

Dejavniki za zadržanje mladih medicinskih sester v poklicu

Anita Prelec^{1*}

prof. dr. Brigita Skela Savič, znan. svetnica²

¹Zbornica zdravstvene in babiške nege Slovenije – Zveza strokovnih društev medicinskih sester, babic in zdravstvenih tehnikov Slovenije, Ob železnici 30a, 1000 Ljubljana, Slovenija

izvrsna.direktorica@zbornica-zveza.si

²Fakulteta za zdravstvo Angele Boškin, Spodnji Plavž 3, 4270 Jesenice, Slovenija

bskelasavic@fzab.si

Povzetek

Raziskovalno vprašanje (RV): Potrebe moderne družbe po zdravstveni obravnavi so vse večje. Samozadostnost delovne sile v zdravstveni negi je opredeljena z globalno strategijo o človeških virih, vendar le-te na nacionalnem nivoju niso integrirane. Večje delovne obremenitve zaposlenih v zdravstveni negi so povezane z zapuščanjem poklica, zmanjšan je tudi interes za študij. Pandemija covid-19 je stanje delovne sile samo še poslabšala. Po podatkih nacionalnega registra izvajalcev zdravstvene in babiške nege Slovenije, je le 76 % diplomantov zdravstvene nege zaprosilo za licenco v enem letu po zaključku študija, 12 % pa se jih v prvem letu ni zaposlilo oziroma niso iskali službe v zdravstvu. Pomemben dejavnik za zaključek študija je akademska motivacija, visoka raven le-te ima učinke na karijerne cilje in odločnost glede izbire kariere. Koncept karijerne odločnosti temelji na socialno kognitivni karierni teoriji. Po tej teoriji odločanje o karieri določajo posameznikovi in okoljski dejavniki. Raziskave kažejo, da imajo tisti, ki odločneje sprejemajo odločitve o svoji poklicni poti, večjo verjetnost, da bodo na izbranem strokovnem področju dobili dolgoročnojšo zaposlitev in pomembne karijerne priložnosti. Raziskovalno vprašanje se glasi: Kakšna je stopnja akademske motivacije in karijerne odločnosti študentov zdravstvene nege v Sloveniji?

Namen: Namen raziskave je raziskati akademsko motivacijo in karierno odločnost študentov in absolventov zdravstvene nege in njihov učinek na namero za zaposlitev v zdravstvu. Cilj je prepoznati in oceniti moč različnih dejavnikov, ki vplivajo na akademsko motivacijo in karierno odločnost rednih študentov zdravstvene nege v visokošolskih zavodih v Sloveniji.

Metoda: Uporabili bomo mešani raziskovalni pristop za zbiranje kvantitativnih in kvalitativnih podatkov. V kvantitativnem delu presečne raziskave bomo uporabili anketni vprašalnik. V kvalitativnem delu bomo podatke zbirali z intervjuji v več fokusnih skupinah. V raziskavo bodo povabljeni študenti 3. letnika in absolventi rednega visokošolskega študija Zdravstvena nega (VS). Za kvantitativni del zbiranja podatkov bomo uporabili metodo cenusa v vseh osmih izobraževalnih inštitucijah v Sloveniji. Za zbiranje podatkov bomo uporabili lestvico akademske motivacije NURS (2020) in lestvico karijerne odločnosti (AMS, 2015).

Rezultati: V raziskavi bomo pridobili rezultate o različnih vrstah motivacije, od amotivacije prek različnih vrst zunanje motivacije do notranje (povsem samodoločujoče) motivacije, notranjo motivacijo (željo po vedenju, željo po obvladovanju in željo po doživljanju stimulacije), zunanjo motivacijo (zunanje uravnavanje, introjicirano uravnavanje, identificirano uravnavanje). Lestvica karijerne odločnosti nam bo pokazala velikost odločnosti za poklicno pot. Vse lestvice so že bile uporabljene, podatki o njihovi zanesljivosti so dostopni. Ena od omejitev raziskave, na katero moramo biti pozorni, je vsebinska veljavnost, zato bo izvedena pilotna raziskava in dvojni prevod lestvic iz angleškega jezika. Omejitve so še v zagotavljanju dobre odzivnosti vključenih. Ugotovitve te raziskave so pomembne za odločevalce/deležnike v zdravstvu, zdravstvene delavce in izobraževalne zavode pri oblikovanju nacionalnih strategij za zadržanje medicinskih sester v poklicu.

Organizacija: Ob pomanjkanju medicinskih sester v zdravstvenih organizacijah je raziskava pomembna tako za izobraževalne institucije s področja zdravstvene nege, kakor tudi za odločevalce, zdravstveno politiko in oblikovalce strategij za zadržanje medicinskih sester v poklicu ter ustvarjanju ustreznih pogojev dela, možnosti kariernega razvoja, medpoklicnega spoštovanja.

Družba: Z dolgoživo družbo naraščajo potrebe po zdravstveni obravnavi in potrebe po večjem številu medicinskih sester. Ustrezno število medicinskih sester vpliva na kakovost in varnost zdravstvene obravnave.

Originalnost: Raziskava bo kot prva raziskava v Sloveniji, narejena na vzorcu slovenskih študentov, opredelila dejavnike akademske motivacije in karierne odločnosti, ki so ključni za razumevanje zadržanja mladih v poklicu.

Omejitve/nadaljnje raziskovanje: V pregled literature bodo vključeni članki z upoštevano časovno omejitvijo – zajete bodo raziskave, objavljene med letoma 2019 do 2024. Vključeni bodo samo članki v slovenskem in angleškem jeziku.

Ključne besede: zdravstvena nega, študenti, zapuščanje poklica, akademska motivacija, karierna odločnost, izobraževanje, strategija, zadržanje.

Anita Prelec: Po zaključenem izobraževanju na Univerzi v Ljubljani je pridobila naziv diplomirana medicinska sestra. Od leta 1990 je bila zaposlena v UKC Ljubljana, Klinični oddelek za perinatologijo, od leta 2002 kot vodja porodnega bloka. Leta 2013 je zaključila magistrski študij babištva na Glasgow Caledonian University. Med leti 2012 – 2020 je bila članica vodstva Evropske babiške zveze (European Midwives Association). Kot visokošolski učitelj se vključuje na visokošolskem študijskem programu Babištvo Zdravstvene fakultete UL in na visokošolskem študijskem programu Zdravstvena nega Fakultete za zdravstvo Angele Boškin. Od leta 2016 je zaposlena na Zbornici – Zvezi kot izvršna direktorica. V Cobissu ima objavljenih več kot 170 del. Je doktorska študentka na FZAB.

Prof. dr. Brigita Skela Savič, znanstvena svetnica: Je doktorica kadrovskega managementa, habilitirana na UP kot visokošolska učiteljica in raziskovalka. Od 2007 je zaposlena na FZAB. Je nosilka predmetov na področju raziskovalnih metod, na dokazih podprtega dela in managementa v zdravstvu na vseh treh Bolonjskih stopnjah. Tematska področja njenega raziskovalnega dela so zdravstveni menedžment, dolgoživa družba, promocije zdravja, elementi profesionalizacije zdravstvenih strok. Na Medicinski fakulteti Univerze v Ljubljani je nosilka izbirnega predmeta na doktorskem študiju. Mednarodno deluje kot raziskovalka in vabljen strokovnjakinja v razvojne in raziskovalne projekte. Državam v razvoju pomaga pri vzpostavitvi mednarodno primerljivega sistema izobraževanja v zdravstveni negi, trenutno deluje v Bosni in Hercegovini ter Kirgiziji.

Factors influencing retention of novice nurses in the profession

Anita Prelec^{1*}

prof. dr. Brigita Skela Savič², Research Councillor

¹ Nurses and Midwives Association of Slovenia, Ob železnici 30a, 1000 Ljubljana, Slovenia
izvrsna.direktorica@zbornica-zveza.si

² Faculty of Health Care Angela Boškin, Spodnji Plavž 3, 4270 Jesenice, Slovenia
bskelasavic@fzab.si

Abstract

Research Question (RQ): The needs of modern society for nursing services are increasing. The self-sufficiency of the nursing workforce is defined in the Global Human Resources Strategy, but the strategies are not integrated at the national level. Increased workloads of nursing employees are associated with leaving the profession and reduced interest for studying. The COVID-19 pandemic has only exacerbated the situation of the nursing workforce. According to the National Register of Nursing and Midwifery Care Providers of Slovenia, only 76% of nursing graduates applied for a licence within one year of completing their studies, and 12% did not get a job in health care in the first year. An important factor for the completion of studies is academic motivation, as high academic motivation influences career goals and determination regarding career choices. The concept of career determination is based on socially cognitive career theory. According to this theory, career decision-making is determined by individual and environmental factors. Research shows that those who make more decisive career decisions are more likely to get longer-term employment in their chosen area of expertise and more significant career opportunities. The research question is: What is the level of academic motivation and career determination of nursing students in Slovenia?

Purpose: The purpose of the research is to investigate the academic motivation and career determination of students and nursing graduates and their effect on the intention to find employment in health care. The goal is to identify and assess the strength of various factors that influence academic motivation and career determination in full-time nursing students in higher education institutions in Slovenia.

Method: A mixed research approach will be employed to collect quantitative and qualitative data. In the quantitative part of the cross-sectional survey, a questionnaire will be used. In the qualitative part, data will be collected through interviews in several focus groups. 3rd year students and graduates of full-time higher education nursing study will be invited to participate in the research. For the quantitative part of data collection, the method of census will be used in all eight educational institutions in Slovenia. For data collection, the NURS Academic Motivation Scale (2020) and the Career Determination Scale will be employed.

Results: Research will yield results on different types of motivation, from amotivation to different types of external motivation and internal (purely self-determining) motivation, intrinsic motivation (desire to know, desire to master and desire to experience stimulation), and external motivation (external regulation, introductory balancing, identified regulation). The scale of career determination will reveal the magnitude of determination for a career. All scales have already been used, data on their reliability are accessible. Research limitations include substantive validity, so a pilot survey and a double translation of English language scales will be carried out, and in ensuring a high enough response rate. Research findings will be important for health decision-

makers/stakeholders, healthcare professionals, and educational institutions in designing national strategies for retaining nurses in the profession.

Organization: A lack of nurses in healthcare organizations makes this research important for educational institutions in the field of nursing, as well as for decision-makers, health policy and strategy makers for retaining nurses in the profession and ensuring appropriate working conditions, career development opportunities, and interprofessional respect.

Society: With a long-lived society, the need for nursing service and for more nurses is increasing. An adequate number of nurses affects the quality and safety of provided services.

Originality: The research will be the first in Slovenia, carried out on a sample of Slovenian students, to identify the factors of academic motivation and career determination which are crucial for understanding the retention of young people in the nursing profession.

Limitations / further research: The literature review will include time-limit articles and cover studies published between 2019 and 2024. Only articles in Slovenian and English will be included.

Keywords: nursing care, students, leaving the profession, academic motivation, career determination, education, strategy, retention.

Anita Prelec: After completing her education at the University of Ljubljana, she obtained the title of registered nurse. Since 1990 she has been employed at the University Medical Centre Ljubljana, Department of Perinatology, since 2002 as Head of the Labour Ward. In 2013, she completed her master's degree in midwifery at Glasgow Caledonian University. From 2012 to 2020 she was a board member of the European Midwives Association. As a senior lecturer, she is involved in the higher education study programme midwifery at the Faculty of Health Sciences at the University of Ljubljana and in the higher education study programme nursing at the Faculty of Health Care Angela Boškin. Since 2016, she has been employed at the Nursing and Midwives Association of Slovenia as a Chief Executive Officer. She has published more than 170 research papers in Cobiss. She is a PhD student at the Angela Boškin Faculty of Health Care.

Brigita Skela Savič: Holds PhD in Human Resources Management, habilitated at University of Primorska as a higher education lecturer and researcher. Since 2007, she has been employed at the Angela Boškin Faculty of Health Care. She holds courses in research methods, evidence-based work and management in health care at all three Bologna levels. The thematic areas of her research work include health management, long-lived society, health promotions and elements of professionalization of health professions. She is the instructor for an elective subject at the Faculty of Medicine, University of Ljubljana. She works internationally as a researcher and invited expert in R&D projects and helps developing countries establish an internationally comparable nursing education system. Currently, she is active in Bosnia and Herzegovina and in Kyrgyzstan.
