A Study to Determine the Factors Influencing Professionalism among Nurse Educators as Perceived by them in the Selected Nursing Educational Institutes of North India

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ABSTRACT

Introduction: The professional values must underpin education as well as practice. Professionalism is a set of attitudes and behaviours believed to be appropriate to a particular occupation. Aim: The aim of the study was to explore the factors influencing professionalism among nurse educators. Material and Methods: Cross-sectional survey followed by focus group discussions (Emergent-systematic focus group design) was used to collect data from 407 nurse educators (343 for survey and 64 for focus groups) from various nursing colleges of three conveniently selected northern states of India, using maximum variation sampling. Self structured questionnaire and focus group guidelines were developed and Flexner criteria were used to measure the level and predictive variables of professionalism. Results: Individual factors (62.3%) were perceived as of influencing nurse educator’s professionalism more positively as compared to organizational factors (51.2%) and external professional occupational factors (23.9%). Factors under professional/occupational component (70.2%) were perceived to be influencing nurse educator’s professionalism more positively as compared to factors under cognitive/psychosocial/cultural component (37.7%) and Physical/Structural Policy component (29.4%). Some of the positive factors explored in the present study includes professional experience, knowledge, attending conferences/workshops, coping skills to deal with the problems, interest in profession, college of final degree attainment and place of work whereas high workload/burden, inadequate resources in the organization, low salary, privatization of nursing education, negative attitude of students, poor professional knowledge of colleagues, absenteeism and lack of interest among students were considered as main negative factors influencing nurse educator’s professionalism. Overall level of professionalism among the subjects was low and associated with their professional qualification and experience. Further Predictive variables of professionalism include professional experience, qualification, nature of college management and its duration of establishment, post graduate institutions and institutions attached with own medical college. Conclusion: Early identification of various factors affecting professionalism is very necessary so that positive factors can be promoted and negative factors can be discouraged. Legal, statutory and professional nursing bodies should initiate steps to enhance professionalism among nurse educators.

Key words: Nursing, professionalism, Nurse Educator, Factor. Educational institute