A new decade for social changes
Nursing Student's Attitudes toward Their Future Career in nursing faculty Kabul University of Medical Sciences

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Abstract. Background: a positive attitude toward a future career not only leads to job satisfaction and success but can also lead to the development of the community in which one serves. Due to the importance of medical fields, the appropriate attitude of students towards their future careers can be the basis of the physical, mental, and psychological health of human beings with the emergence of traits such as compassion and interest. Objective: The goal of this study is to assess the Nursing Students’ attitude level toward their future careers at Kabul University of Medical Sciences “Abo Ali ibn Sina” in 2021. Methodology: A cross-sectional descriptive study was conducted among 249 nursing students at Kabul University of Medical Sciences “Abo Ali ibn Sina” by census sampling method. The data collection tool was the University of Minnesota Questionnaire based on the Likert scale. Data were coded and analyzed using Statistical Package for Social Science (SPSS25) software. Results: The Mean and standard deviation of students’ attitudes towards their future careers were 17.78±5.351 respectively. Which was lower than the mean exam score (18). In total, 122 (49.0%) participants had a negative attitude, 107 (43.0%) had a positive attitude, and 20 (8.0%) students were neutral towards their future careers. Conclusion: The mean score for the attitude of the population under investigation toward their future career was lower than the acceptable level which demonstrates they do have not an acceptable attitude toward their future career.

Keywords. Nurse, attitude, Future career, Students

Background

Expert manpower is the most valuable asset of any country, which leads to cultural, economic, and social progress and growth, ultimately leads to scientific growth, and increases the level of awareness of the people in the community[1]. The main mission of educational systems is to train the needed human resources for this growth and development. The university, as the most important scientific organization for training knowledgeable and experienced professionals, plays a very important role in this mission. Students, as the basic
pillars of universities, form the main body of various organizations and organs of society in the future, and their views towards their future careers are one of the factors that affect the quality of educational services \[^2\]. One of the important components to achieve this goal is that people have consciously and with high interest and motivation have chosen their desired field and it is required to have this motivation to have a proper attitude towards a future career. A positive attitude towards the future career not only leads to job satisfaction and success but can also lead to the development of the community in which they serve. Considering the importance of medical fields, the correct attitude of students towards their future careers can be the basis for the physical, mental, and psychological health of human beings with the emergence of traits such as compassion and interest \[^3\]. On the other hand, worries about future career is a problem that has recently increased in various fields. The growing number of medical graduates is a major concern in society leading to students' anxiety and frustration about their future careers. When there are too many specialists at more than the required level in a society, it reduces the income of graduates and gradually reduces the desire to study and work in that field \[^4\]. A study on 578 health graduates of Isfahan School of Health showed that around 28% of them were unemployed at the time of the study \[^5\]. Also, the results of the study on the attitude of medical students at the University of Isfahan towards their future careers, indicate the negative attitude of these students towards their future careers \[^6\]. The type of student's attitude towards their future career is one of the individual and personality factors involved in students' scientific progress. Attitude is a state of mental and nervous readiness that is organized through experience and has a guiding or dynamic effect on a person's responses to all objects and situations that are related to them \[^7\]. Usually, success in any affair and achieving a goal requires a positive attitude toward that action or goal. In general, the combination of cognitions, feelings, and readiness to act on an issue is called a personal attitude toward the issue. Individual attitudes change in different periods of life according to the environment \[^8\]. Job motivation is necessary for useful and efficient employment. The important point is that, if a person is not interested in his job, it will be boring and even impossible to continue. Therefore, a relationship can be considered between job motivation and job success. A positive attitude towards the future of the job will bring job motivation, which will also lead to job success \[^9\]. However, worrying about a career is not a country-specific issue. In a study conducted at the University of Minnesota, USA, most medical students were concerned about declining medical status and income \[^10\]. In the UK, most GPs are unsure about their future careers too \[^11\]. The study, conducted by Hossain et al in Pakistan, has found that most Pakistani medical students (54%) were willing to emigrate abroad for more income and better employment and educational status \[^12\]. As well as the study, conducted by Law, W. et al show a negative attitude toward the nursing profession in more than 50% of students due to the low position of the nursing profession in society \[^13\]. In his study, Karros also points out the negative attitude of society towards the nursing profession and that the field of nursing is influenced by society and the social context and reflection of the perception of nursing by the media and society can affect the attitude of nursing students towards their profession \[^14\]. However, considering the importance of the issue, no research has been conducted in Afghanistan. Therefore, the present study can fill this scientific vacuity and provide evidence for health policymakers to plan and solve the problem.

Therefore, the goal of this study is to assess the Attitudes of Nursing Students toward Their Future Careers at Kabul University of Medical Sciences “Abo Ali ibn Sina” faculty of Nursing in 2021.
Methodology
A cross-sectional descriptive study was conducted among 284 nursing students of Kabul University of Medical Sciences “Abo Ali ibn Sina” in 2021. The census method was applied due to the small size of the target population. The data was collected by the University of Minnesota Satisfaction Questionnaire [10], which was used in several similar studies, including Samadi [2] and Marzban [15]. This questionnaire consists of 2 parts. The first Part 4 questions about sociodemographic characteristics such as gender, marital status; Type of accommodation and class of students and the second part consisted of 6 questions about the future career of nursing students from the perspective of students of this university. The questionnaire was validated by experts at the Ministry of Public Health and Kabul University of medical science, Afghanistan, and the reliability of the questionnaire was determined by using Cronbach’s alpha. The coefficient was calculated. A coefficient of 0.886 was obtained which indicated the reliability of the questionnaire.

Before distributing the questionnaire, information regarding the purpose of the study was given and consent was obtained from all students. Besides, they were assured that the study is confidential. Data were coded and analyzed using Statistical Package for Social Science (SPSS25) software. Descriptive statistics were used to calculate the frequency distribution of answers to questions about attitudes toward the Future Careers.

Results
In total, 249 questionnaires were filled. Of the total participants, 152 (61%) students were female, and 97 (39%) were male. the majority 221(88.8%) of participants were unmarried and 28 (11.2%) were married. Moreover, in terms of the settlement, 152 (61%) students lived in private homes and 97 (39%) in the dormitory. As well as, of all participants, 68 (27.3%) students were studying in the First class, 58(23.3%) in the second class, 65 (26.1%) in the Third class, and 58 (23.3%) in the fourth class (table 1).

The mean attitude scores toward future careers were 17.78±5.351, respectively. By considering the mean score of the test (18), the mean score of attitude toward a future career in studied students was slightly lower than the acceptable level. The results of the present study showed that, of the total participants, 122 (49.0 %) students had lower attitudes toward their future career than the mean score of the test, ie they had a negative attitude towards their future career, 107 (43.0%) had higher attitudes toward their future career than the mean score of the test, ie they had a positive attitude towards their future career And 20 (8.0 %) were neutral (table 2).

Results of the attitude of nursing students showed that the majority of 138 (55.5%) students stated that the legal benefits of this field are not appropriate. 127 (51%) students completely disagreed and disagree with the query expressing “I do not worry about the job market in the field of study”. Moreover, 149 (59.9 %) students completely disagreed and disagree with the query expressing “In my opinion, there is a proper counseling system in the University for Future Careers”. Results are presented in Table 3.
Table 1: socio-demographic characteristics of respondents in nursing students at Kabul University of medical science “Abu Ali ibn Sina” KUMS, Afghanistan, in 2021. (n=249).

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>97</td>
<td>39</td>
</tr>
<tr>
<td>Female</td>
<td>152</td>
<td>61</td>
</tr>
<tr>
<td>Marital status</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>221</td>
<td>88.8</td>
</tr>
<tr>
<td>Married</td>
<td>28</td>
<td>11.2</td>
</tr>
<tr>
<td>Accommodation Type</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dormitory</td>
<td>97</td>
<td>39</td>
</tr>
<tr>
<td>Home</td>
<td>152</td>
<td>61</td>
</tr>
<tr>
<td>Class</td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-class</td>
<td>68</td>
<td>27.3</td>
</tr>
<tr>
<td>Second Class</td>
<td>58</td>
<td>23.3</td>
</tr>
<tr>
<td>Third Class</td>
<td>65</td>
<td>26.1</td>
</tr>
<tr>
<td>Fourth Class</td>
<td>58</td>
<td>23.3</td>
</tr>
</tbody>
</table>

Table 2: percentage of students’ attitudes toward their future careers in 2021

<table>
<thead>
<tr>
<th>Variables</th>
<th>Mean ± (SD) Of Future career</th>
<th>Positive attitude &amp; Frequency (%)</th>
<th>Negative attitude &amp; Frequency (%)</th>
<th>Neutral &amp; Frequency (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Future career</td>
<td>18</td>
<td>17.78±5.351</td>
<td>107(43.0)</td>
<td>122(49.0)</td>
</tr>
</tbody>
</table>

Table 3: Frequency (%) responses of nursing students regarding their attitude toward the future career at Kabul University of medical science “Abu Ali ibn Sina” KUMS, Afghanistan. In 2021. (n=249).

<table>
<thead>
<tr>
<th>Query</th>
<th>Completely agree</th>
<th>Agree</th>
<th>No idea</th>
<th>Disagree</th>
<th>Completely disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers encourage students to find appropriate jobs in this future career</td>
<td>40 (16.1%)</td>
<td>90 (36.1%)</td>
<td>42 (16.9%)</td>
<td>58 (23.3%)</td>
<td>19 (7.6%)</td>
</tr>
<tr>
<td>I think the benefits and salary of employment in this field is appropriate</td>
<td>27 (10.8%)</td>
<td>42 (16.9%)</td>
<td>42 (16.9%)</td>
<td>98 (39.4%)</td>
<td>40 (16.1%)</td>
</tr>
<tr>
<td>I do not worry about the labor the market of my field of study</td>
<td>46 (18.5%)</td>
<td>50 (20.1%)</td>
<td>26 (10.4%)</td>
<td>93 (37.3%)</td>
<td>34 (13.7%)</td>
</tr>
<tr>
<td>In my opinion, there is a proper</td>
<td>16 (6.4%)</td>
<td>40 (16.1%)</td>
<td>44 (17.6%)</td>
<td>52 (21.1%)</td>
<td>97 (40.0%)</td>
</tr>
</tbody>
</table>
I like working in this field of study

<table>
<thead>
<tr>
<th></th>
<th>Total (%)</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling system in the university for future careers</td>
<td>(6.4%)</td>
<td>(16.1%)</td>
<td>(17.7%)</td>
</tr>
<tr>
<td>I like working in this field of study</td>
<td>62 (24.9%)</td>
<td>91 (36.5%)</td>
<td>16 (6.4%)</td>
</tr>
<tr>
<td>In my opinion, the number of people employed in this field in the society is small</td>
<td>43 (17.3%)</td>
<td>57 (22.9%)</td>
<td>61 (24.5%)</td>
</tr>
</tbody>
</table>

**Figure 1**: Distribution of participants' attitudes toward their future career by gender.
Figure 2: Distribution of participants’ attitudes toward their future career according to marital status.

The rate of a positive attitude toward a future career is higher among unmarried students compared to married students.

Figure 3: Distribution of participants' attitudes toward their future career by Type of accommodation.

Figure 4: Comparison of students' attitudes toward their future careers among the four classes.
The level of positive attitude among the four classes of nursing students in the first class is much higher than in other classes and vice versa, the level of negative attitude is higher in the fourth class.

**Discussion**

This research study aims to assess Nursing Students’ attitude level toward their future career at Kabul University of Medical Sciences “Abo Ali Ibn Sina” in 2021. Results of this study indicated that most of the students (61%) were female, which may be due to their interest in the field of study compared to males, and the fact that most of the participants in the National Entrance Examination are female. In terms of marital status, the majority of (88.8%) of students were unmarried and (11.2%) were married. The analysis of these findings showed that married students against unmarried students had unfavorable attitudes toward their future careers. Our finding was the same as Meysam Karimi et al\[16\], Mahshid Bahrami et al\[17\], Abdollahzadeh et al\[18\], and Rejali et al\[19\]. However, our findings were not the same as the results of Vahabi et al\[20\], Mohammadzadeh et al\[21\], and Khammarnia ET ALS\[22\]. It seems that the sense of responsibility and socio-economic pressures in married students have caused them to have an unfavorable attitude toward their future careers.

The findings of the present study indicated that there is a direct relationship between the attitudes of students toward their future career and their learning classes. In this way, as the students’ grade levels increased, their attitudes shifted the negative. This finding is the same with Meysam Karimi et al\[19\], Mahshid Bahrami et al\[20\], and Abdollahzadeh ET ALS\[21\]. It seems that by increasing the number of credits passed, passing internship units, being in the work environment, and doing practical work in internship environments, students' positive attitude towards their future careers decreases. Therefore, to improve the attitude of nursing students, should take measures for recognizing their problems, and solving their problems and barriers that are present in the environment of clinical education.

The mean of attitude toward future careers was 17.78±5.351, respectively. By considering the mean score of the test (18), the mean score of attitude towards future careers in studied students was lower than the acceptable level, which indicates the negative attitude of most of the students towards their future careers. This result is similar to the result reported in previous studies conducted by Law, W et al.\[16\] in Hong Kong, Meysam Karimi et al.\[19\] in Iran, Samadi et al.\[3\] in Iran, Roswell R et al.\[14\] in England, velliet\[23\] in France, and Hossain et al.\[15\] in Pakistan. These results are inconsistent with previous studies listed below. A study conducted by Beedemariam, G et al, among 422 pharmacy students in four public (Addis Ababa, Jimma, Gondar, Mekelle) universities in Ethiopia showed that most pharmacy students had a positive attitude towards their future careers and workplace\[24\]. The result of a similar study conducted among health students of Arak University of Medical Sciences showed that the most of students (75.6%) had a positive attitude toward their future careers\[25\]. While in the present study only (43%) of participants had a positive attitude toward their future careers. The main causes of this negative attitude of students toward future careers include worries about the labor market, the social view of the field, the lack of a proper career counseling system, and dissatisfaction with the legal benefits of nursing. In the study of Sadr Arhami, Mohammad Taghi Samadi, Ameneh Marzban, and Mohammad Khammarnia, causes such as the social status of the career, society's attitude towards the career, concerns about the labor market, and career income were the most important reasons negative attitude of students toward their future careers\[2, 6, 15, and 22\].
Conclusion
Students do not have an acceptable attitude toward their future careers. Rising and promoting to a higher class, the students' attitudes tended to be negative. There is the highest level of a positive attitude toward the future career among the first-grade students and the lowest level of positive attitude among the fourth-grade students.

Recommendations
- Creating a culture in the field of the dignity of the nursing profession.
- Creating suitable conditions for employment graduates from this field and creating a new labor market.
- Honoring the position of the nurse in the work environment and society due to the tedious nature of this profession alleviates students' worries about the future of the job and becomes interested in employment in this field and changes society's view of this field.
- Paying attention to the salaries and benefits of this job and meeting the material needs of this group can create the necessary motivation in students working in this field.

Limitations
The findings of this study are self-report, so they cannot be generalized to all students and all disciplines. Further studies needed to be done.

Strength
This study conducted in Kabul University of Medical Science Faculty of Nursing classes 1, 2, 3 and 4 all students male and female.

Author's contribution
All authors equally contributed. A.Q drafted the manuscript and analyzed the data, R.N & Z.H data collection & N.H translated the initial manuscript from Persian to English, intensively reviewed the manuscript, and responded to the reviewer's comments.

Conflicts Of Interest
"The author(s) declare(s) that there are no conflicts of interest regarding the publication of this paper."

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