



PERSPECTIVES FOR REALISATION OF THE NURSES IN THE MODERN CONDITIONS

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ABSTRACT

In the last years the problem of the lack of nurses in Bulgaria is very topical. The realisation of the future medical specialists is not only their own problem but is a problem of the whole society. The lack of professional perspective as a result of our still not reformed health system pushes a great number of nurses to find a job abroad. Young people are very active in searching for a possibility for successful professional realisation and expressing their opinion on solving health care problems.

Key words: professional realisation, student nurses, knowledge, activity.

INTRODUCION

The problem of where and how the young people will realise themselves professionally as specialists after their graduation is very typical for a country under reform as Bulgaria. The economic reforms affect especially the people of active working age. The youth – the most important potential for each country's progress and development, is heavily influenced by this process.

On one hand, under conditions of reform and economic crisis, the problem of the realisation of the health specialists comes to the front. The concrete problem in many countries is the deficit for nurses because of the lack of financial aid in the sector.

In spite of the Declaration of the International Council of Nurses of 2005 where the ratio of 1:4 between the number of nurses and the number of patients, which need medical care, was stated, the result shows that we are far from the minimum ratio. The data from the last research shows that the number of nurses has decreased twice (from 60 000 to 30 000)(1,2).

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The reason for the nurse deficit can be found in the demographic processes in the country /a rising number of aged population which needs active health care/, in the education policy of the state with regard to the training of nurses and also in their salary and working conditions.

The researches on the problem of the professional realisation in the sphere of health care in the last years show that despite their satisfaction with the high level of the Bulgarian education and way of teaching in this sphere, most of the nurses are not satisfied by the perspectives provided by our health system for their professional realisation. This pushes a great number of them to search for realisation abroad, especially in EU countries. The main reason for their emigration is the low rate of their salary (1).

It is a fact that the professional realisation is a problem which worries not only the graduated nurses but the whole public nowadays in times of political and economic changes; we were provoked to follow the opinion of the educating nurses for their future realisation.

The purpose of our research is: To ascertain and analyse the opinion of the students of the nursing major about the opportunities for realisation in the modern conditions.

MATERIALS AND METHODS

The conducted anonymous poll research of 70 nursing students in the year 2009/10, 30 students from the Medical faculty of the Thracian University and 40 from the Medical University – Plovdiv.

The distribution by sex of respondents shows that most of them are women. Only one is a man, which explains the fact that the nursing profession is more preferred by women. The average age of the respondents is 23,5.

The applied instruments are poll cards with 10 questions, which specify the range and concreteness of the research. The research is anonymous. It uses strategic and graphical analyses to process the data.

RESULTS AND DISCUSSION

Half of the surveyed nursing students consider that in the modern conditions their opportunities for realisation are limited. The answers were probably provoked by the world economic crisis, which has affected all sectors, particularly the financing of health care, the closing of some

hospitals, different structures and whole sectors, mainly in the medium and small towns. The chances for receiving an adequate salary are very low because of the insufficient financing for the sector. However, about 36% think that there are opportunities for proper realisation referring to the vacant positions in health care because of the deficit of nurses. A small percentage of the respondents are not yet familiar with the possibilities for their future realisation. This can be explained by the fact that they have one more year till their graduation. The respondents are in their III year of studies and they deem they have enough time to orientate themselves in their future professional realisation.

The answer to the next question is very much as expected – a high percentage of the inquired (80%) want to work in the sphere of health care because of the nature of their profession. A small number (15%) have not yet decided and only (5%) would renounce the realisation in the medical sphere.

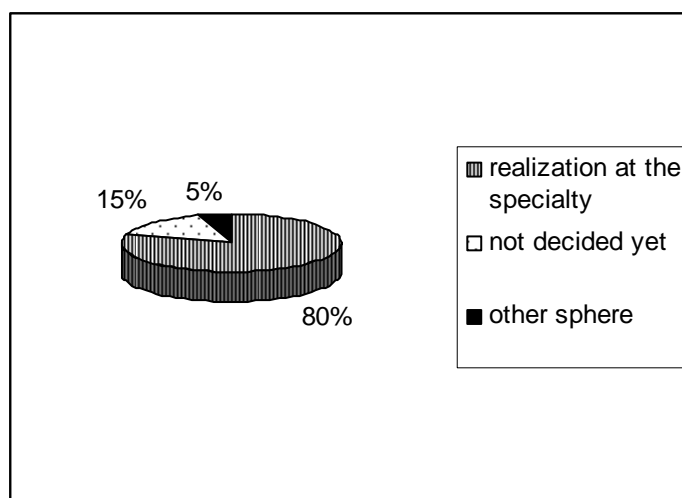


Fig. 1 Opinion of the students about the sphere for professional realization

The next two answers are interesting because they are about the place of the student's realisation. The percentage of the inquired who want realisation in Bulgaria and the others who want realisation abroad is the same – 31%, a little more – 38% – do not know where they want to work yet.

A very interesting fact is that about 70% of the respondents who have decided to work abroad would like to practice their profession and about 20% have decided to work something else. This can be explained by the better conditions for work

for the medical professionals abroad and the bigger salary. The most preferred countries by the respondents are from the EU and Turkey.

More than a half of the students have no preference for working in private or state hospitals. 11% of them are sure in their choice of working in the state hospitals but 35% have decided to work in the private health care sector. Their explanation is that in the private hospitals there are better working conditions, better material base and bigger salaries.

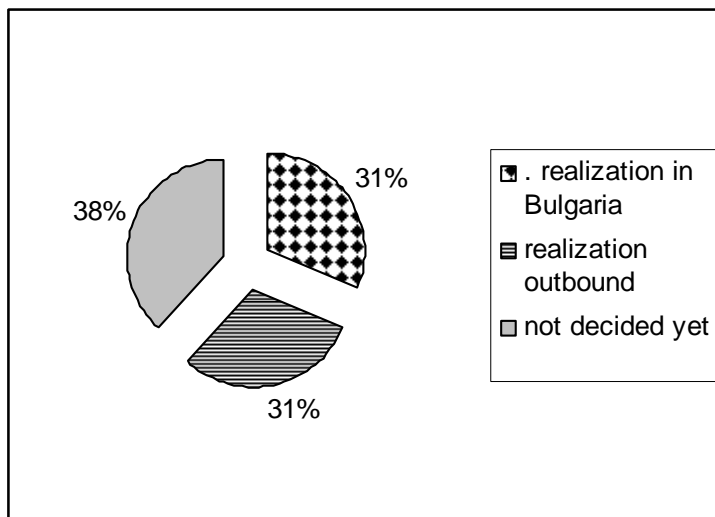


Fig. 2 Decision for professional realization in Bulgaria or outbound

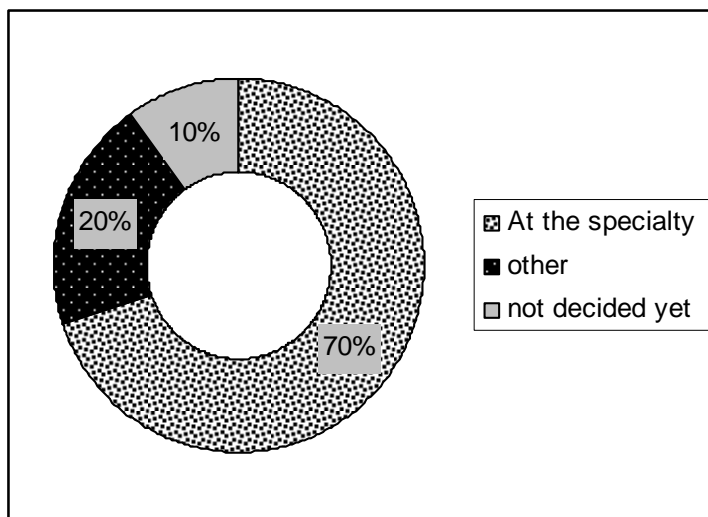


Fig. 3 A decision for professional realization in outbound

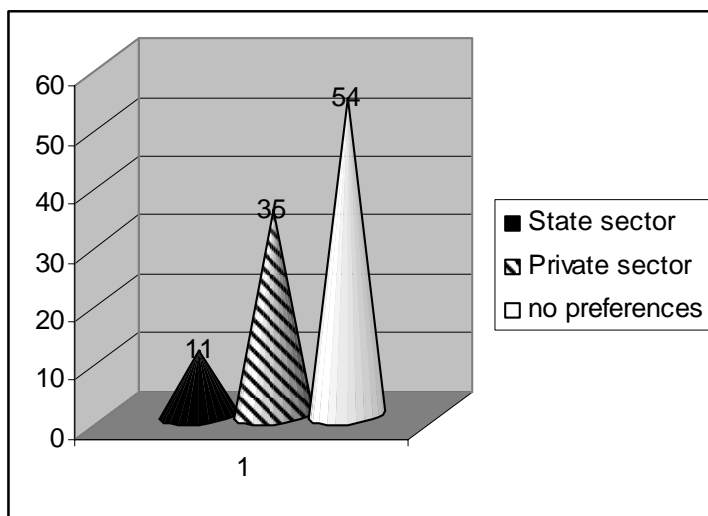


Fig. 4 The preferable sectors for realization

The respondents want to find the best way for successful realisation in the future. More than half want a direct contact with the employers, 35% have chosen Internet and almost half of them can find a

job through their relatives or friends. The students think that the employers choose young people due to their motivation and quick adaptation.

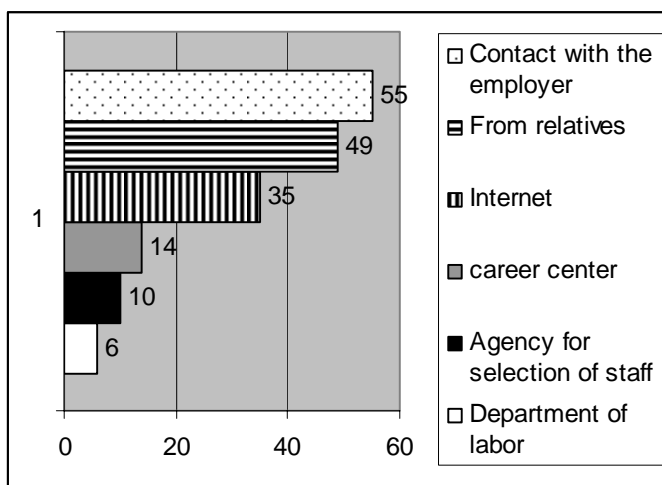


Fig. 5 Most preferable way for searching for a job

The percentages distributed among the other answers are comparatively low, namely 14% would take advantage of the Career centres, 10% – of the head hunting agencies and only 6% would request assistance from the Labour Directorates. The total sum of the answers is more

than 100% because the respondents have chosen more than one answer.

About 66% of the inquired want to develop their skills and knowledge. They are ready to take up every form of post-graduate training /specialisations and qualifications/.

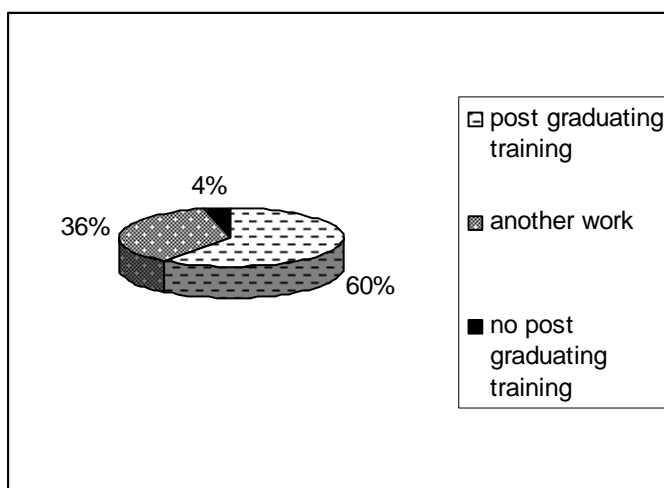


Fig. 6 Resources for realisation and elaboration

About 40% point out that they can choose to work at more than one place. A very small percentage (4%) refuse to continue their education. The answers to this question are very important because their education is the prime task of the European strategy.

The last questions of the poll are aimed at the factors for successful realisation and initiative

of the respondents. More than 2/3 of students (70%) rely on the professional competence and the personal qualification as factors for successful realisation. Almost an equal percentage of the remaining 30% state the importance of professional qualification and the contacts as factors for successful realisation.

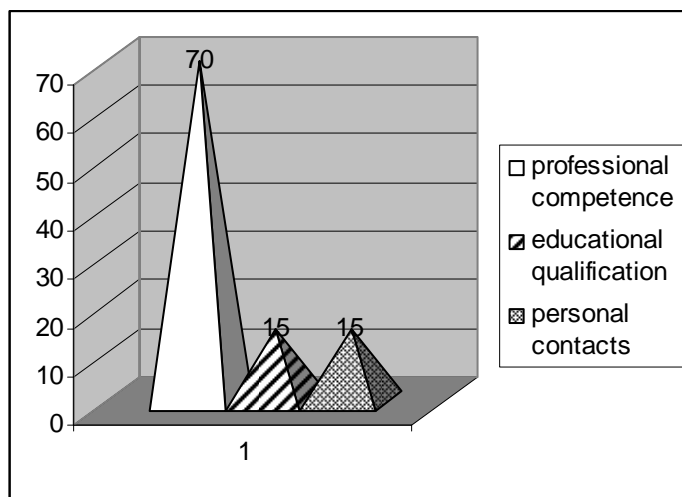


Fig. 7 Factors with a positive effect on the professional realisation

As to the question “What would you change in the health care system if you had such powers?”, a great number of the respondents

(80%) state as priority the financing and organisation.

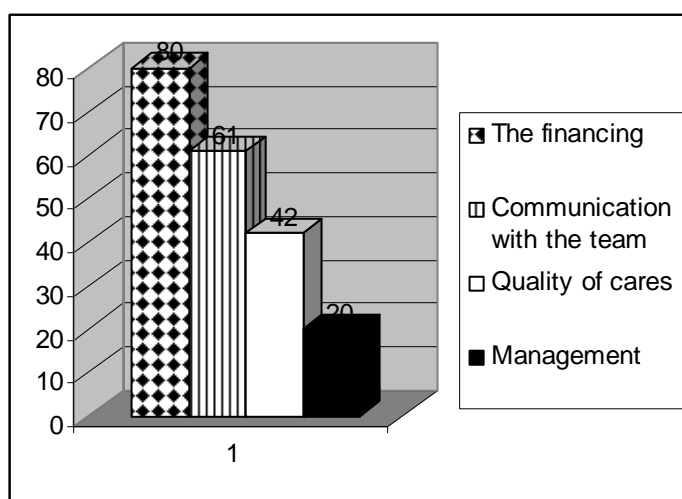


Fig. 8 Changes, which could have a positive effect on health care

There follow the answers referring to the quality of care and communication in the medical teams. About 20% of the inquired are sure that they would change the management as a whole. The percentage of the selected answers is again above 100% because the respondents have chosen more than one answer.

CONCLUSIONS

On the basis of the whole research some important **conclusions** can be made:

1. Half of the respondents think that in the modern conditions their possibilities for realisation are limited because of the lack of

investment and structural reforms in health care.

2. A high number of the respondents would realise themselves in the sphere of health care but would rather work abroad.
3. Half of the inquired have no preferences about the health care structures where they would like to work but 35% prefer the private sector because of the better salary.
4. More than half of the respondents would prefer to work in the hospital sector, mostly in surgery and internal clinics and surgery divisions.
5. The biggest part of the inquired would use all ways to look for possibilities for realisation

but they would prefer direct contact with the employer.

6. The biggest part (66%) of the respondents would train themselves in all forms of post-graduation training to secure more successful realisation and improvement of their skills and knowledge.
7. Most of the respondents would change the financing and the organisation of the health care if they had this opportunity.

In conclusion it can be summarised that nowadays students are better oriented and informed and they could use all the opportunities for a better realisation. Their preferences are mainly in the sphere of hospital care but in the private sector or abroad. The reason is the lack of financing in times of crisis for one of the most important sectors in social life, that is – health care.

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