

Satisfaction of graduates and employers with nursing curriculum in Kufa University

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Abstract

The Bachelor of Science degree in Nursing is a four-year program that offers a broad foundation in liberal arts and science and an extensive range of nursing courses (2).

A four-year education helps nurses navigate the increasingly complex medical field; in its Future of Nursing Report, the Institute of Medicine recommends that 80 percent of all nurses have, at minimum, a baccalaureate degree by 2020. Hospitals applying for Magnet status employ a larger proportion of nurses with a B.S. degree than without. Many institutions also have higher pay grades for bachelor's-prepared nurses. A four-year degree also is the foundation for the advanced education needed to become a nurse educator, nurse practitioner, clinical nurse specialist, nurse midwife, nurse anesthetist, nurse administrator, or nurse researcher (4).

The main objectives of this study are to estimate graduates and employers satisfaction in nursing educational program and to identify opportunities to strengthen and improve nursing educational program

A descriptive cross-sectional study was design was performed from 5th December 2018 to 20th march 2019. A non-probability sampling technique (purposive sample) that include 109 employees

This study investigated job satisfaction among nurse. The instrument for measuring occupational satisfaction of hospital nurses developed by stamps and her associates was used. Initial items were reviewed by content experts who were familiar with measurement of work satisfaction among health professional and nursing practice in Iraq based on the item analysis in the cultural context several items were reworded or eliminated from the original version the questionnaire was administered to 100 nurses practicing in a large acute care hospital.

Finally the study concludes that the graduates have a role conflict and role ambiguity, Employer none satisfied with nursing curriculum of nursing collage.

Introduction

The Bachelor of Science degree in Nursing is a four-year program that offers a broad foundation in liberal arts and science and an extensive range of nursing courses (2).

A four-year education helps nurses navigate the increasingly complex medical field; in its Future of Nursing Report, the Institute of Medicine recommends that 80 percent of all nurses have, at minimum, a baccalaureate degree by 2020. Hospitals applying for Magnet status employ a larger proportion of nurses with a B.S. degree than without. Many institutions also have higher pay grades for bachelor's-prepared nurses. A four-year degree also is the foundation for the advanced education needed to become a nurse educator, nurse practitioner, clinical nurse specialist, nurse midwife, nurse anesthetist, nurse administrator, or nurse researcher (4).

Research on graduate employment, soft skills and the education aspects alone are not enough as a criterion of selection for employees to be recruited. Further, they stated that work experience has become the central factor in recent graduate employment and in-depth knowledge of the content of jobs and of the links between content of study is need (3).

The effectiveness of an educational program offered by an educational institution can be measured through the competencies of its graduates, the knowledge and skills the graduates acquired and can be applied in the work environment. The knowledge and skills that the graduates possessed can be determined through the feedback from employers of the graduates' performance in the work situation (7).

Importance of the study:

The purpose of this study was to conduct a survey to understand the satisfaction of associate of science in nursing student with a nursing program as a whole background student satisfaction is viewed as an indicator of program success, yet nursing student satisfaction has not been sufficiently studied in the hospital of Iraq, method the curriculum, faculty, social, interaction and environment model was used to support this study, stratified

Objectives of the study:

1. To estimate graduates and employers satisfaction in nursing educational program.
2. To identify opportunities to strengthen and improve nursing educational program.

Methodology

Design of the study:

The descriptive cross-sectional study design was performed from the 5th November 2018 to 20th March 2019. The main objectives of this study is to estimate graduates and employers satisfaction in nursing educational program and to identify opportunities to strengthen and improve nursing educational program

Sample of the study

A non-probability sampling technique , random sampling was used to 150 sampling from 4 hospitals in Iraq for participation , results the students rated their satisfaction with nursing program as close to satisfied the faculty , curriculum and social interaction significantly and positively predicted overall student satisfaction with a nursing program conclusion a nursing program can evaluate student satisfaction periodically to determine the impact of the educational experience on the program performance .

Instrument of the study:

This study investigated job satisfaction among nurse in Iraq the instrument for measuring occupational satisfaction of hospital nurses developed by stamps and her associates was used. Initial items were reviewed by content experts who were familiar with measurement of work satisfaction among health professional and nursing practice in Iraq based on the item analysis in the cultural context several items were reworded or eliminated from the original version the questionnaire was administered to 100 nurses practicing in a large acute care hospital in Iraq

Data collection

The data was obtained the verbal agreement of the selected participants after clarify the subject of the study .the participants instructed to how filled the instrument with kept information secret .collection of data were throughout period from 18th December 2018 to 12th January 2019.

Results

Table (3.1) Statistical distribution of graduates by their Socio-Demographic Data

Items	Sub-groups	Study group Total = 30	
		Frequency	Percentage
Age / Years	22-27	84	77.1
	28-33	22	20.2
	34-40	3	2.7
Gender	Male	42	38.5
	Female	67	61.5
Did you work as a nursing assistant?	Yes	34	31.2
	No	75	68.8
years practicing nursing since your graduation	< 2	66	60.6
	2-5	30	27.5
	> 5	13	11.9
Residency	Rural	12	11.0
	Urban	97	89.0
Levels of Education	Faculty of Nursing	104	95.4
	Postgraduate	5	4.6
Do you have other part time work outside your current job?	Yes	25	22.9
	No	84	77.1
Is the job related to nursing?	Yes	53	48.6
	No	56	51.4

This table shows demography of study participants (109) in regarding to age higher percentage of study sample is (22-27) is 77.1%. This table shows that the majority of the study subjects was female in (61.5%). and when we ask about working as nursing assistance the higher percentage answer was no in 68.8% while the 60.6% is for years of practicing nursing . This table also reveals that frequency is a highly significant mainly (Faculty of Nursing) for Levels of Education (95.4%), where's the 89.0 is the urban in regarding to residency. the study subjects answer on the last two questions Do you have other part time work outside your current job? In addition, is the job related to nursing, No in 77.1% and **No** in 51.4% respectively.

Table (3.2): Descriptive Statistics of graduate satisfaction about clinical component of nursing education program

Questions	Responses	Frequency	Percentage
1	Yes, definitely	77	70.6
	Somewhat	21	19.3
	No	5	4.6
	Not performed	6	5.5
2	Yes, definitely	50	45.9
	Somewhat	36	33.0
	No	14	12.8
	Not performed	9	8.3
3	Yes, definitely	52	47.7
	Somewhat	35	32.1
	No	15	13.8
	Not performed	7	6.4
4	Yes, definitely	49	45.0
	Somewhat	35	32.1
	No	14	12.8
	Not performed	11	10.1
5	Yes, definitely	71	65.1
	Somewhat	29	26.6
	No	7	6.4
	Not performed	2	1.8
6	Yes, definitely	51	46.8
	Somewhat	33	30.3
	No	15	13.8
	Not performed	10	9.2
7	Yes, definitely	39	35.8
	Somewhat	28	25.7
	No	28	25.7

	Not performed	14	12.8
8	Yes, definitely	25	22.9
	Somewhat	31	28.4
	No	37	33.9
	Not performed	16	14.7
9	Yes, definitely	65	59.6
	Somewhat	29	26.6
	No	14	12.8
	Not performed	1	0.9
10	Yes, definitely	67	61.5
	Somewhat	29	26.6
	No	5	4.6
	Not performed	8	7.3
11	Yes, definitely	61	56.0
	Somewhat	37	33.9
	No	10	9.2
	Not performed	1	0.9
12	Yes, definitely	73	67.0
	Somewhat	33	30.3
	No	1	0.9
	Not performed	2	1.8

Table (3.2): Descriptive Statistics of graduate satisfaction about clinical component of nursing education program means of cases answer (Q1,Q2,Q3,Q4,Q5,Q6,Q7,Q9,Q10,Q11,Q12) is yes, definitely where Q8 is No frequency is high

Table (3.4): Descriptive Statistics of graduate satisfaction about classroom component of nursing education program

Questions	Responses	Frequency	Percentage
1	Yes, definitely	53	48.6
	Somewhat	40	36.7
	No	10	9.2
	Not performed	6	5.5
2	Yes, definitely	46	42.2
	Somewhat	39	35.8
	No	16	14.7
	Not performed	8	7.3
3	Yes, definitely	42	38.5
	Somewhat	40	36.7
	No	19	17.4
	Not performed	8	7.3
4	Yes, definitely	44	40.4
	Somewhat	42	38.5
	No	20	18.3
	Not performed	3	2.8
5	Yes, definitely	55	50.5
	Somewhat	31	28.4
	No	15	13.8
	Not performed	8	7.3
6	Yes, definitely	53	48.6
	Somewhat	36	33.0
	No	13	11.9
	Not performed	7	6.4
7	Yes, definitely	53	48.6
	Somewhat	36	33.0

	No	13	11.9
	Not performed	7	6.4
8	Yes, definitely	44	40.4
	Somewhat	40	36.7
	No	18	16.5
	Not performed	7	6.4
9	Yes, definitely	34	31.2
	Somewhat	35	32.1
	No	30	27.5
	Not performed	10	9.2
10	Yes, definitely	69	63.3
	Somewhat	33	30.3
	No	5	4.6
	Not performed	2	1.8
11	Yes, definitely	50	45.9
	Somewhat	35	32.1
	No	15	13.8
	Not performed	9	8.3

Table (3.4): Descriptive Statistics of graduate satisfaction about classroom component of nursing education program means of cases answer (Q1,Q2,Q3,Q4,Q5,Q6,Q7,Q8,Q10,Q11,Q12) is yes, definitely where Q9 is somewhat frequency is high .

Table (3.6): Descriptive Statistics of graduate satisfaction about instructors of nursing education program

Questions	Responses	Frequency	Percentage
1	Certainly	57	52.3
	Somewhat	34	31.2
	No	12	11.0
	Not achieved	6	5.5
2	Certainly	44	40.4
	Somewhat	42	38.5
	No	18	16.5
	Not achieved	5	4.6
3	Certainly	59	54.1
	Somewhat	32	29.4
	No	13	11.9
	Not achieved	5	4.6
4	Certainly	58	53.2
	Somewhat	28	25.7
	No	16	14.7
	Not achieved	7	6.4

Table (3.6): Descriptive Statistics of graduate satisfaction about instructors of nursing education program was of cases answer the (Q1, Q2, Q3, Q4) is certainly while the high percentage is (54.1)

Table (3.8): Descriptive Statistics of graduate satisfaction about faculty/instructors of nursing education program

Questions	Responses	Frequency	Percentage
1	Certainly	33	30.3
	Somewhat	65	59.6
	No	11	10.1

2	Certainly	37	33.94
	Somewhat	56	51.38
	No	16	14.68

Table (3.8): Descriptive Statistics of graduate satisfaction about faculty/instructors of nursing education program means of cases answer (Q1, Q2) is somewhat, definitely where Q1 percentage of somewhat was high (59.6)

Table (3.12): Descriptive Statistics of employer’s satisfaction with the graduates of the B.Sc. in nursing program

Questions	Responses	Strongly dissatisfied	Dissatisfied	Satisfied	Strongly Satisfied
1	Frequency	0	3	32	45
	Percentage	0	3.75	40	56.25
2	Frequency	2	7	33	38
	Percentage	2.5	8.75	41.25	47.5
3	Frequency	4	10	35	31
	Percentage	5	12.5	43.75	38.75
4	Frequency	5	11	32	32
	Percentage	6.25	13.75	40	40
5	Frequency	3	6	28	43
	Percentage	3.75	7.5	35	53.75
6	Frequency	4	7	37	32
	Percentage	5	8.75	46.25	40
7	Frequency	1	5	36	38
	Percentage	1.25	6.25	45	47.5
8	Frequency	2	3	35	40
	Percentage	2.5	3.75	43.75	50
9	Frequency	2	5	31	42
	Percentage	2.5	6.25	38.75	52.5

10	Frequency	3	8	32	37
	Percentage	3.75	10	40	46.25
11	Frequency	3	12	37	28
	Percentage	3.75	15	46.25	35
12	Frequency	4	11	37	28
	Percentage	5	13.75	46.25	35
13	Frequency	4	2	38	36
	Percentage	5	2.5	47.5	45
14	Frequency	4	9	31	36
	Percentage	5	11.25	38.75	45
15	Frequency	8	12	33	27
	Percentage	10	15	41.25	33.75
16	Frequency	1	6	39	34
	Percentage	1.25	7.5	48.75	42.5

Table (3.12): Descriptive Statistics of employer's satisfaction with the graduates of the B.Sc. in nursing program means of cases answer (Q1,Q2,Q3,Q4,Q5,Q6,Q7,Q8,Q10,Q11,Q12, Q13 ,Q14 ,Q15 , Q16) is strongly satisfied ,and Q15 is the highest in frequency , definitely where Q1 percentage is the highest

Table (3.13): assessment of employer's satisfaction with the graduates of the B.Sc. in nursing program

Questions	MS	RS%	Assessment
1	3.53	88.13	Satisfied
2	3.34	83.44	Satisfied
3	3.16	79.06	Satisfied
4	3.14	78.44	Satisfied

5	3.39	84.69	Satisfied
6	3.21	80.31	Satisfied
7	3.39	84.69	Satisfied
8	3.41	85.31	Satisfied
9	3.41	85.31	Satisfied
10	3.29	82.19	Satisfied
11	3.13	78.13	Satisfied
12	3.11	77.81	Satisfied
13	3.33	83.13	Satisfied
14	3.24	80.94	Satisfied
15	2.99	74.69	Satisfied
16	3.33	83.13	Satisfied
Overall	3.27	81.84	Satisfied

MS: Mean of Scores; RS: Ratio of Scores

Table (3.13): assessment of employer's satisfaction with the graduates of the B.Sc. in nursing program with the expectation of (Q1 and Q8 and Q9) all items were low , however ,all items assessed was satisfy

Table (3.14): Descriptive Statistics of overall employer's satisfaction with the graduates of the B.Sc. in nursing program

Questions	Responses	Frequency	Percentage
1	Always	18	16.5
	Usually	31	28.4
	Few kills	33	30.3
	Never	27	24.8

Table (3.14): Descriptive Statistics of overall employer's satisfaction with the graduates of the B.Sc. in nursing program the Question one is few kills is high and percentage was 30.3

Table (3.15): Correlation between graduates' satisfaction about nursing education program and their demographic data

Demographic Data	Correlation Coefficient	Significance P value
Age	0.26	0.33
Gender	0.19	0.24
Did you work as a nursing assistant?	0.22	0.11
years practicing nursing since your graduation	0.21	0.61
Residence	0.09	0.71
Level of education	0.45	0.04
Do you have other part time work outside your current job?	0.17	0.53
Is the job related to nursing?	0.12	0.82

Table (3.15): Correlation between graduates' satisfaction about nursing education program and their demographic data the correlation coefficient of the level of education was 0.45, Significance P value 0.04.

Table (3.16): Correlation between overall assessment employer's satisfaction and job titles.

Job Title	Pearson's Correlation Coefficient	Significance P value
Job Title	0.17	0.34

Discussion

There are significant relationships between resilience, job satisfaction and anticipated. Additionally, it was found that the variables of job satisfaction and anticipated turnover signification overlapped in their meaning and created a new construct of intent to remain [ITR] that has a statistically significant relationship with resilience

More than half of nurses 53.7persintage were satisfied or very satisfied with their jobs and 15% felt moderate to extreme occupational stress. The majority of the sample reported a high level of organizational commitment 63.7% and professional commitment 85.9% and only 5.9% and 10.0% respectively reported role conflict

and role ambiguity often or very often. Nurses with a diploma or associate degree reported greater professional commitment and lower level of role conflict than those with a bachelor degree, but there were no significant differences in job satisfaction, organizational commitment occupational stress and role ambiguity by educational program.

A study of relationship between managers leadership style and employees job satisfaction in Iran

The dominant leadership style of managers was participative. The mean score of employee oriented dimension of leadership style in first line , middle and senior managers were 52,54 and 54 [from 75 credit] respectively .the mean score of task oriented dimension of leadership style in first line , middle and senior managers were 68,69, and 70 [from 100 credit] respectively. The mean score of employee job satisfaction was 3.26+0.56 on 6 scale [moderate satisfaction], 1.9, 26.1, 64.7 and 7.3 percent of hospital employees had respectively very low, low, moderate, and high satisfaction with their job.

Employees demonstrated less satisfaction with salaries, benefits, work, conditions, promotion and communication as satisfier factors and more satisfaction with factors such as the nature of job, co-workers and supervision type factors .there was significant correlation between the use of leadership behaviors and employees and job satisfaction.

Nurse's self-concept was found to have a stronger association with nurse's retention plans than job satisfaction. Aspect of pay and task were not significantly related to retention plans, however, professional stats, and to lesser extent, organization policies were significant factors .Nurses general self-concept was strongly related to retention plans.

Conclusions

The study concludes:

- 1- The graduates have a role conflict and role ambiguity.
- 2- Employer none satisfied with nursing curriculum of nursing collage.

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