Investigation of the relationship between working conditions and career barriers of nurses

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Abstract

Background: Nurses are the largest part of a country's healthcare workforce and need to improve themselves professionally and plan careers. If we know the career barriers, it will guide the solution suggestions on this issue.

Objective: To investigate the relationship between working conditions and career barriers experienced by nurses.

Methods: This study was conducted using the descriptive type research design involving 379 nurses working in a province of Turkey between May and June 2020. Data were collected using the Sociodemographic Characteristics Form and the Career Barriers in Nursing Scale.

Results: Of the participants scores, 37.21 ± 12.1 were in the "organizational culture and policies" subscale, 17.46 ± 6.0 in the "personal preferences and perceptions" subscale, 10.97 ± 4.5 in the "negative thoughts about the profession" subscale, 8.37 ± 3.0 in the "stereotypical biases" subscale, and 16.20 ± 5.2 in the "multiple roles" subscale. The average total score of career barriers in nursing was 90.23 ± 27.1.

Conclusion: A significant but weak negative correlation was found between the total average of the Career Barriers in Nursing Scale score and age ($r = -0.121$; $p = 0.019$), graduation date ($r = -0.025$; $p = 0.120$), and working time ($r = -0.019$; $p = 0.115$). No significant correlation was found between working time in the current institution, average working time per week, and total of the Career Barriers in Nursing Scale score.

Keywords: Nursing; career; health; hospital.