

Factors Affecting Career Development and It's Effect on Staff Nurses' Motivation

Thesis

*Submitted for Partial Fulfillment of Master Degree
(Nursing Administration)*

By

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Dr. Ayat Nabawy Mohammed

Dedication

I would like to dedicate this thesis to

My parents

Husband and children

Brothers and sisters

*for Their Love, care, support and
encouragement that allowed me to
accomplish this work*

Dr. Ayat Nabawy Mohammed

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Abstract

Background: Career development and staff motivation are key strategic considerations for all organizations and individual development interacts with the organization and its development through the individual's career. An employee develops his career through a continuous acquisition of managerial or professional skills and experience which may bring about rewards and promotion. **Aim:** the present study aimed to investigate factors affecting career development and its effect on staff nurses' motivation. **Design:** correlational design was used. **Setting:** this study conducted at Sirs El- Layan Central Hospital which is located at Menoufiya Governorate and affiliated to Ministry of Health. **Tools of data collection:** two tools were used namely career development questionnaire, motivation questionnaire. **Results:** that there was a statistically significant positive correlation between career development factors and motivation items. **Conclusion:** the result of the present study revealed that slightly less than two thirds of staff nurses' had the highest affecting responses regarding total career development factors and slightly more than two thirds of staff nurses were motivated. **Recommendations:** Providing opportunities for training and management support. Nurses are needed to be encouraged for determining person's career success and the participation in organizational initiatives like career and skills development opportunities.

Keywords: Career development, motivation, staff nurses.

Introduction

Nursing is a profession within the health care sector focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life (**Dunphy, 2011**). Staff is the facility employees who meet one of the following criteria: directly or indirectly contact or interact with patients but whose work directly affects patient care such as nursing. Nurses' are the personnel with a nursing qualification who are entrusted with the health care of patients. Such a qualification must be registered (**Mokoka, 2007**).

Rapid changes in the health care sector during the latest decades of the 20th century place new demands on nursing and nurses that make health organizations face a challenge to collaborate with individual nurses on career development activities and enable them to continue provide high-quality care. 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 (**Reizian et al., 2013**).

Nursing is an essential part of the health care system. It represents the largest hospital caregivers' population. It is

one of the fastest-growing and demanding careers, making the possibilities for advancement almost endless enhancing the career development of hospital nurses may be the greatest human resource challenge facing hospital as they move into the 21st century. The viability and success of health organizations are directly connected to the stability, skills and knowledge of nursing professionals (**Ismail, 2013**).

Nursing as a career is so unique that there is a variety of roles, settings, and specializations. This has changed dramatically over the past decade through research and new technology, providing an exciting and challenging career. 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 (**Arthur et al., 2009**).

Career is defined broadly as the unfolding sequence of the person's work experiences over time. The term development covers all the things a person learns from experience as well as from courses and other training activities. It covers personal development as well as technical training and professional development (**Wendy, 2010**). Career is a lifestyle concept that involves the sequence of work, learning and leisure activities in which

one engages throughout a lifetime (**Canadian Standard, 2012**).

Career development is an ongoing process of planning and directing action towards developing personal work and achieving life goals. Training is the process through which learning formally and systematically modifies behavior through education, instruction, development and planned experience. In the context of this study, training is a deliberate action focused at bringing about improvement in job performance and hence facilitates career advancement (**Armstrong, 2009**).

Motivation will mean the process, through which employees are given the enthusiasm to maintain high performance levels through among others rewards, supervision, incentives and work situations and as noted by motivation can be best described as goal directed behavior the motivated employee volunteers to do more than what is expected and more. Job satisfaction in staff nurses should be of great concern to any organization (**James, 2010**).

Significance of the study:

Nurses' play a central role in the promotion, maintenance and restoration of health, there is a need to develop competent nurses through career development. The importance of career development therefore is to match employees' career aspirations with opportunities and challenges available within the organization. Career development also entails a successful placement of employees in positions that meet their needs as well as the organization's needs. So the present study will be conducted to assess the factors affecting career development and its effect on nurses' motivation, The results of this study will giving awareness towards nurses career development, provide career expectation and aspiration , clinical competence, expert knowledge , enable employers and health organization face a challenge and provide high-quality care.

Aim of the Study

This study aims at investigating factors affecting career development and its effect on staff nurses' motivation through:

- 1-Identifying factors that affect nurses' career development.
- 2-Identifying the level of staff nurses' motivation.
- 3-Finding out the relationship between factors affecting career development and staff nurses' motivation.

Research question:

Q1: What are the factors that affect nurses' career development?

Q2: What is the effect of career development on staff nurses' motivation?