

Original Research Article

A descriptive study of career plans after graduation among first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH, West Bengal

Suparna Ghosh^{1*}, Mahendra Kumar²

¹Government College of Nursing, College of Medicine and Sagar Dutta Hospital, Kolkata, West Bengal, India

²Department of Neurology, PGIMER, Chandigarh India

Received: 20 May 2025

Revised: 09 July 2025

Accepted: 11 July 2025

*Correspondence:

Dr. Suparna Ghosh,

E-mail: munnimohanta@gmail.com

Copyright: © the author(s), publisher and licensee Medip Academy. This is an open-access article distributed under the terms of the Creative Commons Attribution Non-Commercial License, which permits unrestricted non-commercial use, distribution, and reproduction in any medium, provided the original work is properly cited.

ABSTRACT

Background: It is necessary to maintain the profession in line with their nursing education. As nursing students enter into the course at an early age, their perception and understanding of future plan can make nursing profession empowered. Current study aimed to find out career advancement plan of the first year B.Sc. nursing students and associated factors influencing their plan who are studying in Government College of Nursing, COM and SDH, West Bengal.

Methods: Quantitative research approach with descriptive survey research design was applied. Self-structured five point Likert scale to assess career plan and influencing factor and a semi structured questionnaire was developed, validated and utilized for data collection.

Results: Students opted mostly four options like higher education (mean 2.83), staying in India and continue service (mean 2.62), joining academic in government institution (mean 2.60) and joining government hospital as clinical nurse (mean 2.47). There were a strongly negative correlation ($r=-.9993$) between influencing factors and career plan of the students, further the computed coefficient t value (64.79) was found to be higher than the table value (12.71) at 0.05 level of significance.

Conclusions: According to the findings there was statistically significant relationship between career plan and influencing factors. Career plans were significantly associated with demographic variables as the chi square statistic calculated value was higher than the tabulated value at the 0.05 level of significance.

Keywords: Basic B.Sc. nursing students, Career plan, Graduation

INTRODUCTION

Nursing is a profession that requires a positive attitude towards service, subtle mind and understanding to develop skill and power to gain and pursue knowledge. A career plan represents a process through which one can become aware of self, opportunities, constraints, choice, and consequences; identifying career-related goals, timing, and sequence of steps to attain the goals related life as well as profession. With the plan of pursuing higher education, they may have another choice to

develop their competences in a specific or specialized field. The 21st century nursing is the glue that holds patients' health care journey together. Higher self-concept, self-esteem, and job-satisfaction may come or grow from their positive perception towards profession. The future career plan regarding professional development can be deeply influenced by their thoughts and expected outcomes. Nursing is becoming more and more important nowadays so selecting the right field in nursing is very important. From the Literature review it is obvious that there are many factors that affect their

field selection.¹ The factors can be mentioned or categorized into two groups, personal and institutional.²

Future nurses must have theoretical, practical, ethical and legal aspects of their careers especially in the area of rights of the patients. They also need to adopt their professional skills and knowledge to the large number. They have to enhance their skills in the practical activity, complementing it with theoretical background and need to be updated in their knowledge in the era of information technology. With a strong perception individuals enter into the profession of what it involves and how they will practice; indeed, nursing is not only a job but a career, profession and also service to mankind.³⁻⁵

Professional perception has a great influence on the development of nursing students, and the future quality of nursing so exploring factors that influence this perception are very important. Study regarding contemporary generation's attitude and perceptions towards the nursing profession available in India is very few of number. The present study explored the perception of the nursing students about nursing profession and imaging themselves as nurses and also explored their expectations of themselves as nurses and the nursing profession.

Objective of the study

To assess the plans after the course completion of first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH. To assess the influencing factor on career plan of first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH. To find out the association between the career plan of first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH and the selected socio demo graphic variables. To assess the association of influencing factors and future career plans of first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH.

METHODS

It was a descriptive survey with a quantitative research approach that took place at Government College of Nursing Sagore Dutta Medical College and Hospital Kolkata West Bengal.

Sample included first year basic B.Sc. nursing students of Government College of Nursing, COM and SDH.

Sample size

Sample size determination was calculated by following formula:

$$N = \frac{z^2 p(1 - p)}{e^2}$$

Where n = number of sample size, Z = z score corresponding to the desired level of confidence. P = estimated proportion of the population, E = margin of error. Given the parameters:

P (proportion) =94% (0.94 converted into decimal), E=5%, z=1.96 (for a 95% confidence level)

$$N = (1.96)^2 \times 0.94(1 - 0.94) / 0.05^2$$

$$= 3.8416 \times 0.94 \times 0.06 / 0.0025$$

= 86 First year B.Sc. students were selected as the sample of the study.

Sampling technique

The convenient non probability sampling technique was used as the samples were gathered as per convenience and were selected as per their willingness and motivation to participate.

Inclusion criteria

Students who were studying in first year of B.Sc. nursing course and willing to participate.

Exclusion criteria

Students of other year, not willing to participate and who were absent during the data collection period.

Study period

Institutional ethics committee of College of Medicine and Sagar Dutta Hospital Kolkata gave final permission on 16.12.2024 to conduct and complete the study within 8 months. Final data collected in the month of January after validation of the tool from five experts of this field of nursing and medical science and completed the study within last week of May 2025.

Variables of the study

Demographic variables included age group, religion, marital status, habitat, annual family income, type of family. Semi structured questionnaire was used as tool and the technique was interview.

Research variables were career plan and influencing factor. Self-structured 5 point Likert scale was used as tool and the technique were Interview and Survey

Data analysis

The collected data was compiled, scrutinized and analyzed by inferential statistics. Calculation done on Social Science Statistics calculator.

Ethical aspect

Ethical permission was obtained from institutional ethics committee COM and SDH on 16.12.24

Administrative permission

Permission was obtained from principal, COM and MCH and from principal, Government CON, COM and MCH.

RESULTS

Data presented that 76 (88.37%) students belonged to the age group of 21-23 years, rest 3 (3.49%) belonged to 18-20 years age group and 7 (8.13%) belonged to the rest 23-26 years age group range. Data also showed 75 (87.20%) students were Hindu and only 11 (12.79%) students belonged to Muslim religion. According to the data all students were unmarried. Data showed that the 46.51% student's annual income range was 4-6 lakh 31.40% student's annual family income was in the range of 1-3 lakh. Whereas 12.79% student's annual income of family was above 6 lakh and only 9.30% participant's annual family income was below 1 lakh. Data represented that the 50% of the student's father were in service and rest 26.74% were businessman, 15.125 were attached in agriculture and rest 8.14% of their father were attached with other profession. Mostly 45.35% of their father were graduate, 23.25% were higher secondary passed, 19.77% madhyamik and 11.63% were in primary level. According to the data 77.91% mothers were house wives, only 22.095 mothers of the students were attached with service and other profession. According to the data table 12.79% mothers were graduate, 29.08% mothers were higher secondary passed. Among them 40.69% of them were madhyamik passed and rest 17.44% mother of them were qualified primary education.

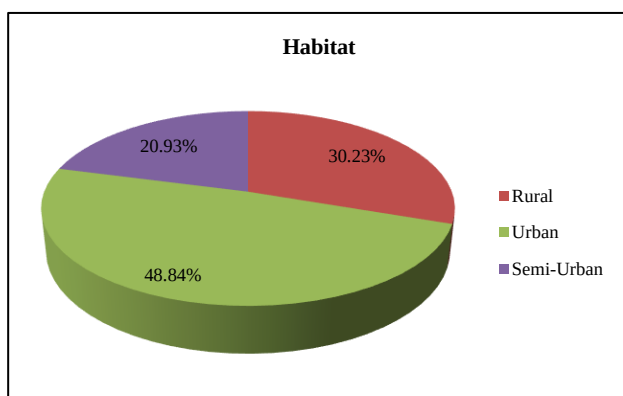


Figure 1: Showing the percentage frequency distribution of the Habitat of the students (n=86).

Data showed in above figure 26 (30.23%) of the total students were from rural area, 42 (48.84%) lived in urban area whereas 18 (20.93%) were the habitat of semi urban area.

Table 1: Mean, median, mean percentage and standard deviation of career plan (n=86).

Career plan	Mean	Median	SD
Higher education	2.83	56	1.41
Staying in India and continue service	2.62	60	1.38
Joining academic in government nursing institution	2.60	62	1.29
Joining hospital as a clinical nurse	2.47	64	1.34

Data presented in above table that the mean score of career plan (higher education) was 2.83, median 56, standard deviation 1.41, whereas mean score other career plan (staying in India and continue service) was 2.62, median 60 and standard deviation 1.38. Mean, median and standard deviation of another career plan (joining academic in government nursing institution) was 2.60, 62 and 1.29. Career plan (joining hospital as a clinical nurse) was the mean score 2.47, median 64 and standard deviation 1.34.

According to the calculated data the total scores of the influencing factor (personal interest) on career plan was (yes) 230 and (no) 114, another factor (family expectations) scores were (yes) 221 and (no) 123. Whereas another factor (financial stability) scores were (yes) 194 (no) 150. Another influencing factor (job availability) scores were (yes) 203 (no) 135. Another influencing factor (peer influence) scores were (yes) 230 (no) 114. Another influencing factor (clinical experience) scores were (yes) 117 (no) 227. Another influencing factor (mentorship/guidance) scores were (yes) 223 (no) 121. Another influencing factor (social status) scores were (yes) 196 (no) 148. Another influencing factor (government policies) scores were (yes) 83 (no) 261. And finally influencing factor (work-life balance) scores were (yes) 203 (no) 141.

the total high X (yes) variable score go with low Y (no) and the calculation on Social Science Statistics calculator showed the strong negative correlation among career plan and influencing factor where tabulated value of $r = -0.9993$ at the 0.05 level of significance ($p < 0.05$)

Further computed coefficient t value

$$[t] \text{ test} = r\sqrt{n-2}/\sqrt{1-r^2} = -0.99\sqrt{86-2}/\sqrt{1-(-0.99)^2} = -0.99\sqrt{84}/\sqrt{1-0.98} = -0.99 \times 9.16/\sqrt{0.01} = -9.07/\sqrt{0.01} = -9.07/0.1 \quad t = 64.79$$

The calculated t value (64.79) was found to be higher than the table value (12.71) at 0.05 level of significance. So there was statistically significant relationship between future career plan of the first year B.Sc. nursing students with the influencing factors = -64.78.⁴

There were significant association present between the demographic variable like age (chi square statistic calculated value was 21.32 higher than tabulated value 0.0016) religion (chi square statistic calculated value was 17.56 higher than tabulated value 0.00054), habitat (chi square statistic calculated value was 47.15 higher than tabulated value 0.0016), annual family income (chi square statistic calculated value was 89.66 higher than tabulated value 0.00001), family pattern (chi square statistic calculated value was 55.077 higher than tabulated value 0.00001), father's occupation (chi square statistic calculated value was 127.58 higher than tabulated value 0.0001), father's academic qualification (chi square statistic calculated value was 67.75 higher than tabulated value 0.00001), mother's academic qualification (chi square statistic calculated value was 46.22 higher than tabulated value 0.00001) mother's occupation (chi square statistic calculated value was 70.83 higher than tabulated value 0.00001) at the 0.05 level of significance ($p < 0.05$).

DISCUSSION

This study aimed to explore individual factors that impact on nursing career choices of first-year nursing students and examine how these factors influence the students' career decision-making process. The students' demographic and social factors and personal career goals influenced their choice of career. While most students preferred to take higher education, another are interested in staying in country and continue job at hospital settings. Students are not interested for migrating after graduation. Both personal and peer group influencing factor motivate them for joining academic in govt. nursing institution. This finding may explain some findings of previous studies where students showed intentions of working in non-hospital settings when they get older due to the less physical demands of the areas.^{6,7}

There are special needs or demands for providing career guidance, including the relevant career pathways within the nursing curriculum. Some study participants entered nursing with specialty preferences as they had orientation on the job. This finding is supported by previous research, which found that career interests at the beginning of nursing education were influenced by factors such as stereotypes, family, friends, their life and work experiences.⁸⁻¹⁰

This study was confined to a specific government college and on a small size of sample (86) and only female students nurse restricting the generalizations of the findings.

CONCLUSION

The present study revealed that the career plan of the first year basic B Sc. Nursing students significantly correlated with the influencing factors and their future career plan was significantly associated with the demographic variables. Study gave an impact on nursing service as

almost 40% of the students wished to join at government hospital as a clinical nurse that showed a positive impact on their preference. In case of nursing education it was clear that the students' characteristics and factors had a significant role in the participants' career decisions and choices. Students must be exposed to the different nursing specialties, and should be informed of the core skills involved in the areas. Clinical experience helped to grow skills and knowledge to practice in an area of nursing, mostly during professional practice, students need career guidance to be informed on the essential skills and knowledge for the specialty, the career opportunities, and how to advance their careers in a specialty. And for nursing administration, nurse students should be aware of the available support from the first year to the graduate year and the administrators need to give them the confidence to integrate into their professional roles. Nursing stakeholders must be aware of the students' characteristics and how they impact the students' career choices to provide relevant career information that can be tailored to specific groups in hospital setting.

Recommendations

Future research needs to explore the influence of established patterns on the career choices of nursing students. It is also vital to conduct more experimental research with control group to understand better nursing students' career decision-making process by using a larger group of sample of participants. A comparative study can be done after two tears with same group of students to evaluate the changes and new plans after experience and knowledge.

ACKNOWLEDGEMENTS

Heartfelt gratitude to the expert for guidance and supervision of Sir Mahen Kumar, stroke team coordinator, department of neurology, PGIMER, Chandigarh, Madam Mousumi Samanta, Reader, Government College of Nursing, COMSDH, Mrs. Shamita Chatterjee, Associate Professor, Department of Surgery, SSKM IPGIMER and Mrs. Sonali Mondal Naskar, College Faculty, IOP Kolkata, West Bengal. Special thanks to the authority and the participants for their valuable cooperation.

Funding: No funding sources

Conflict of interest: None declared

Ethical approval: The study was approved by the Institutional Ethics Committee

REFERENCES

1. Liu T, Li S, Yang R, Liu S, Chen G. Job preferences of undergraduate nursing students in eastern China: a discrete choice experiment. *Hum Res Health*. 2019;17(1):1.

2. McCann TV, Clark E, Lu S. Bachelor of nursing students career choices: a three-year longitudinal study. *Nurse Educ Today*. 2010;30(1):31-6.
3. Kiger AM. Accord and discord in students' images of nursing. *J Nurs Educ*. 1993;32(7):317.
4. Raatikainen R. Nursing care as a calling. *J Adv Nurs*. 1997;25:1111-5.
5. Spouse J. An impossible dream? Image of nursing held by pre-registration students and their effect on sustaining motivation to become nurses. *J Adv Nurs*. 2000;32(3):730-9.
6. Abbey J, Liddle J, Bridges P, Thornton R, Lemcke P, Elder R, Abbey B. Clinical placements in residential aged care facilities: the impact on nursing students' perception of aged care and the effect on career plans. *Aust J Adv Nurs*. 2006;23(4):14-9.
7. Ng K, Abdrakhmanova S, Adayeva A. Physical activity and screen time among children and adolescents in Kazakhstan. *Exercise Qual Life*. 2019;11(2):19-27.
8. Anyango E, Ngune I, Brown J, Adama E. The influence of individual factors on the career performances and specialty choices of final-year nursing students. *J Prof Nurs*. 2024;54:126-33.
9. Matarese M, Lomni M, Piredda A, Marchetti A, Marinis MG. De, "Where would I prefer to work after graduation?" Career preferences of students attending Italian nursing schools. *Nurse Educ Today*. 2019;83.
10. van Iersel M, de Vos R, van Rijn M, Latour CH, Kirschner PA, Scholte op Reimer WJ. Influencing nursing students' perceptions of community care with curriculum-redesign; a quasi-experimental cohort study. *BMC Med Educ*. 2019;19(1):299.

Cite this article as: Ghosh S, Kumar M. A descriptive study of career plans after graduation among first-year basic B.Sc. nursing students of Government College of Nursing, COM and SDH, West Bengal. *Int J Community Med Public Health* 2025;12:3642-6.