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CORRELATION BETWEEN MOTIVATING FACTORS AMONG NURSING STUDENTS AND CHOOSING PROFESSION AS A CAREER: A STUDY FROM PAKSITAN.

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ABSTRACT

BACKGROUND: A person's choice of career is a significant life decision. This choice entails picking a vocation that meets one's needs and expectations among a variety of possibilities. People are educated in the field they choose for this crucial decision. It is generally acknowledged that society views nursing favorably as a vocation since it provides social mobility, job security, and a wide range of career options. **OBJECTIVE:** This research study was intended to determine motivating factors of nursing students toward decide on nursing field as a career. **DESIGN OF STUDY:** Descriptive Cross-Sectional study. **PLACE & DURATION:** from Government Nursing School Januray 2018 to March 2018. **MATERIALS AND METHODS:** This cross cross-sectional study was lead during Jan-March 2018 on 98 nurses, studying at Government nursing school in Karachi, with minimum qualification of 3 years diploma in nursing. The data collection instrument consisted of a section on demographic information and Structured Questionnaire. The analysis of data was done through SPSS v27, and Data scrutiny involved in the use of descriptive statistics and chi-square test were used. **RESULTS:** In this study, 61.7% and 56.6% answered that the reason for prefer nursing profession is the providing of care and helping to the people. A extraordinary proportion of students (100%) choose to nursing profession based on their perception for an ideal opportunity of employment. At a rate of (83.8%) and (60%) students stated that nursing is a valuable work in the society. The highest percentage of the students (100%) stated that the main reason for choosing nursing profession include the anticipation for attractive salaries and advance degrees in nursing. At a rate of (70.5%) students would be willing to work another field. **CONCLUSION:** Students' preference for advanced degrees in nursing, the possibility of easily accessible employment, high income, and the desire to assist and care for others continue to be the most compelling reasons for selecting the nursing profession.

KEYWORDS: Nurses, Profession, Government School, Motivating factors

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INTRODUCTION

One of the most significant decisions a person will make in their lifetime is selecting a career. This choice entails picking a vocation that fits one's needs and expectations out of a variety of possibilities. People are educated in the field they choose for this crucial decision¹ The choice of a profession is based on several driving aspects that an individual believes are necessary for his job satisfaction and performance. Extrinsic influences, such as parents, teachers, counselors, and a few others, high wage, societal influence, environmental pressures, chance, and mass media, may encourage the individual.² Furthermore, internal variables play a significant role in the choosing of assisting professions such as nursing. However, motivation is primarily inherent, but it can also be influenced by external circumstances.³ Prime of profession is an vital decision in an individual's life.⁴ The first factor influencing students' decision to pursue nursing is their educational and professional goals, which include their conviction that nursing is their preferred career path and that there is room for growth in nursing education or nursing careers.⁵ The most central reasons inspiring young students to study nursing are delivery of care and benefit to people.⁶ Helping a sickening individual lodges the first place among the reasons why the students of the career of nursing pick nursing as their professions⁷ None of them regretted choosing to become nurses; some wanted to work in alternative healthcare fields like physiotherapy, medicine, or occupational therapy; others wanted to teach but chose nursing because of their poor grades. One's decision to pursue nursing may be primarily influenced by information about the field, which can be obtained via family members and job experience.⁸ From the viewpoint of Iranian nursing students, the study investigated the significance of professional values. One hundred students evaluated the importance

of twenty-six professional values using the NPVS-R questionnaire. The findings indicated a high level of general awareness, with "preserving privacy" and "maintaining patient confidentiality" being ranked as the most crucial. Participation in peer review and policy decisions were the least valued. Stronger appreciation of professional values was found to be positively correlated with better GPA. The study highlights the necessity of better teaching methods to help nursing courses incorporate underappreciated professional values.⁹ The study examined the significance of professional nursing values among 100 Iranian nursing students and 250 nurses. Compared to nurses, nursing students gave higher ratings to professional ideals, particularly in the areas of justice and compassion. Professionalism and activism were ranked as the least significant domains by both groups. Professional values were greater among nurses who had received ethics training than among those who had not. Nurses' value evaluations were positively impacted by age, indicating that experience may have an effect on how value is perceived. The results show a disconnect between nursing practice and education, particularly when it comes to applying values. To close this gap, the report suggests bolstering value-based education, particularly for activism and professionalism.¹⁰ The study titled "Professional Values of Nurses and Nursing Students: a comparative study" aimed to compare how nurses and nursing students in Iran perceive professional nursing values. Findings revealed that while both groups rated these values as important, nursing students consistently scored higher, especially in the domains of caring and justice. Activism and professionalism were rated lowest by both groups. Factors like age and prior ethics training positively influenced nurses' scores, highlighting the importance of continuous education. The study also

noted a gap between theoretical instruction and clinical practice, calling for more emphasis on value-based training—especially regarding activism and professionalism—to better prepare nurses for complex healthcare environments.¹¹ The study explores nursing students' perceptions of the profession and evaluates the impact of the Johnson & Johnson Campaign for Nursing's Future on their decision to pursue nursing. Surveying a national sample of 496 students, the research reveals that while most believe nursing is physically demanding and underappreciated, they also view it as a secure and respectable career, including for men. The majority anticipate the nursing shortage will increase stress and lower care quality but may lead to better pay and job options. Influences on choosing nursing include advice from practicing nurses, friends, and family, with significant awareness of the campaign's media efforts. Students who enrolled after the campaign were generally more optimistic, suggesting its positive influence, especially among White and baccalaureate-level students. The study underscores the importance of targeted recruitment efforts and the influential role of nurses and educators in shaping perceptions.¹² The article provides an overview of the opportunities and challenges facing the nursing profession in Iran, highlighting issues such as severe nurse shortages, job dissatisfaction, low societal status of nurses, the gap between nursing theory and clinical practice, inadequate community-based care, inefficient student recruitment, and outdated educational curricula. Despite advancements in healthcare and education, the Iranian nursing system struggles with organizational, economic, and sociocultural obstacles that impact both care quality and workforce morale. The authors recommend strategies such as improving nurses' work conditions and salaries, enhancing their professional image, expanding community-based roles,

reforming education, and empowering nurses through policy participation and media advocacy to strengthen the profession and improve patient outcomes.¹³ This study assessed the attitudes and perceptions of 129 undergraduate nursing students in Bangalore, India, toward the nursing profession, using a modified Beliefs, Attitudes and Perceived Practice questionnaire. Findings revealed that while a portion of students enrolled in nursing out of personal interest or to improve financial conditions, many were unaware of critical aspects like patient rights. Social prejudice was identified as a significant factor influencing career choice, and less than half expressed a strong commitment to continuing in the profession. Most preferred clinical or administrative roles post-graduation, with a minority interested in academics or changing careers. The study highlights the need for nursing curricula to address patient rights, improve public perception, and implement pre-nursing counseling and introductory courses to foster positive attitudes and attract committed candidates to the profession.¹⁴

MATERIALS AND METHODS

The Descriptive cross-sectional study was conducted on nursing students of institutes at Government nursing schools of Karachi, a total 98 female nursing students were participated in study. The duration of study started from January 2018 to March 2018. Data collected after approval of synopsis and permission of Ethical approval was taken from Institutional Review Committee (IRC) of the Government of Nursing Schools. Permission was taken from both head of the institutes. The proforma were anonymously administered to the students. Before administering the questionnaires, informed consent was taken from the participants. Participants were free to refuse to participate in this study. Data were kept confidential, and anonymous. The participants were

identified with special identification codes, which were made known only to the research team. Following were study instruments used during data collection. 1. Semi-structured questionnaire in the proforma there were 12 item questions explored motivating factors towards the selection of nursing as profession.

STATISTICAL ANALYSIS

The consistency and completeness of the collected data were examined. Analysis was conducted using SPSS version 25.0. The use of descriptive statistics like mean, standard deviation, and percentage. A $P < 0.05$ was considered statistically significant, and the chi-square test was used to compare and test the significance of the qualitative variables.

ETHICS APPROVAL

The ethical approval for this study was sought from the institutional review committee of the Government nursing school of Karachi, Sindh, Pakistan.

RESULTS

The majority of the participants were male in percentage of (69.3%) and females were in percentage of (30.6%). Male participants (61.7%)^{rank7} answered that the reason for prefer nursing profession is the provision of care and helping to the people. A high percentage of male students (100%)^{rank1} choose to nursing profession based on their perception for an ideal opportunity of employment, and (77.9%)^{rank5}, they like the profession. Other reason for choosing nursing include the family influence to choose profession (16.1%). at a rate of (83.8%) students stated that nursing is a valuable work in the society. Majority of the male students (88.2%) stated that nursing profession is suitable for them. A relatively high percentage of (100%) answered that main reason for choosing nursing profession for high salaries and other reasons are adequate score (13.2%) and scholarship to choose nursing as a

career (44.1%). At a rate of (70.5%) students would be willing to work another field. A relatively high percentage of students (79.4%) stated that they continue their studies like master degree in nursing. whereas the (4.4%) students would like to go to abroad. as shown in table 1.

Most female nursing students perceive the nursing as helping others (56.6%), a high percentage (100%) students stated that they choose nursing profession for easily available job and 60% as they like nursing profession. Majority of the female students (83.3%) influenced by their family members to choose nursing (43.3. %) students answered that nursing is a valuable profession in the society. At rate of 60% female students believe that the nursing profession concurrent with their personality. The highest percentage of the students (100%) stated that the main reason for choosing nursing profession include the expectation for attractive salaries. Other reasons are low score (40%), scholarship (40%). At a rate of (26.6%) would like work in another field than nursing. the highest percentage of students (100%)^{1rank} prefer to receive advance degrees in nursing, while (26.6%) students want to go to abroad after graduated. As shown in table 2.

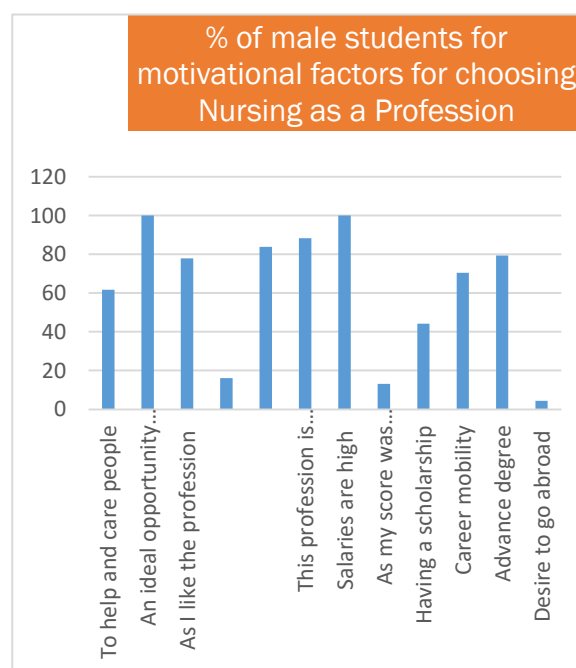


TABLE-1 PERCENTAGE OF MALE STUDENTS FOR MOTIVATIONAL FACTORS FOR CHOOSING NURSING AS A PROFESSION (N=98)

S/No	Reasons	Frequency(n=68)	Rank	%
1	To help and care people	42	7	61.7
2	An ideal opportunity of employment	68	1	100
3	As I like the profession	53	5	77.9
4	Am I under the influence my family and near surroundings	11	9	16.1
5	It is a livelihood which is needed by the society	57	3	83.8
6	This profession is suitable for me	60	2	88.2
7	Incomes are high	68	1	100
8	As my score was acceptable	09	10	13.2
9	Having a scholarship	30	8	44.1
10	Career mobility	48	6	70.5
11	Advance degree	54	4	79.4
12	Desire to go abroad	03	11	4.4

TABLE 2: PERCENTAGE OF FEMALE STUDENTS FOR MOTIVATIONAL FACTORS FOR CHOOSING NURSING AS A PROFESSION (N=98)

S/No	Reasons	Frequency(n=30)	Rank	%
1	To help and care people	17	4	56.6
2	An ideal opportunity of employment	30	1	100
3	As I like the profession	18	3	60
4	As I am under the influence my family and near surroundings	25	2	83.3
5	It is a career which is needed by the society	13	5	43.3
6	This profession is suitable for me	18	3	60
7	Salaries are high	30	1	100
8	As my score was adequate	12	6	40
9	Having a scholarship	12	6	40
10	Career mobility	08	7	26.6
11	Advance degree	30	1	100
12	Desire to go abroad	08	7	26.6

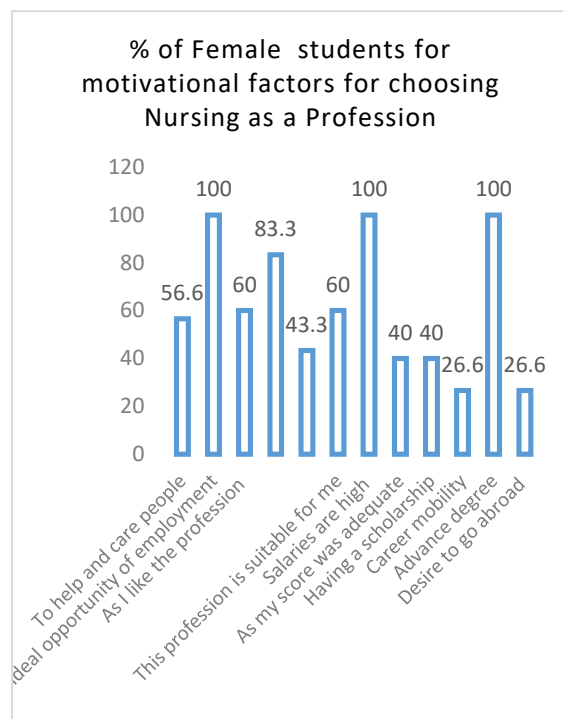
DISCUSSION

Finding out why nursing students choose nursing as a career was the aim of the current study. According to the current study, the majority of students who choose to become nurses do so because they wish to assist in providing care for others. Other studies have found that the need to assist others and other humanitarian considerations have a significant role in nursing profession choice.¹⁵ According to the respondents, the primary factor

influencing the decision to pursue a career in nursing was the work environment, which was described as include job security, ease of access to employment, and a variety of career options. The research study found that students prefer jobs where they can avoid unemployment, therefore job scenario came out on top.^{16,17} According to the current study's findings, the majority of students had familial influence over their choice of nursing career, with M=77.9% and F=60% of them citing nursing as their intended

career. Participants' choice of career was influenced by friends or family in the field.

¹⁶Students' decisions are influenced by a number of factors, including the necessity for nurses in society and the ease with



which they can find work in our nation. The majority of nursing students stated that they possess the qualities of a nurse and that they wanted to pursue a career that would truly fulfill them. As stated by ¹⁸ that one of the motivations for studying and becoming a nurse was the chance to provide care and the fact that it was a career that matched the personality and character of a nurse. A significant portion of students decide to become nurses in order to earn a living wage. The aforementioned conclusion is likewise emphasized in the investigation carried out by A significant proportion Ninety percent of students expressed a desire to pursue post-graduate nursing degrees. Performed a survey among nursing students in Norway. According to this report, more than 70% of students think that a nursing degree serves as the foundation for additional education.¹⁹.

LIMITATIONS

The study was subjective because it relied on self-reported data. The study's cross-sectional design, which makes it impossible to prove a causal association, is another drawback.

CONCLUSION

The potential for easy employment, great pay, and the desire to serve and care for others continue to be the most compelling reasons for students to choose the nursing profession. Students also prefer advanced degrees in nursing. This Study proved that nursing students selecting nursing career currently due various reason mentioned in results that ultimately leads toward the care of community of Pakistan and that factor also enhance the economy of country by promoting effective care and health development of people by providing professional nursing care.

RECOMMENDATIONS: The current study recommends conducting further studies on the motivating factor of the nursing students in other different govt and private nursing institutes of province.

ETHICS APPROVAL: The ERC gave ethical review approval.

CONSENT TO PARTICIPATE: written and verbal consent was taken from subjects and next of kin.

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AUTHORS' CONTRIBUTIONS:

All persons who meet authorship criteria are listed as authors, and all authors certify that they have participated in the work to take public responsibility of this manuscript. All authors read and approved the final manuscript.

CONFLICT OF INTEREST: No competing interest declared

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