

*Summary, Recommendations
& Conclusion*

CHAPTER V

SUMMARY, RECOMMENDATIONS AND CONCLUSION

Nurses form the largest proportion of health care providers in the health team. The scope of nursing extends beyond providing, direct care to clients in hospitals and community, to advocacy, consultancy, administration education and research.

In India shortage of nurses, exists due to high turnover, wage disparity, lack of flexibility in career advancements within the profession, poor promotional opportunities, lack of recognition and absence of uniform status among nurses and also in comparison to other health team members. This is largely due to apathy of Government Authorities, Policy Makers in the profession. Recently in Mangalore, which has been the hub of educational institutions especially nursing schools and colleges, there has been a downward trend for admissions to nursing courses.

The resultant outcome is overburdening, dissatisfaction of existing nursing workforce whose poor work output affects client care directly or indirectly. A major concern for nursing administrators and educators is to find effective ways to retain qualified nurses and to keep them motivated so that highest quality of work output is assured.

The study aimed at exploring the influence of socio-economic and cultural factors on overall performance and professional growth of nurses. The objectives of the study are:

1. To study the influence of socio-economic factors on overall performance and professional growth of nurses.
2. To explore how the cultural factors affect overall performance and professional growth of nurses.
3. To examine the correlation between the socio-economic and the cultural factors on overall performance and professional growth of nurses.
4. To explore the effect of selected biographical variables of the nurses such as age, qualification, years of experience, type of service (teaching/ non-teaching), professional cadre and type of institution (private/government) and personal income on the factors affecting overall performance and professional growth of the nurses

The population in the study was professionally qualified female nurses working in hospitals, colleges and schools of nursing in Mangalore. Self constructed questionnaires with three point rating scale were used to elicit responses on the socio-economic and cultural factors affecting overall performance and professional growth of nurses. Non-randomized purposive sampling technique was adopted to select 235 nurses based on the pre-determined criteria. The content validity and reliability of the tools were established prior to the pilot study. The reliability of the tools were

established by Split-Half technique. The tools were found to be highly reliable.

The pilot study was conducted on 25 nurses and the analysis revealed that the objectives of the study could be fulfilled. Based on the objectives and hypotheses of the study, the data were analysed using both descriptive and inferential statistics. The descriptive statistics used were frequency, percentage, mean, standard deviation. Other statistical procedures used were Karl Pearson Coefficient of Correlation 'r', ANOVA and Chi-square.

Major Findings of the Study:

Demographic Characteristics

- Majority of the nurses were aged between 23 to 30years, and most of them were married. The married nurses were living with spouse and children and most of them had small families with only 3 to 4 members staying with them.
- The basic professional qualification of most nurses was General Nursing and Midwifery (diploma). Most of the respondents had only up to 5 years of professional experience.

- The personal monthly income of most respondents was between Rs. 3000 to 10,000/.
- There were at least 2 members who were economically dependent on the income of the nurses.
- Most of the respondents were Christians.
- Regarding the information of the parents, the educational qualification of the fathers was matriculate and, most of them were agriculturists, whereas mothers were described as unemployed.
- Among the married nurses the maximum qualification of the spouses was degree and most of them were professionals and white collar workers.
- Although majority of the nurses had not taken financial loans, yet more than half the number of nurses in the sample had additional financial responsibilities.

Socioeconomic Factors Affecting Overall Performance of Nurses

- Provision for education, health, recreation, future investment had a major influence on overall performance of nurses compared to all other aspects like housing facilities, food expenditure and contribution of income and satisfaction in job.

- This aspect of the socio-economic factor had maximum influence on overall performance of nurses working in the cadre of Principals/ Professors compared to other categories of nurses.
- The influence of socio-economic factors on overall performance of nurses which was analysed by computing 'F' value was found to be statistically 'Very Highly Significant'. The socio-economic factors influenced overall performance of nurses.

Socio Economic Factors Affecting Professional Growth of Nurses

- The socio-economic factors influenced professional growth of the nurses.
- 'Provision for education, health, recreation, had maximum influence on professional growth of 'lecturers'.
- Income, living conditions, provision for education, investment for the future influenced the career advancement.

Cultural Factors Affecting Overall Performance of Nurses

- The cultural background had affected the overall performance in life of nurses.

- The 'cultural background' was highly motivational in the overall performance of assistant lecturers in nursing.
- The 'work culture' had 'highly significant' influence on overall performance of the nurses.
- The recognition and acceptance in the society, organization, membership in professional and social associations, working conditions, support of team members influenced the wellbeing and success.

Cultural Factors affecting Professional Growth of Nurses

- The professional growth was affected by 'work culture' of the organisation.
- The 'work culture' had major influence in promoting the professional growth of junior faculties such as Asst. Lecturers and Lecturers in nursing educational institutions rather than hospital nurses.
- Cultural factors such as societal perception of women, nursing as a profession, climate of the organization and power struggle, affected the professional growth of nurses in the hospitals.

Correlation between Socioeconomic and Cultural Factors on the Overall Performance and Professional Growth of Nurses

- The socioeconomic and cultural factors such as Income, housing, working conditions, ability to invest for the future and the work culture had a major influence on the overall performance.
- The socioeconomic and cultural factors such as financial resources for higher education support and encouragement of family, peer support, availability of professional updates highly influenced on the professional growth of nurses.

The Association between Socio-Economic Factors affecting Overall performance and Professional Growth with Selected Bio-graphical Variables

Age , experience, the type of institution did not influence socio-economic factors affecting the overall performance and professional growth. The type of job, professional cadre, and personal income influenced these factors which affected the overall performance and professional growth of the nurses.

The Association between Cultural Factors affecting Overall performance and Professional Growth with Selected Bio-graphical Variables

Age, qualification, experience, type of job, professional cadre and type of institution were associated with cultural factors in overall performance of nurses. But personal income was not associated with the cultural factors which affected the overall performance. All these variables were highly associated with cultural factors in professional growth.

LIMITATIONS

In spite of the study being done in detail, yet there are certain limitations observed in the study.

1. The sample selection was non- randomized because of the preset criteria.
2. Nurses from only selected health care organizations from where permission was granted were included in the study.
3. The study may not fully avert the bias of the respondents

IMPLICATIONS FOR NURSING PROFESSION

The findings of the study have implications for Nursing Administration, Education and Research.

- **Nursing Administration**

Hospital Administrators and the Government must revise policies to develop uniformity in pay scales of nurses working in hospitals and teaching institutions.

Professional growth of nurses especially nurses working in hospitals can be enhanced by making workshops, continuing education programs mandatory for all nurses and this aspect should be one of the criterion for promotions/increments.

Private organizations must depute nurses on rotation for the skill and knowledge enhancement programs to motivate nurses for professional advancement and also retain nurses in the institution there by reducing turnover.

Accrediting bodies for teaching institutions and hospitals must ensure recommendations made by the Indian Nursing council with regards to

working hours, transport facilities to and from the work place, living quarters, salary and other benefits are implemented to reduce frequent movement of nurses within the country.

Providing supportive working atmosphere, addressing, issues of nurses concerning working conditions, flexibility in working hours, placement of nurses based on ability and experience, recruitment of adequate staff are important to improve the cultural factors in the profession so that nurses feel supported and encouraged to give optimum level of service.

- **Nursing Education**

Selection of topics for workshops and conference must also involve practicing nurses especially staff nurses. Nurse educators organize workshops and conferences, they are very much involved in presentation of scientific papers, and publications etc but there are not many avenues for nurses practicing in the clinical settings.

In Mangalore, there are very few institutions conducting short term continuing education programs in Nursing. More institutions need to conduct variety of short term courses where nurses can upgrade knowledge

and skills and some seats can be reserved for nurses deputed from the government institutions.

- **Nursing Research**

There is dearth of research done on the socio economic and cultural background of nurses especially in India. More literature in this aspect can help to identify specific factors which may motivate or deter nurses to provide effective and efficient care.

Need for future Research

- A comparative study can be done to find out the impact of socio-economic factor on the professional performance of nurses working elsewhere in the world.
- Similar study can be replicated with large randomised sample.

RECOMMENDATIONS:

The results of the study can be used as guidelines to frame policies concerning pay scale and other benefits for nurses.

Periodical CNE programmes or higher level training need to be recommended for all nurses to update their knowledge in their patient care. They should also be deputed for attending at least 2 national and one international conference every year on rotation basis there by improving quality of patient care.

CONCLUSION:

The logistic conclusions were drawn based on the objectives, hypotheses and the findings of the study.

- Socioeconomic and cultural factors affect the overall performance of nurses. The results of the study showed that most of the nurses came from rural, lower middle class family but they had improved their living standards after taking up Nursing as a profession. The socio-economic factors and cultural factors promoted overall performance of nurse educators more than nurses working in hospitals. Disparity and lack of uniformity in salary, working conditions, monetary and other social benefits were reasons for feeling demoralised and discontented especially among nurses working in the hospitals. Nurses especially those working in hospitals are accountable to patients and community who look up to them for care and comfort in sickness, pain and agony. Nurses can be expected to render selfless services that go beyond the written job description and which cannot be measured in terms of money only when their welfare is also given due importance by the health care organization and the society.
- The socioeconomic and cultural factors also affect professional growth of nurses. The nurses working in hospitals and Government institutions

had poor professional growth compared to the nurses employed in private and teaching institutions. Nursing profession lacks identity in society and more so in the hospitals, where they are considered lower than even other paramedical staff. Being mostly women in the profession and due to lack of cohesion among nurses, they are exploited at work and in society. They are overloaded with work, often doing jobs which they are not prepared for, and experience poor working conditions. Being women they are also expected to perform responsibilities to spouse and children and other family members. Very often they sacrifice their comforts and do not expect anything in return. Most of these women nurses have been brought up in a social system which is gender biased. Thus they are stressed at work place and in their homes. Besides there is no monitoring on professional up gradation in hospitals and Government institutions. So, they lack the zeal for professional advancements. There is a need for emphasizing on career advancements for all nurses in order that they derive job satisfaction which will also fulfill need for self actualization.

- The socio-economic and cultural factors affecting overall performance and professional growth are very highly correlated. For employed individuals success and satisfaction at work gets extended to their personal and psycho-social aspect of life. People who experience Job

satisfaction, autonomy and interest, happiness better income, respect recognition, in the work usually lead better and comfortable life and have a sense of being successful in life. Likewise when socio-economic and cultural factors promote better performance and sense of achievement in life, they can think of improving their career. They can think of spending time and money for continuing education, actively participating in their professional activities there by delivering sincere and enthusiastic work output. It is recommended for pay parity and uniformity in Nursing and comparison to other professions.

- Socio-economic and cultural factors highly influence the nurses professional growth rather than their overall performance in life. Professional growth is a satisfier. Income, housing, good food, investment are needs which can be termed as Hygiene Factors according to Herzberg's Theory but may not necessarily give satisfaction.