

Tracking of Post Basic Nursing Graduates of Nepal Institute of Health Sciences, Boudha

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ABSTRACT

The present study conducted at Nepal Institute of Health sciences (NIHS), Kathmandu. The study traces out the placement of the post basic nursing graduates of the Nepal Institute of Health sciences, from 2002 to 2008.

The aim of the tracer study was to determine, the relevance in terms of, utilization status of curriculum of the Purbanchal University, prescribed for, in the post basic nursing graduates. The objectives of this study were to determine the level and extent of employability, demand based utilization, and the changing congruency between demand and supply.

A total of 100 respondents, out of 265, were selected based on their placement within and outside Kathmandu as well as out of Nepal. Proportionate stratified random sampling was used to collect information through telephone, email and direct contact. Data was analyzed using SPSS program.

An overwhelming (98%) number of respondents reported that they were able to perform their duties in a satisfactory way though some orientations were required. Majority of the respondents reported that the theory and clinical portion of the curriculum was relevant to meet the market demand.

The major recommendations include: 1. periodic review of the market demand and subsequent modification in the curriculum. 2. Institutional policy for more inclusive nursing population. 3. Increasing focus on midwifery and community health nursing. 4. Timely carrier development incentives and 5. Expansion of master degree programmed with specialization to meet the growing market demands.

Key words; Research in nursing, Tracking study- nursing, nursing curriculum

Introduction

Stupa Health Care Centre Co-operative Limited (SHCC) is a social, service oriented, community owned, integrated and comprehensive health care cooperative centre. The SHCC has three main branches, namely Nepal Institute of Health Sciences (NIHS), Stupa Community Hospital and Centre for Research, Training and International Relations. NIHS is affiliated to Purbanchal University and council for Technical education and Vocational Training for graduate and certificate programs respectively.

The proposed research is related to tracking of the nursing graduates passed out from NIHS. The main concept of the proposed research is that the production of nursing graduates should match with the utilization demand and opportunities. But in practice it may not be so. One of the underlying reasons may be the curriculum and educational process are not corresponding the utilization demand and opportunities.

In the current social, political and economic environment colleges must be able to demonstrate their effectiveness. Economic growth and productivity in knowledge depend on the availability of highly trained workers to meet employers' needs. Till the date 265 PBBN students passed from NIHS and there is no reports regarding the situation of the passed out graduates. The graduate tracking system was not done in NIHS till the date so the study support the process in an efficient and effective manner in order to document graduate utilization and to provide feedback to the administration and faculty.

Methods

The research study was focused on tracking of post basic nursing graduates so descriptive study design was used. The research areas consisted of both Kathmandu and outside of valley as well as outside Nepal because passed out graduates were working in these areas. The study included the Nursing (PBBN) graduates, who graduated from NIHS, Nepal within the last seven years i.e. from 2002 to 2008 A.D. Stratified proportionate random sampling technique was adopted. Sample size was 100.

Semi structured interview questionnaires for outside Kathmandu valley and outside country and, self administered questionnaires were developed and used to collect information for within Kathmandu valley. The research instruments were same

for those respondents. The questionnaires were related to; demographic characteristics of respondents, employment status of respondents, utilization status, Congruency /in congruency with nursing educational programmer. Data was analyzed by using SPSS computer software programme.

Results

The distribution of respondents according to demographic characteristics. Of the total 100 respondents, 79% of respondents were from within valley, 13% of respondent were from outside of valley and remaining 8% were from outside country. More than half of respondents (53%) were Brahmin/ Chhetri, followed by Adibasi/Janajati (46%) and nominal (1%) was Terai caste. almost all (97 %) were Hindu, small proportions (2%) of respondents were Buddhist and remaining (1%) was Christian. Majority (65%) of respondents belonged to the age group 24-35. More than one fifth (24%) of respondents belonged to the age group 36-45 and minority (11%) of respondents belonged to the age group 46-55 years.

Table: 1

Distribution of respondents according to their employment status

Employment Characteristics	Respondent within valley (79)	Respondent Outside valley (13)	Respondent Outside Country (8)	Total	Percentage (%)
Employment (n=100)					
Yes	79	13	6	98	98
No	-	-	2	2	2
Working organization (n=98)					
Government	42	4	3	49	50
Private	37	9	3	49	50
Promotion after PBBN(n=98)					
Yes	54	8	-	66	67
No	25	5	6	32	33

Table1 shows the distribution of the respondent according to their employment characteristics. Respondents were asked the question whether they were employed or not, it was found that almost all the respondents (98%) were found employed and nominal (2%) of respondents were found unemployed. Of the total 98 employed respondents, 50% of respondents are working in government organizations and similarly 50% of respondents are working in private organizations. They were also asked whether they promoted or not in their job (**Table 1**).

The study tried to examine the relationship between working organization i.e. government and private and promotion after PBBN i.e. assistance matron, sister in-charge, ward in-charge, clinical supervisor in hospital. The cross verification indicates that there was significant relationship ($p=.024$) between working organization and promotion after PBBN (**Table no CT-1**).

Table no CT-1

Association between working organization and promotion after PBBN

			Promotion after PBBN		Total
			Yes	No	
Working organization	Government	No	25	25	50
		% of Total	31.6%	31.6%	63.3%
	Private	No	22	7	29
		% of Total	27.8%	8.9%	36.7%
Total	No	47	32	79	
	% of Total	59.5%	40.5%	100.0%	

$$\chi^2 (1, N = 79) = 5.094, p = .024$$

Table 2 indicates the distribution of the respondents according to their specialized subject in PBBN. Of the total 100 respondents, 65% of respondents had specialized in Adult Health Nursing/ Hospital Nursing, 21% of respondents had specialized in Community Health Nursing however they were not working according to their specialized subject in PBBN and they were working in colleges and hospitals and remaining (14%) had specialized in Midwifery Nursing. Of the total 98 respondents, majority (76 %) of respondents were working according to their specialization. 24% of respondents were not working according to their specialization after PBBN. Among total

98 respondents, 60% of respondents were working in hospitals and 40% of respondents were working in colleges (**Table: 2**).

Table no: 2
Distribution of respondents according to their specialized subject in PBBN

Specialization in PBBN	Respondent within valley (79)	Respondent Outside valley (13)	Respondent Outside Country (8)	Total	Percentage (%)
Specialized subject in PBBN (n=100)					
Hospital/ Adult health Nursing	55	3	5	65	65
Midwifery Nursing	13	1	-	14	14
Community Health Nursing	11	9	1	21	21
Work according to specialization (n=98)					
Yes	57	12	5	74	76
No	22	1	1	24	24
Area of working after PBBN (n=98)					
Hospital	46	7	6	59	60
College	33	6	-	39	40

Discussion

Of the total 100 respondents, more than half (65%) of respondents specialized in Adult health Nursing/ Hospital Nursing, near about one fifth (21%) of respondents had specialized in Community health Nursing however, they were not working according to their specialized subject in PBBN and they were working in college and hospital and remaining (14%) specialized in Midwifery Nursing. Of the

total 98 respondents, majority (76 %) of respondents were working according to their specialization. Less than one quarter (24%) of respondents did not have working according to their specialization after PBBN. Among total 98 respondents, more than half (60%) of respondents were working in hospital and less than half (40%) of respondents were working in college.

The findings were supported by a follow-up study at William Rainey Harper College (WRHC) in 1987 where mailed questionnaires stated that 59% of the respondents employed working in nursing-related fields such as 24% were working in surgery, 16% in geriatrics, 13% in medicine, 9% in pediatrics, and 9% in psychiatric care; (5) 72% worked in a hospital environment, while 15% were employed in an extended care facility.

Almost all (98%) the respondents were well prepared as bachelor nurse by theory and clinical portion of PBBN curriculum however, nominal (2 %) respondents reported they were not well prepared by theory and clinical portion of PBBN curriculum because theory classes do not tally with practical duty and different curriculum. The findings were supported by a follow-up study at William Rainey Harper College (WRHC) in 1990 in which questionnaires were mailed which was based on a 98% respondents felt they were well prepared in technical job skills and job knowledge, but did not feel well prepared with respect to job search skills and managerial skills.

More than half (74%) of the respondents did not felt that they had workload and less than one quarter reported that they had workload in their working area. Among them 48 % of respondents rated the workload too much. Due to workload they could not provide quality care to patient and could not take leaves for their personal work. All of the respondents have family support in their nursing job. The finding was supported by "A 10-year follow up study done on the title "fit for purpose: the relevance of Masters Preparation for the professional practice of nursing" at University of Edinburgh. Continuing education is now recognized as essential if nursing is to develop as a profession. The findings indicated clearly that the possession of an M. Sc. degree opened up job opportunities and where promotion was not identified, the process of study at a higher level was still perceived as relevant to the work environment. This applied as much to the context of clinical practice as to that of management, education or research. The perceived enhancement of clinical practice from a generic Masters programme was considered a significant finding. Also

emerging from the data was an associated sense of personal satisfaction and achievement that related to the acquisition of academic skills and the ultimate reward of Masters Status. The concept of personal growth, however, emerged as a distinct entity from that of satisfaction and achievement, relating specifically to the concept of intellectual sharing, the broadening of perspectives and the development of advanced powers of reasoning.

Recommendations

These research findings recommended that;

These research findings recommended that;

- The college/hospital management should develop an appropriate policy to narrow the gap between the urban and rural areas to contribute to balance spread of nursing graduates throughout the country.
- Keeping in view the government's focus on social inclusion it is recommended to increase the quote of this Terai caste groups. This will not only cross their language barrier but also raise the popularity and relevance of this institute in the general public who seek quality care at the hospital.
- Since this nursing graduates have greater demand in midwifery and the community health nursing the management board should put relevant focus to meet market demands.
- As the shortage of relevant staff in each division of a hospital creates excessive workload of the nurses, the hospital management should make supply and demand side of the nursing care.
- There is a greater market demand for higher education in nursing care to provide specialized nursing care, the college management as well as the government's policy makers and planners should develop liberal policy for promoting masters programs in nursing within this country.
- As government vacancy announcements are not in time, the department of health services should look into the issue and make effective and efficient provisions to announce all vacancies in both national and local papers and other electronic media.

- As lack of sufficient supervision and guidance from teachers due to insufficient supervisors in clinical posting so it could be better to recruit more supervisors for nursing graduates.
- It would be recommended that similar type of study can be done in others colleges of Purbanchal University.

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