CHAPTER VI

CONCLUSION AND SUGGESTIONS

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CONCLUSION AND SUGGESTIONS

In India, health care is delivered by many agencies like public, private, corporate or nongovernmental stakeholders. Nurses are the major part of this health care delivery system. They provide care either in hospital, in community or in industrial settings, Nurses provide preventive and promotive care through immunization programmes and educating the public on prevention of communicable diseases. Today many communicable diseases are eradicated and this is the credit of nursing services. Recently report of polio cases found very rare. However many emerging communicable diseases like swine flu, dengue fever, for which we have to struggle. Incidences of Non communicable diseases like heart attack, stroke, and malignancy are increasing mainly due to unhealthy life styles, like sedentary work, addictions, junk foods, stress and strain etc. Nurses educate patients, relative and general public about healthy life styles to prevent non communicable disorders.

Nurse is a health care professional who is engaged in the practice of nursing. They are helping in curative treatment, safety and recovery of critical or chronic ill as well as injured people and busy in nursing care of life-threatening emergencies in a wide range of health care settings. When providing direct patient care, they observe, assess, and record symptoms, responses, and progress; assist physicians during treatments and examinations; administer medications; and assist in convalescence and rehabilitation. Nurses also develop and manage nursing care plans; instruct patients and their families about proper care; and help individuals and groups take steps to improve or maintain their health. Nurses work as a member of health team and co-ordinate with other team members.

As discussed in previous chapter of introduction there is shortage of nurses in world and in India. Need of nurses is forever till the human lives. Nursing shortage refers to a situation where the demand for trained nurses
exceeds the supply, either in local health care setting or nationally or globally. It can be measured, for instance, in teaching hospital one nurse for three patients, one incharge sister for 25 patients, in community one nurse for 5000 population and in hilly area for 3000 population. As per the norms of Indian nursing council and increasing population the number of job openings necessitates a higher number of nurses working in health care than currently available. This situation is observed around the world. There may be various reasons for shortage like migration, poor paid salaries in private hospitals, family problems, social status, odd duty hours, nature of work they have to perform, hard physical work, mental stress and so on. Many factors may be hindering to enter in nursing profession.

In various parts of the world, the educational background for nurses varies widely. In India four year program conferring the graduation from a university with a Bachelor of Science in Nursing after passing higher secondary (10+2) examination with PCBE. Theory and practical knowledge and skill is practiced well as clinically-focused courses as well as orientation to research, administration. Methods of teaching and practice of teaching is given. After graduation and sufficient clinical experience they can work as a staff nurse in clinical area or in teaching field. Another three and half year’s diploma course (GNM) which is recognized by the Indian nursing council and State Registration nursing council. As per INC list of 2014-15, there are 701 degree nursing colleges in India. Out of that 44 in Maharashtra (2013) with minimum 30 to 60 student’s capacity to each year. The Government has made necessary interventions to increase human resource in the health sector in the country. The MCI and Nursing Council rules are changed to increase the admissions in nursing training institutions and increase in human resource of health sector within the country. However, the fact is that 40% to 50% of the seats are remaining vacant which is affecting production of tainted registered nurses leading to shortage of nurses.

Therefore the Researcher felt the need to explore the student’s perception towards nursing profession as an individual. There were hardly any studies
found in India. The researcher’s native is Kolhapur, from western Maharashtra and had huge experience in teaching as well as in clinical area.

We, the faculty of private nursing colleges have to strive to get the admissions for nursing programmes. Considering these factors the present study was undertaken and stated as follows:

“A study of the perceptions towards nursing profession among B.Sc. nursing students enrolled in Western Maharashtra”

The objectives of the study were:

1) To find out socio-demographic characteristics of B.Sc. Nursing students enrolled in B.Sc. Nursing students at selected nursing colleges of western Maharashtra

2) To assess the perception towards the nursing profession among B.Sc. Nursing students enrolled at selected nursing colleges of western Maharashtra.

3) To identify the factors / reasons influencing for enrollment to B.Sc Nursing programme at selected nursing colleges of western Maharashtra.

4) To determine if association existed between perceptions of the B.Sc.nursing students and selected demographical variables as age, admission year, gender, religion/caste Place of residence, Percentage of marks in 12\textsuperscript{th} PCBE, father’s occupation and Family income,

5) To identify if correlation between perception of the B.Sc.Nursing students and influencing factors to enroll in nursing colleges in Western Maharashtra

ASSUMPTIONS

1. The Students of weaker sections are enrolled in B.Sc.Nursing Course.

2. The students enrolling to the nursing colleges are due to job opportunities in regional, national and international level.

3. The Students perceive that being a nurse is not only taking care of patients, but It also requires critical thinking,
4. The students perceive that it is essential to acquire the latest introduction of technological advances to prevent illnesses and conservation as well as promotion of health of self and others

**Hypothesis**

(H\(_1\)): There is significant association between perception and selected demographical variables of B.Sc. nursing students.

(H\(_2\)): There is positive correlation between perceptions and influencing factors among B.Sc.nursing students enrolled in western Maharashtra.

This study was an exploratory and descriptive in nature. It was conducted in six private and unaided nursing colleges of western Maharashtra among B.Sc. Nursing program and currently studying in first, second, third and fourth year for the academic year 2014-1015. Districts selected were Kolhapur, Sangli, Satara and Pune. These districts were representing Western part of the Maharashtra where urban as well as rural students were enrolling to degree program. These districts were having nursing colleges affiliated to Deemed University except two colleges of Nursing were affiliated to Government University MUHS.

The sample selected were 440 students, currently studying in either of these four years programme from six selected colleges. The Total 50% from available students sample were selected by systematic random method and as per criteria laid down The tool was prepared with the help of review of literature, investigator’s previous personal experience, discussion with various experts in teaching and in the clinical field and initial informal discussion with the subjects helped the investigator to prepare the tool. Several tests were taken to modify the tool and technique. The tool was tested by various methods for reliability and validity. Validity of the tool for adequacy of the content area and inclusion of adequate items, and for maintaining sequence of responses as per psychological order by the various experts. Finally a pilot study was conducted on 22\(^{nd}\) December, 2014. With forty four students, having the same criteria, apart from those included in the final study, to see the feasibility of the tool and
extend to which it could cover the area to obtain the information sought. The tool used for study was structured questionnaire method. It had three parts. First part dealt with Socio-Demographic data of students to elicit the demographic information from respondents consisting 12 items. Second part deals with Perception Scale which was designed as five point likert scale instrument to assess the student’s perceptions towards nursing profession A series of 20 statements of responses were prepared regarding perceptions towards the nursing profession. For each of the statements, the available responses for each item range from „Strongly Disagree“ “Disagree“, “Not Sure “ “Agree“ and “Strongly Agree”. Not sure term was added as many students may not have knowledge regarding some responses .Third part of the questionnaire contains fourteen stem responses to identify the factors influencing for enrollment to nursing. Last one answer was not structured and kept open ended if respondents wished to add their own reason other than in structured questionnaire.

Ethical approval from the authority in written form was obtained before attaining the participants’ voluntary involvement in research study. They were assured anonymity and confidentiality of the institution as well as students information. At individual level after explaining the purpose of the study, informed verbal consent was obtained from all participants prior to their participation in this study.

The data was collected between January 2015 to February 2015 .The Researcher; she had been to all the six selected institutions, with prior permission of the authority of the colleges. Accordingly schedule was prepared as per the connivances of the institutions. Institutions had arranged all four batches in four classrooms .There was best co-operation from all six institution.

For data analysis and processing Microsoft excel was used .Data was fed, coded, edited and analyzing using PC with statistical packages for social science (SPSS) version 20 for windows. Descriptive statistics were done using frequency, percentage, arithmetic mean, standard deviation, and chi square for relationship and Karl Pearson test for co efficient co relationship The analysis
included checking errors and describing the collected data by numerical summary measures tables, charts, and measures of association, all of which are instruments for interpretation of the collected data. Multiple attributes for outcome variables were checked for its association.

THE IMPORTANT CONCLUSIONS DRAWN FROM THE PRESENT STUDY ARE:-

In all six colleges seats (mean 23.10%) seats were vacant among all the four batches of B.Sc. Nursing. As compared to constituent colleges of deemed universities, more vacancy was found in colleges affiliated to MUHS Nasik. May be due to complicated admission procedure through CET and central admission procedure through rounds.

However admission flow was increasing as of the year 2011-12 to 2014-15. This was mainly due to opportunity for Government jobs through MH-CET examination. Government of Maharashtra started recruitment in Government jobs for a post of staff nurses in Government hospitals either students had completed their nursing courses from Government or private colleges provided they had registration in Maharashtra Nursing Council.

Mean age for 364 subjects were 19 years and 76 subjects were above twenty one years., as admission criteria to get admission is completion of 17 years as on 31st December of the admission year.

Out of 440 subjects genders of two third subjects were females whereas one third was males.

The subjects who had entered in nursing profession, majority of them were from Hindu open caste. Male student’s percentage is more (56%) than female among Hindu open whereas female Christian’s percentage is more (80%) than male among Christian’s. Number of Muslim female subjects were significantly increasing though lot of restriction in the religion.
Students from urban area were more as compared to rural residents especially number of females were significant. "Beti Padhao" and making them economically self reliant through professional education which gives job surety,, this awareness is increasing among rural residents.

Two non-Indian students are studying in B.Sc.Nursing colleges of Western Maharashtra.

Most of the subjects were medium academic achievers; their basic education was 12th science as profession demands scientific and critical thinking as they deal with live human beings. Thirty percent subjects were good academic achievers and few entered nursing profession after graduation in other field but no jobs but entered nursing for definite assurance of job.

Though subjects were from good or medium academic achievers, they opted for nursing. Other higher education fields were not affordable to them. Their socio economical condition were poor as most of the subjects father or guardian’s occupation were small scale farmer/agriculture workers or small scale own business like autorikshaw, saloon or small grocery shops, family income was up to rupees one to lakh per annum. Seventy five percent of the subjects were dependent on either scholarships or Bank loans.

Regarding perceptions towards nursing profession among B.Sc. nursing students enrolled in selected colleges of western Maharashtra.

To assess the perception the structured questionnaire Likert Scale Instrument, consisted of 20 perception statements related to nursing profession were used. Respondents were asked to indicate their level of agreement on a five-point scale. For statistical analysis every response weights were given as follows-ranging from Strongly Disagree=1, Disagree=2, Not sure=3, Agree=4, to Strongly Agree=5.

To accomplish this objective, the researcher presented the frequency, percentage, mean and standard deviation for each of the 20 items The perception scale had 20 statements where it could range from 20 to 100. In this study, the
scores ranged from 57 to 100. Mean score was 80.40 and S.D. was 6.77. Therefore score was divided into three categories “Good, Average and Poor.”

The researcher has categorized Mean >80 as the good perception, Mean 60-80 was categorized as an average perception and < 60 was categorized as poor perception towards nursing profession.

It was found that out of 440 subjects, two hundred and sixty (N=260) subjects (59.09%) had “Good” perception (N=178) had “Average” perception and hardly two (N=2) had “Poor” perception towards the nursing profession.

To further summarize the findings regarding the B.Sc. nursing students’ perceptions of the nursing profession, the researcher used factor analysis. The three sub-scales aspects were labeled by the researcher as “Care”, “The nursing profession”, and Social status and socio-economic benefits.

It was observed that all the nine statements for which respondents indicated “strongly agree”, out of that six were concerned with CARE regarding nursing care, “student”’s perception was found good, ranging mean from 4.34 to 4.54 (table 4.19).

Perception regarding characteristics of the nursing profession (table 4.20) such a “noble profession, dignified, respected profession and nurse is key person in health care system” were perceived as “strongly agree” whereas other statements were simply “agree” such as nursing is a medical technical activity, prestigious or autonomous profession etc. may be yet they need more experience of indecently working in a job to form strong perception about these statements.

Perceptions regarding social status and socio-economic benefits of nursing profession, subjects were strongly agreed on job opportunities at regional, national and international level as during their study period, many teachers were going abroad for jobs with
attracted high salaries, many seniors of them were recruited in either
government or corporate hospitals, or in educational institutes and
many times through media, newspapers, advertisement on notice boars
regarding jobs were attracting them. As this profession is dominated by
female, there was agreement for „suitable profession for females” there
was “disagreement”„regarding nurses are auxiliary to the physician. In
olden days ,before formal diploma, degree courses started, doctors were
training them in their hospitals, there was no scientific ,approved
courses therefore that image was created and also media portrayed this
image through televisions, cinema but today nurse has become a
member of health team and her role specially in community setting she
is important person to prevent the communicable diseases, in
promotion of heath and specifically to reduce maternal and infant
mortality, Nurses are the key person to implement national rural health
programme. Even she is becoming
„independent nurse practitioner”. social status of nurses is uplifting
due to basic requirement to enter in nursing programme, different
ladder of educational programmes, demand and employment
opportunities for personal advancement at national and international
level and high wages, this all resulting into positive perception
towards nursing profession.

However response of “Not sure” by (Mean-10.34%)was alarming
regarding nursing profession.

Third objective of the researcher was to identify if there is any
relationship between demographic variables and the level of perception. For this,
demonstrated the sum, mean value and standard deviation of each stem mining
relationship between demographic characteristics and each of the 20 items individually in subsequent manner.

Hypothesis \((H_1)\): stated that there is relationship between demographical variables and perception of B.Sc. nursing students enrolled in nursing colleges of Western Maharashtra. It was statistically calculated with chi square using (SPSS) version 20 software, and found that age and year of admission had significant association with the level of perception. Initially, at the time of admission their level of perception was in „good category” but as they were becoming seniors and age was increasing their perception was **declining** to the average category and vice versa. Those who entered with average perception, were moving to „good „level perception with age and seniority.” This could be due to they were exposed to different clinical experiences and they were exposed to the world around them in nursing and could be the effect of environment of college including curriculum, assignments or examinations.. May be finding difficult ot might have reduced interest, whatever it may?. Need to find out by further study. However, **\(H_1\) is accepted.**

It means demographic variables and perception towards nursing had relationship which was fluctuating each other..

Fourth objective of this research study was to identify the influencing factors or reasons to enroll to B.Sc. nursing in nursing colleges of Western Maharashtra. To accomplish this objective, in structured questionnaire part III was developed There were 14 statements given stating possible factors influenced to enroll in B.Sc.nursing and options of responses were also given as “Yes, No, and Not sure”. Subjects had to choose option ,just (✓) mark, they were explained that there is no right or wrong answer but project your own reason, to enroll for B.Sc. nursing. „Not sure” response was opted by (Mean=06.28%), but they had enrolled in B.Sc.Nursing. One open ended question was given to respond if any other reason other than in questionnaire, they were free to write. Only few had
tried it but they had repeated the same response, which was already in questionnaire.

As mentioned in conceptual framework (Chapter I) reasons /factors were divided into two parts” internal environmental factors and external environmental factors

Internal environmental factors were attitude, knowledge, motivation, experience, expectations and personal attributes.

External environmental factors were Availability of Jobs and job security, Opportunities for Personal fulfillment & Advancement.

The most priority factor/ reason to enroll in B.Sc.nursing was (N = 393/89.31%) subjects had positive attitude towards nursing profession. they opted a statement “Service to mankind is service to God (Mean =1.86/S.D.=.428) and” Desire to help sick and help who are in need” (Mean=1.84/S.D..434). Third main influencing reason/factor were all related to external environmental factors, “Availability of jobs security of jobs, opportunities of employment in abroad, good salaries all these factors were motivating the subjects to enroll in nursing colleges.(Mean ranging from 1.70 to 1.59),

Personal attribute as self concept and self confidence were shown by the subjects as ,,personal liking, willing to work hard and Self – Confidence”(Mean=1.69/S.D =682),which was the dominating factor as well as own interest and self motivated (Mean=1.67/S.D.=.514), Those who had Knowledge of nursing education, nursing profession influencing factor were „Parents/Relatives/friends are already in nursing“(Mean=1.53/S.D.=.548) also parental and peer encouragement” factor had influencing to (Mean=1.54/S.D.=.595) the subjects to enroll for B.Sc.nursing .However pre educational experience of nursing and religious influence were negligible factors to enroll in nursing, ranging from (Mean 1.23 to 1.40). Majority, two third subjects denied that they enrolled to nursing because ,,they had no other option
than nursing. It meant that they had other options but intentionally they had chosen nursing with own interest or due to other reasons mentioned above.

Fifth objective of the present study was to find out if there is any correlation between perception towards nursing profession among B.Sc.nursing students and influencing factors to enroll in nursing colleges in Western Maharashtra Hypothesis was-

\[ H_2: \text{There is significant correlation between perception towards nursing influencing, “Not sure;” responses about nursing profession, (mean=10%) were alarming subjects may not have Knowledge about nursing profession. A combined programme could be fostered between nurse educators and junior college teachers. This would help to ensure both high school or junior college teachers to get accurate information about nursing and nursing education. Even visit to the hospital, college of nursing can be arranged to motivate the potential students to enroll in B.Sc. nursing at nursing colleges of Western Maharashtra.} \]

For every individual sum of responses of 20 questions (Scoring as described in perception scale) in perceptions of nursing (X) and sum number of “Yes” among 14 statement’s responses to find out main factors influencing to enroll (Y) for B.Sc.nursing at Western Maharashtra were calculated. By Karl Pearson correlation coefficient between (X) and (Y) and answer is 0.172, which is statistically significant (P value is less than 0.0001).

\[ H_2: \text{is accepted} \]. It means there is correlation between perception towards nursing and influencing factors to enroll in B.Sc. nursing at nursing colleges of Western Maharashtra.

In conclusion, the researcher would say that, the study shows that majority of the students had good and average perception towards nursing profession. They were attracted to the socio-economic benefits of the nursing career. Majority had expressed that they had chosen the nursing profession because they wanted to be nurses and to help people. Their concept is, “service to mankind is service to God.” Though majority of the students say that they were
influenced of nursing is due to job security, availability of jobs at Government and corporate level as well as at international level, good salaries, flexibility in working condition but they are not entirely into the socio-economic benefits, but have willingness to help sick and people in need, to make a difference in the society, get involved in something that matters, get to communicate with people, to get fulfillment, to make self and professional advancement and also to make the best out of life. So, in conclusion, as much as the socio-economic aspect of the profession comes up so much in the study, the feeling of interest, satisfaction, caring, helping, fulfilled dreams come up too and it shows that the students understand what the profession is all about.

The purpose of this study was to provide useful information to nursing college authorities to improve the admissions in nursing colleges, and to retain them in the profession. It was necessary to assess their perception towards nursing and influencing factors made them to take admissions. It would be beneficial to the nursing authorities to foster their perception towards positive or good perception. The factors which are declining their perception as age and seniority increases, need to be search. It is alarming to the nursing educators to "Handle them with care, they will devote themselves. They will love the profession and will encourage others to enroll in nursing profession..provided nursing authorities either in college or in clinical area, to encourage thei positive potential, and guide the students to take the right path, sustain motivation, arouse more enthusiasm, confidence and retain them in this chosen profession. If so, they will demonstrate as mentors and will encourage others to take admissions in nursing and reduce the shortage of nurses.
SUGGESTION’S

Based on this conclusion and these findings the researcher’s Suggestions are-

1. **All nursing colleges shall be aided by the Government.**

   It was found that weaker section of the society, take admission to the B.Sc. Nursing program. Fees are higher. Hardly there are five Government colleges in Maharashtra. Shortage of nurses is visible, Nursing services are for the welfare of the society. Hence all unaided colleges recognized by Government, Indian and Maharashtra state nursing council and the university may be financially aided by the Government to attract the students.

2. **Social welfare scholarships for all reserve category students**

   Students are facing inconvenience and hardship to pay the fees. Even some students had left the courses for the said reason. Hence provision of social welfare scholarship may be given to all reserve category and financial backward student whether they take education in Government or deemed university affiliated institutions.

   This provision is already made for diploma students (GNM) even though they take nursing education in private colleges, but this facility is not given for degree courses.

3. **Mass publicity to the nursing programme to encourage the students.**

   Creating awareness about nursing profession among high school and junior college students through lectures, discussions and using electronic media. Giving information is important, instead of assuming that everybody knows about it. For such programmes, Nursing personnel who are in good positions at different level can be used as “Mentors” Marketing through educational fares and in schools, elaborating about scope in different areas in nursing and encouraging potential
male students and helping them to dissolve the misconception that this profession is for female. Social media like television, cinema should avoid distorting and negative image of a nurse.

4. **Admission procedure under MUHS should be simplified.**

   Government process regarding admission procedure like MH-CET/ASSOCIATION CET and rounds by the central system as admissions to medical colleges, may be simplified, it takes long time till then students take admission to some other discipline and seats are remaining vacant specially in colleges affiliated to MUHS

**Recommendations**

Further research studies are recommended.

To assess the attitude of students and parents towards MUHS affiliated institutions.

1. To assess the perception of of 12th science (PCBE) students.
2. To assess the level of satisfaction among male nurses
3. To assess the influencing factors for change in perception from first year to final year

1. **To assesses the perception of of 12th science (PCBE) students as they are eligible for B.Sc.Nursing admissions**

   XII th science is a turning point to select a career options. Many avenues are open to these students in health sciences like medical, alternative and complimentary courses like ayurveda, homeopathy, physiotherapy, laboratory technicians and nursing.

   When one has to take career decision all the information about various options should be given to the interested students in making a career decision. Having career information available for students allows them to make a more informed career decision and ultimately achieve greater career satisfaction. Let them have their own choice. Nursing duties and nurses work, and credit for that work is
neither visible to the public nor to the interested students who are seeking nursing profession as a career.

It is necessary to assess the perceptions of 12\textsuperscript{th} science students. Perceptions of nursing is one of distorted clarity by 12\textsuperscript{th} science students; thus many students do not have realistic views about nursing and job responsibilities of various cadre in nursing. They are uncertain about the various courses, avenues for scope, personal growth and career. These students are best source of potential group and can be attracted to the nursing. Before informing about career in nursing, it is better to know, how they perceive nursing, their belief, ideas, expectations, aptitude, attitude, and interest, Then only marketing of nursing career should be done. We observe „career Expo” stalls in the exhibition. Students go the stalls as per their interest and eligibility. They are igoure to know pros and cons of this career. Total information about the career, needed patience, physical, mental capacity, compassion and scope in a career, job opportunity, further personal and professional advancement all concepts should be clear to him/her everything to be described in positive manner. If students choose career with own will, they will have greater satisfaction.

It is necessary to find out their knowledge, ideas, beliefs about nursing profession and career opportunities. Therefore it is suggested studies regarding the perception of 12\textsuperscript{th} science students.

2. **To assess the the level of satisfaction among male nurses**

This profession is dominated by female. Two third students were female and one third were male. The general public still perceives nursing as primarily a woman's job that requires a nurturing, caring personality. The perception also exists that most men who go into nursing are gay. However Male nurses are entering mainly due to employment opportunities whereas compared to other graduates. It is necessary to know their level of satisfaction and how family, friends, life partners and society view them. Whether they are satisfied in the job. Results of such study would help further admissions.
Individual cannot be separated from society. It is important to know that the prestige or status offered by the public is considered while choosing a profession. Nursing is dominated by females; it is viewed as “famine profession”. Females have natural instincts of caring, helping and devoting nature, even in our „Patriotic society” females have secondary role which is dominated. However due to job opportunities and job guarantee many male students are entering in nursing profession. Some corporate hospitals do not prefer male nurses in the hospitals. In maternity and Gynec wards only female nurses are allowed though male nurses are taught midwifery, whereas male doctors are allowed to conduct delivery. Even nurses unions are resisting admission of male nurses. As per the researcher’s experience as an administrator, male nurses were very useful to work in psychiatric wards, trauma units and in mobile units like ambulance duties.

It is important to know how public views male nurses either in hospitals, in community. Public includes patients of gender, parents, co workers and male nurse himself even life patters. These views would either encourage or discourage the admission flow of nursing.

3 To assess the factors responsible in change of perception from 1 st year to fourth year

In present study, the researcher found that at the entry of the nursing educational programme, students had „good” level of perception but as they proceeded to further second, third and fourth year their perception was declining. They were exposed to clinical experience in different wards, and community. They were exposed to different subjects as well as assessment through scheme of examination was followed. They were demonstrated skill tasks in pre clinical labs in classroom settings which to be practiced in the hospital and they were well instructed regarding rules, regulations, discipline to be maintained in the clinical area.
However their perception was changed in average level. What made them to change their perceptions from first year to fourth year. Whether their expectations or their views at the starting were different? Whether reality was something different? Whether change, because of the dissonance between what the student nurses observe in the classroom was compared with actual practice. Or due to technical tasks or experiences they had observed in the world around them where they were exposed. Therefore it is necessary to investigate the factors responsible for change in perception, from first year to fourth year. Result of this study would help to improve the expectations or situation.