

# **Factors Affecting Nurses' Career Development**

*Thesis*

*Submitted for Partial Fulfillment of Master Degree  
in Nursing Administration*

*By*

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**Faculty of Nursing  
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*I would like to dedicate this thesis  
to*

***My Parents***

***Husband***

***and Sisters***

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## ***LIST OF ABBREVIATIONS***

<i>Abb.</i>	<i>Meaning</i>
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**CD:**CareerDevelopment

**CDP:**CareerDevelopmentPractices

**HR :**Human Resource

**NCD:** NursingCareerDevelopment

**QW:** Quality of work life

## Abstract

**Background:** Today's employees are more career conscious than ever. They are demanding more in terms of personal growth and development. Organizations that fail to allow employees to meet their individual needs will be lose valued employees. Career development helps employees to respond more positively to change within their job or in the organization structure. **Aim:** The aim of this study was assess the factors that affect nurses' career development. **Design:** A descriptive design was used. **Setting:** This study conducted at AL-harm hospital. **Subjects:** Convenient sample included two groups assigned to work setting namely nurse managers group included (35) nurse managers, and staff nurses group sample included all available staff nurses in the study total number of staff nurses was (200). **Tools of data collection:** One tool was used for data collection namely Factors affecting nurses career development questionnaire. **Results:** Nurses' mangers, and staff nurses had high responses regarding total career development factors. Moreover nurses' manger had high response regarding total career development factors than staff nurses. **Conclusion:** The highest response mean regarding the total career development factors was related to job factors among staff nurses and nurses' mangers. Also, the result shows that the responses mean of nurses' mangers regarding total career development factors was higher than staff nurses. **Recommendations:** Nurses should be encouraged for determining their own strengths, weaknesses, developmental needs and integrating them with current career opportunities.

**Keywords:** Career Development, Nurses

## Introduction

The Egyptian health care system faces multiple challenges in improving and ensuring the health and wellbeing of the Egyptian people. Nurses have a very broad and significant role in impacting the quality and effectiveness of health care delivery. It represents the largest hospital caregivers' population, and one of the fastest-growing and demanding careers, making the possibilities for advancement almost endless (**Athlin, 2012**).

Enhancing the career development of hospital staff nurses may be the greatest human resource challenge facing hospitals in the 20th century. That makes educators, employers and health organizations face a challenge also to collaborate with individual nurses on career development activities that will enable them to continue to provide high-quality care (**Ismaiel, & Johansson, 2013**).

Career development of employees plays an important role in enriching the human capital component of organization. It is being strategically used to leverage organizational talent, attract and retain a competent workforce. Right kind of people management strategy

involves sustaining success through building the right kind of organization by using insights on talent, culture and leadership (**Ulrich, 2014**).

Modern organizations need their employees to adapt to constant changes with a minimal amount of disruption, and they turn to constant employee development (**Okurame, 2014**). In addition, this creates opportunity for employees to grow in their profession and to achieve a distinguished career (**Avey, et al., 2010**).

Career development has been defined as an on-going and life-long process that involves work-related activities to enhance employee's knowledge on topics related to their work (**Omair, 2010**). Career development as a lifelong psychological and behavioral processes intertwined with contextual influences that shape an employee's career over his or her lifetime. Career development is an opportunity for employees to plan their lives by reflecting on their abilities, interests, and goals and aligning them with their career paths (**Byars & Leslie, 2011**).

Career development is directly linked to the satisfaction of employees in a way that employees feel value from their supervisors and organization as their goals

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are being focused and achieved. Employees become more satisfied with their job and would never want to leave the organization and also organization wants to retain its golden employees to achieve its objectives and long term corporate goals. That's why organization should have to invest in ongoing employees career development programs to make both employee as well as organization successful **(Nyamekye, Duggan, 2012).**

Nursing as a career is unique that there are a variety of roles, settings, and specializations. Nurses require clinical competence, expert knowledge, and the ability to be creative and flexible. These fundamental skills enable nurses to be in control of their careers, and understanding how to choose occupations, construct careers, and adapt to career transitions that has significance for the nursing profession and healthcare organizations. That could provide insight into career expectations and aspirations. Therefore, healthcare organizations may need to provide supportive working environments where nurses and their learning are valued, encouraged, and empowered **(Ismail, 2013).**

Career development is seen as a structured approach used to help employees fulfill certain requirements of various positions within the organization throughout their

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