

**FACTORS ASSOCIATED WITH CAREER DECISIONS
AMONG STUDENT NURSES**

TAMBUWAL, ABUBAKAR ALHAJI

**School of Nursing, Faculty of Medicine and Health Sciences
UCSI University Malaysia**

NOVEMBER, 2012

ABSTRACT

The nursing industry has been experiencing difficulty with staff retention for long periods, partly because a lot of nurses leave the profession after qualification. This could start right from their decision to choose nursing as a career. The purpose of this study was to find out the factors associated with career decisions among student nurses. A descriptive survey was employed and relevant literature search was done. Data collection was conducted after checking the validity and reliability of the instrument and after obtaining permission. The study population comprised of 50 first year student nurses in the College of Nursing at Sokoto, Nigeria. Fifty questionnaires were distributed and all (100%) were retrieved.

The results show that students joining nursing have varied reasons for joining nursing. These reasons range from personal interest, parental expectations, mass media, and peer pressure, availability of job, guidance /counselling, and incentives given by the government. The highest and the most common motivator (58%) is the incentives the government is giving, followed by the anticipation for an easy job (44%). The least common factors are mass media (10%) and guidance and counselling (14%). Based on the findings, there is a need for urgent action by the School of Nursing faculty and the nursing leaders to correct this notion of only focusing on the monetary aspect of the profession. Real interest and commitment in choosing nursing as a career is very essential. This could be done in many ways such as involving the media, the guidance and counsellors, the parents, as well as all professional nurses. Their collective actions will help students to develop interest in the profession and be committed with it. This will then reduce the attrition and subsequent shortage of nurses which is believed to be attributed to the lack of genuine interest among the students.