree of professional recognition and a better employment situation. Personal career prospects are given priority when choosing a career. Schools should provide students with personalized guidance when conducting career guidance education.

Keywords—Higher vocational education; nursing major; career intention; employment status; questionnaire survey; career guidance.

INTRODUCTION

With the development of the society, the number of students enrolled in colleges is also increasing, which provides a good opportunity for college entrance examination students. However, due to the uneven distribution of social nursing resources and the development of social and medical technology to improve the professional standards of nurses, it has brought some difficulties to the employment of nursing graduates. [1]. And many college graduates do not fully realize the grim employment situation and have high expectations for work, so the consequences of "unemployment upon graduation" will occur [2]. This study conducted a questionnaire survey of 900 vocational nursing graduates from 3 vocational colleges in Shandong Province to better understand career choice intentions and employment status of vocational nursing graduates, and to provide targeted employment guidance. The study will help to provide reference for improving employment rate.

OBJECTIVES OF THE STUDY

The objective of the study is to investigate career intention and employment status of nursing students of higher vocational nursing colleges. The researchers use convenient sampling and class as the unit to investigate 900 nursing graduates of 18 classes in 3 higher vocational nursing colleges in Shandong Province. All of the students have completed the nursing internship. They all recognized the purpose of the investigation and agree to be investigated.

METHODS

Survey tools

The survey is conducted using a self-made questionnaire, which includes three parts. ① General information: age, gender, level of internship hospital, family location, parent's occupation, whether they are only children, etc.; ② Intention to choose a job, including intention to choose a career, intention to find a place in employment, intention to find employment,

and salary expectations. Each question has 4 to 5 options, all of which are multiple choice questions. ③ Employment survey includes 12 issues, such as employment units, reasons for selecting jobs, employment situation of vocational nursing graduates, the biggest advantage in job selection, and solutions to employment difficulties. Before the formal survey, 100 undergraduate nursing students were selected for the pre-survey. The Cronbach's α factor of the questionnaire was 0.75; the retest was performed at two-week intervals, and the retest reliability coefficient was 0.95.

Survey methods

During May to July 2019, surveys were conducted in class units. Before the survey, 3 investigators were trained in a unified manner, and the research objectives and filling methods were explained to the research subjects using unified guidelines. After obtaining the student's consent, the student fills out the questionnaire independently and withdraws it on the spot. A total of 913 questionnaires were distributed, and 904 valid questionnaires were recovered, with an effective recovery rate of 99.01%, 900 valid questionnaires, and a valid rate of 99.56%

Statistical methods

Epidata 3.1 software was used to enter data and perform logical error checking to establish a database. Data analysis was performed using SPSS 19.0 software package.

RESULTS AND DISCUSSION

Basic situation: Survey on 923 graduates of our school in 2020. The age of 900 vocational nursing students (21.46 ± 1.10) is 860 girls, accounting for 95.6%, and 40 boys, accounting for 4.4%. The level of internship hospitals is 720 in tertiary hospitals, accounting for 80%, and 180 in secondary hospitals, accounting for 20%. There are 540 people in rural areas, accounting for 60%, 170 people in townships, accounting for 18.9%, and 190 people in cities, accounting for 21.1%. Among the respondents' father's occupations were 50 people in the medical industry or civil servants, accounting for 5.6%, 190 people in business or workers, accounting for 21.1%, and 660 people in agriculture and other occupations, accounting for 73.3%. Among the occupations of mothers, there are 40 people in the medical industry or civil servants,

accounting for 4.4%, 200 people in business or workers, accounting for 22.2%, and 660 people in agriculture and other fields, accounting for 73.3%. Among them, there are 130 only children, accounting for 14.4%, and 770 non-only children, accounting for 85.6%.

Career Attitude Analysis of Higher Vocational Nursing

This study shows that 450 people (50.0%) chose nursing because of stable nursing work, and 280 (31.1%) chose to realize self-worth; 350 (38.9%) thought they knew the professional value very well, and 320 (35.6%) they have a vast knowledge in the field that falls into the category assigned by the researchers as "Know more"; 400 people (44.4%) have very clear career positioning and development goals, and 500 people (55.6%) are willing to engage in nursing work for life. 750 (83.3%) chose direct employment after graduation. 700 people (77.8%) believed that they are suitable for clinical nursing work; it indicates that nursing students have a high degree of recognition for nursing specialty. Most of the nursing students selected this major according to their wishes, and they like the nursing major they studied. This is in line with Lin Zhentao, etc. [3] There is a gap in the results of research on the degree of professional recognition of undergraduate nursing students. Undergraduate nursing students have less autonomy in choosing nursing majors than vocational college nursing students. Many undergraduate nursing students do not choose nursing majors voluntarily. They are forced to choose because of limited grades or on-campus adjustments. There are more nursing students in vocational colleges and undergraduates. It is the choice of nursing profession by oneself, and the main factor in choosing a career is the stable nursing work [4]. This is consistent with the research of Huang Xiaohong [5], professional values are the main factor affecting the individual's career choice, higher professional nursing students' professional values appear more positive, so their self-positioning is more accurate. 400 people (44.4%) have very clear career positioning and development goals, and 500 people (55.6%) are willing to engage in nursing work for life. Such results show that after 3 to 5 years of professional study and clinical practice, some students have a relatively precise understanding of the nursing profession and have established a relatively strong professional thinking, which will help strengthen the stability of the nursing team.

Table 1 Survey results of occupational attitudes of nursing students in vocational colleges (n = 900)

Project	Option	Number of cases	Proportion
Reasons for choosing a nursing specialty	Transfer specialty	120	13.3
	Demand for nursing talent exceeds supply	50	5.6
	Stable nursing work	450	50
	Realize self-worth	280	31.1
Do you know the professional value	Know very well	350	38.9
	Know more	320	35.6
	general	230	25.6
	Don't understand	0	0
Choose after graduation	Direct employment	750	83.3
	Continue to study	30	3.3
	Go abroad	50	5.6
	Test	10	1.1
	other	60	6.7
Suitability for clinical care	very suitable	290	32.2
	More suitable	410	45.6
	general	170	18.9
	Not suitable	30	3.3
Whether there is a career positioning and development goals	very clear	400	44.4
	About a bit	410	45.6
	not yet	80	8.9
	other	10	1.1
Envisioning a future career	Willing to engage in nursing work for life	500	55.6
	Strive for opportunities to change careers	90	10
	When the opportunity is right, I will consider changing careers	280	31.1
	No plan	30	3.3

Results and Analysis of Career Intention of Higher Vocational Nursing

This study shows that 530 respondents (58.9%) selected a place of employment in a developed coastal area; 720 respondents (80.0%) are expecting the employment hospital to be a tertiary hospital; 530 respondents (58.9%) expect to find employment in a department with a developed prospects; indicating that nursing students apply for jobs pay more attention to the development of the individual's future. Priority will be given to employment in developed coastal areas and work in tertiary hospitals. However, with the continuous progress of society and the vigorous development of nursing education, the level of nursing education has continued to increase, the development of hospitals has increased the demand for highly qualified nursing personnel, the employment pressure of vocational nursing students has increased sharply, and the difficulty of employment has increased. The tertiary hospitals have limited needs and students are reluctant to go to county or township hospitals, the employment situation will be more severe [6]. The salary expectation of 610 respondents (67.8%) is more than

CNY3000. From the current employment situation, this expectation value is a bit high. As the current graduates are all "post-95" or even "post-00" parents, their parents provide them with better conditions, worry-free food and clothing at home, large daily consumption, coupled with the needs of dating, travel, etc., so there is a certain salary. Claim. Fresh graduates have just stepped out of the school and into the society. Apart from book knowledge, they have basically no skills. Post-employment wages are sufficient as long as they can support themselves without increasing the burden on the family. In the future, with the increase of work experience, salary should be greatly improved. Therefore, it is necessary to strengthen the education of students' concept of money and values to help them establish the correct values and employment concept [7]. 660 (56.9%) were willing to engage in clinical nurses, only 30 (3.3%) were willing to become community nurses, and 20 (2.2%) were willing to engage in aged care. Students are enthusiastic about provincial and municipal "top three" hospitals. The staff of these hospitals has become saturated; on the other hand, most of them require a bachelor's degree, while

Table 2 Analysis of occupational intention of nursing majors in higher vocational education (n = 900)

project	Option	Number of cases	Proportion (%)
Expected employment area	Developed coastal areas	530	58.9
	Western Region	20	2.2
	Inland County	27	3.0
	Doesn't matter	8	8.9
Expected Employment Section	High work intensity and high pay	20	22.2
	General work department	110	12.2
	Promising department	530	58.9
	Relaxed department	60	6.7
Salary expectations	1500 ~ 2000	100	11.1
	2000 ~ 2500	30	3.3
	2500 ~ 3000	160	17.8
	3000 or more	610	67.8
Expected employment willingness	Primary hospital	50	5.6
	Secondary hospital	120	13.3
	Tertiary hospital	720	80
	other	10	1.1
Expected Employment Area	Ward care	50	4.3
	ICU nurse	430	37.1
	Outpatient nurse	660	56.9
	Community nurse	30	3.3
	Aged care	20	2.2
Choices when you are physically and mentally exhausted	adjust your mindset	600	66.7
	Waiting for an opportunity to change jobs	100	11.1
	Further studies	180	20
	other	20	2.2

grassroots hospitals are difficult to recruit, difficult to retain, and require more care.

Staff, contradiction between supply and demand. In response to this phenomenon, schools should actively guide and encourage students to find employment at county and district hospitals, community hospitals, township hospitals, and nursing homes for nursing care. These students can be cared for in terms of merit evaluation, advance evaluation, and scholarship evaluation. By guiding to help nursing students to establish a correct outlook on life and career choices, correct the employment mentality [8].

Employment Analysis of Vocational Graduates in Nursing

This study shows that 450 (50.0%) vocational nursing graduates have a more optimistic employment situation; 620 (68.9) have already implemented employment units; 680 (75.5%) have found satisfactory jobs; 540 (60.0%) have passed employers recruitment and employment; 490 (54.4%) are contract workers. This result shows that the employment situation of nursing graduates is slightly more optimistic than other

majors. The more popular enrolment of nursing majors in various schools in recent years can also illustrate this point. For a long time, the number of clinical nurses in China has been seriously insufficient, and it has been unable to meet the needs of the general public for health care. According to the "Outline of the National Medical and Health Service System Planning (2015-2020)", by 2020, the number of registered nurses per thousand resident population will reach 3.14, the medical care ratio will reach 1: 1.25, and the hospital bed protection ratio will not be lower than 1: 0.6. According to the "2017 Statistical Bulletin on the Development of Health and Family Planning in Shandong Province", there are 2.93 registered nurses per 1,000 population in our province, and our province's medical care ratio is only 1: 1.07, far from meeting the requirements. On the other hand, China is vigorously developing primary medical and health services, focusing on supporting community medical service institutions, and there is a particularly shortage of nursing staff in community medical institutions. Therefore, the gap in the demand for nurses in China is still very large, which provides a broader job market for the employment of nursing graduates.

Table 3 Survey results of employment situation of vocational nursing students (n = 900)

project	Option	Number of cases	Proportion (%)
Whether to implement employment units	Yes	620	68.9
	No	280	31.1
Nature of the work	Permanent worker	60	6.7
	Contract workers	490	54.4
	Temporary workers	140	15.6
	other	210	23.3
Whether the job is nursing	Yes	810	90
	no	90	10
Job Satisfaction	Very satisfied	280	31.1
	Quite satisfied	400	44.4
	general	190	21.1
	Dissatisfied	30	3.3
Reasons for choosing a job	work place	280	31.1
	Salaries and benefits	220	24.4
	Future development	320	35.6
	other	80	8.9
Employment Path	Employer recruitment	540	60
	School recommendation or acquaintance	100	11.1
	Self-recommendation	120	13.3
	Internship	140	15.6
	Employment Integration		

Although the employment of higher vocational nursing students has not reached a predicament, the employment of higher vocational nursing students will be affected and impacted to a certain degree due to the continuous improvement of the level of nursing education and the continuous increase in the enrolment scale [9].

Table 4 presents the analysis of factors affecting employment of nursing graduates. This study shows that 490 (54.4%) believed that the greatest advantage of professional ability in employment, 390 (43.3%) have confidence in that the graduates' determinants of employment are their own qualities, and 320 (35.6%)

Table 4 Survey results of factors affecting employment of nursing graduates

project	Option	Number of cases	Proportion (%)	
Employment Situation of Higher Vocational Nursing Graduates	Very optimistic	100	11.1	
	More optimistic	450	50	
	General	210	23.3	
	not optimistic	110	12.2	
	Very optimistic	30	3.3	
Determinants of Graduate Employment	self accomplishment	390	43.3	
	Interview skills and techniques	320	35.6	
	Opportunity	80	8.9	
	Family and social relations	90	10	
	other	20	2.2	
	Professional competence	490	54.4	
	social relationship	80	8.9	
	Good communication skills	230	25.6	
	The most troublesome factors in job hunting	Inadequate school employment guidance	170	18.9
		Lack of understanding of recruitment processes and requirements	310	34.4
Lack of understanding of job talent requirements		220	24.4	
lack of ability		200	22.2	
Ask the teacher in person		250	27.8	
Solutions when encountering employment difficulties	Online consultation with school teacher	340	37.8	
	Telephone consultation	130	14.4	
	Other	180	20	
	Faced with the most worried about job selection	Worried about adapting to a new environment	270	30
Poor professional knowledge		410	45.6	
Worrying about short-term employment		60	6.7	
Low wages and benefits		160	17.8	

have their self-assurance that they possessing some interviewing skills and knowledge and higher vocational nursing students have the greatest advantage in professional skills.

Additionally, higher vocational colleges are based on vocational education, and they focus on students to cultivate students' clinical thinking ability. They strengthen the study of basic medical knowledge, social and cultural knowledge, and nursing professional knowledge. Competitive advantages in employment, career selection, entrepreneurship and future careers are among the sublime goalmouth of Higher Vocational Colleges. [10]. Nevertheless, the most disturbing factor in job search is lack of understanding of the recruitment process and requirements. As the data revealed, 310 respondents (34.4%); the solutions to employment difficulties are as follows, 250 respondents (27.8%) will choose to ask a teacher in person, 340 respondents (37.8%) online consultation with school teachers. The results posed an explicit indication that the schools should strengthen employment guidance and establish the correct employment concept as the primary responsibility of an employment instructor. [11] At the same time, they need to deepen the coverage of employment guidance and employment training in schools to provide more employment information for nursing students. Carry out "full-course" employment guidance for students [12], and integrate career planning and employment guidance. Widen employment channels through various forms, collect employment information, carry out a variety of employment activities and career planning activities, and realize the networking of employment work, timely employment training, and normalization of experience exchange [13]. With the ultimate goal of providing employment services for students, we should comprehensively improve the qualities and abilities that nursing students should have in seeking employment, guide and help nursing students to establish a correct outlook on life and career selection, correct their employment mentality, and improve the employment rate and quality of employment. [14].

CONCLUSION AND RECOMMENDATION

Higher vocational nursing students have a higher degree of recognition of professional students for nursing majors. Most nursing students select nursing majors. Vocational values of higher vocational nursing students appear to be more positive, so their self-positioning is more accurate. The employment situation of higher vocational nursing is relatively optimistic.

When choosing a career, they prefer coastal developed areas for employment, and give priority to personal development. They believed that the biggest advantage in employment is professional competence. The main determinant of employment is its own quality. However, there are lacks of understanding when it comes to recruitment process and requirements during job search. In addition to providing employment guidance courses and professional courses, schools should also provide employment experience and professional career guidance that will guide and help nursing students to establish a correct outlook on life and career selection, correct employment mentality, and improve the employment rate and quality of nursing students. This study understands the employment intention and employment status of nursing graduates and provide references for the career planning and employment guidance of nursing majors in other vocational colleges.

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