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### RESEARCH ARTICLE

#### REASONS FOR THE CHOICE OF NURSING AS A CAREER AMONG STUDENTS IN A PRIVATE UNIVERSITY IN MANILA, PHILIPPINES

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Motivations, Reasons, Nursing, Career

#### Abstract

**Background:** The choice of nursing as a career among students has been dramatically affected by the sudden rise of COVID-19 cases, in which the factors within the career may have caused motivation or demotivation. In this study, we determine the factors affecting the choice of nursing as a career among freshmen nursing students in a private university in Manila, Philippines.

**Methodology:** A descriptive study using a survey method was employed on 110 respondents from freshmen students in a selected private university.

**Results:** The most common reason that motivates students the choice Nursing as a career includes work itself ( $x=4.62$ ), possibilities for growth ( $x=4.54$ ), responsibility ( $x=4.44$ ), achievement ( $x=4.44$ ), and interpersonal relationship ( $x=4.39$ ). Meanwhile, the least reasons are high-impact salary ( $x=3.89$ ), advancement ( $x=3.85$ ), and working conditions ( $x=3.85$ ).

**Conclusion:** Motivation plays a crucial role in the decision of students to pursue nursing as a career or profession. Identifying and understanding the reasons for choosing Nursing as a career can assist nursing educators and policymakers in creating an environment that continues attracting and retaining passionate individuals in this noble profession.

**Recommendation:** Educational institutions should invest in comprehensive career counseling programs among students before choosing an academic college program.

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#### Introduction:-

The discipline of nursing is a critical component of the healthcare system, providing a gratifying and enriching occupational alternative for numerous aspirants. Comprehending the stimuli that drive students to select nursing is fundamental for academic institutions and policymakers in making informed decisions.

Nursing is a demanding vocation requiring commitment, empathy, and a resolute sense of accountability. Several reasons motivate students towards this discipline. Thus, this paper aims to explore the reasons that motivate students to study nursing programs and the implications of these motivations.

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**Theoretical Framework**

This research inquiry is based on the Herzberg Two-Factors theory, which is a motivational theory positing that job satisfaction and dissatisfaction are impacted by two categories of factors: hygiene factors and motivators. Hygiene factors, such as working conditions and salary, are fundamental job requirements that can lead to dissatisfaction if unmet. Concerning education, both the decision to pursue higher education and the choice of program to undertake and complete are influenced by hygiene and motivators.

Thus, this study answered the following questions:

**Research Objectives:-**

1. What are the socio-demographic profiles of nursing students in a private university in Manila?
  - 1.1 Sex
  - 1.2 Family income
  - 1.3 SHS strand
  - 1.4 Scholarship grant
2. What are the main motivations for choosing Nursing as a career in a private university in Manila?
  - 2.1 Achievement
  - 2.2 Advancement
  - 2.3 Company policies and administration
  - 2.4 High impact salary
  - 2.5 Interpersonal relationship
  - 2.6 Possibilities for growth
  - 2.7 Recognition
  - 2.8 Responsibility
  - 2.9 Supervision
  - 2.10 Working conditions
  - 2.11 Work itself

**Literature Review:-**

Choosing a career path is undoubtedly one of the most critical decisions we make in life, as it profoundly impacts our future. Nursing is an esteemed profession that requires individuals to possess passion, dedication, and a strong sense of empathy. This literature review aims to delve into the motivational factors that drive students to choose nursing. Through analyzing various studies and perspectives, we aim to highlight the reasons that inspire individuals to pursue nursing, thereby gaining a deeper understanding of this fulfilling vocation.

One of the main contributing factors that push students to choose nursing as their career is the assurance of job security and many opportunities. The demand for competent and qualified nurses is continually increasing, mainly due to the aging population and advancements in medical technology (Drennan et al., 2019). The Bureau of Labor Statistics (BLS) reports that employment of registered nurses is anticipated to grow by 7% from 2019 to 2029, which is faster than the average for all occupations. This projection indicates the availability of an extensive range of nursing positions, offering stability for potential nurses (BLS, 2019). The potential for job security and growth in nursing drives students' decisions to pursue this profession.

Nursing presents a distinctive opportunity for individuals to have a positive impact on the lives of others. Many students are motivated by a strong passion for assisting people and creating a difference in their communities. The gratification that comes from providing care and support to patients can be extremely fulfilling and a source of inspiration for aspiring nurses. Several studies have demonstrated that nurses are essential in enhancing patient outcomes and improving the healthcare experience (World Health Organization, 2020). The inherent value of nursing, particularly in patient care, renders it an appealing career choice for those who wish to make a meaningful contribution.

The nursing field provides students with various career specializations that cater to their interests and passions, such as pediatrics, geriatrics, psychiatry, surgery, community health, and critical care (Holfeltz et al., 2019). This diversity allows students to explore various areas of care, discover their niche, and experience professional growth

within their chosen specialty. Students are encouraged to pursue nursing due to the promise of a stimulating and constantly evolving career that offers continuous development and specialization opportunities.

Despite its challenges, nursing is a gratifying profession that offers numerous benefits and recognition. Nurses' dedication and hard work are greatly respected and admired, motivating many students to pursue this career path. The expression of gratitude from patients and their families and the appreciation from colleagues and the community serve as a source of inspiration for nursing students (Rosseter, 2020). Moreover, nursing presents ample opportunities for professional growth, with clear pathways for advancement, such as becoming a nurse practitioner or nurse educator. These prospects for career progression and personal fulfillment contribute to the allure of nursing as a viable long-term career option.

An individual's upbringing can significantly impact their decision to pursue nursing, with cultural and social dynamics playing a crucial role. Family values, societal expectations, and exposure to healthcare experiences can influence the perception of nursing as a profession. Research studies have suggested that individuals from cultures with values such as altruism, caregiving, and serving others are more inclined toward nursing (Chiang et al., 2011). Moreover, media depictions of nurses as compassionate and heroic figures could also motivate people to pursue a career in nursing (Selanders & Crane, 2012). These societal influences are instrumental in inspiring students to choose nursing.

## Methodology:-

### Research Design

The study utilized a descriptive research design.

### Research Locale

The study was conducted at a private university in Metro Manila.

### Sampling Design

A convenience sampling design was used in the study.

### Data Collection Procedure

The study gained institutional and ethics approval from the College of Allied Health. Prior to the distribution of the online questionnaire, informed consent was secured. It took three weeks to gather the data. Data analysis and interpretation followed after ensuring the completeness of the data gathered.

### Data Analysis

The collected data were tabulated in Microsoft Excel. Frequency, percentages, mean, and standard deviations were utilized to describe the reasons that motivate the students to choose a Nursing profession as a career.

## Results:-

### Socio-demographic Profiles

Table 1 shows the distribution of the socio-demographic profiles of the freshmen Nursing students at a private university regarding sex, SHS strand, family income, and scholarship grant.

**Table 1:-** Socio-demographic profiles of the respondents.

Demographic Profile	Frequency	Percentage (%)
<b>Sex</b>	91	82.7
Female	19	17.3
Male		
<b>SHS Strand</b>	73	66.4
STEM	37	33.6
Non-STEM		
<b>Family Income</b>	75	68.2
Below Php 50,000	35	31.8
Above Php 50,000		
<b>Availment of Scholarship Grant</b>	91	82.7

No	19	17.3
Yes		
<b>Total:</b>	110	100%

Table 1 shows that the majority of the first-year nursing students who answered the survey are females constituting (n= 91 or 82.7% ), having SHS- STEM Strand (n=73 or 66.4%), with a monthly family income of below Php 50,000 and most of them do not have scholarship grant.

### Reasons motivating the choice of Nursing as a Career

Table 2 shows the mean scores of each reason for choosing nursing as a career among Nursing students at a private university in Manila., Philippines.

**Table 2:-** Reasons that motivate the choice of Nursing Career.

Factors	Mean (x)	Interpretation
Achievement	4.43	Strongly Agree
Advancement	3.85	Agree
Company Policies	4.17	Agree
Impact Salary	3.88	Agree
Interpersonal Relationship	4.39	Strongly Agree
Growth	4.54	Strongly Agree
Recognition	4.08	Agree
Responsibility	4.44	Strongly Agree
Supervision	4.10	Agree
Working Conditions	3.85	Agree
Work Itself	4.62	Strongly Agree
<b>General Weighted Mean</b>	4.21	Strongly Agree

Legend: Strongly Agree: 4.21-5.00; Agree: 3.41-4.20; Neutral: 2.61-3.40; Disagree: 1.81-2.60; Strongly Disagree: 1.00-1.80

The most common reason that motivates students the choice Nursing as a career includes work itself (x=4.62), possibilities for growth (x=4.54), responsibility (x=4.44), achievement (x=4.44),” and interpersonal relationship (x=4.39). Meanwhile, the least reasons are high-impact Salary (x=3.89)”, advancement (x=3.85), and working conditions (x=3.85).

### Discussion:-

The study determined the reasons that motivate the students to pursue Nursing as a career in a private university in Manila, Philippines. The research revealed that the top reasons are the work itself, opportunities for growth, and responsibility. This is supported by Sims-Gidden's (2018) research, which emphasizes the crucial role nurses play in providing comprehensive care, promoting health, and advocating for the well-being of patients. Aspiring nurses are motivated to impact people's lives and contribute to their well-being positively. Conversely, the least motivating factors are high-impact salary (x=3.89), advancement (x=3.85), and working conditions (x=3.85). The least motivating factors are external factors This implies that students are driven by their authentic passion for helping others (Sims-Giddens, 2018). Many students are attracted to the nursing field because they find the work extremely satisfying and meaningful. Providing care and support to patients during their most vulnerable moments and assisting them in regaining their health and wellness can be incredibly fulfilling. Nurses often establish strong bonds with their patients and witness firsthand the positive impact they can have on individuals and entire communities. This feeling of purpose and fulfillment is a significant source of motivation for those pursuing a career in nursing (Watson, 2018).

The study has identified certain limitations, including geographical and cultural variations. The study was conducted in an urban setting, and it is essential to acknowledge that motivations for studying nursing may differ based on geographical location and cultural influences. This discussion provides a general overview but may only encompass specific factors relevant to some regions or cultural settings. Additionally, motivations for studying nursing are deeply personal, and while there are common themes, individual students may have unique reasons for pursuing nursing that are not addressed in this discussion.

The study can provide valuable insights into the reasons why individuals choose to pursue nursing as a career. Understanding these motivations can help institutions design better recruitment strategies, develop effective nursing programs, and support students throughout their education. Furthermore, by identifying the motivations behind choosing nursing, the study can help nursing schools and healthcare organizations attract more suitable candidates. Moreover, knowing why people choose nursing can aid in developing a nursing curriculum that aligns with the expectations and aspirations of prospective students.

Overall, a study on determining the motivations to study nursing can offer significant benefits, including improved recruitment strategies, enhanced curriculum development, increased career satisfaction and retention, informed policymaking, and heightened promotion of the nursing profession.

### **Conclusion:-**

Students are driven by various reasons when pursuing a career in nursing. Whether it is the desire to impact the lives of others and contribute to society positively, the prospect of a secure job, or the availability of diverse career paths, nursing offers a satisfying and meaningful profession. Moreover, nursing offers numerous opportunities for personal and professional growth, enticing students to join this line of work. As educators and healthcare professionals comprehend these motivations, they can better support students who aspire to become nurses, helping them achieve their objectives and prepare for a successful and fulfilling career in nursing.

### **Recommendations:-**

Educational institutions are recommended to invest in comprehensive career counseling programs that furnish precise and elaborate details regarding the nursing profession. This will enable students to make well-informed decisions about pursuing a nursing program. Financial assistance programs, scholarships, or loan forgiveness options are advantageous to attract and retain students in nursing programs, considering the potential financial burden associated with nursing education. An extensive examination of the motives behind studying nursing can be conducted to provide evidence-based insights to policymakers, empowering them to devise policies that aim at enhancing nurse recruitment and retention.

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