

THE INVESTIGATION OF NURSES' ATTITUDES ABOUT PURSUING A
BACHELOR'S DEGREE IN NURSING MANAGEMENT IN SOUTH TAIWAN

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Purpose: More opportunities were provided by school for nurses' to pursue higher education. This study was to investigate nurses' attitudes about pursuing a higher education in a nursing management program and the factors which influence those attitudes.

Method: The study was a secondary data analysis. The original study was conducted in 1999 in South Taiwan. A total of 623 nurses in 7 hospitals participated in the original study. Half of the participants were younger than 30 years old and 59.6% did not have children. Their mean years after graduating from highest educational level were 9.08 ($SD=7.97$) years and mean years of being nurses was 7.98 ($SD=6.18$) years. The questionnaire included demographic information, nurses' attitudes about pursuing higher education, and factors that influenced those attitudes. Nurses' attitudes included personal values (personal growth or interests), professional values (working abilities), and social values (working abilities expected by supervisors). The questionnaire was designed by the researchers and was tested on 51 students who enrolled in Nursing Management in a technological institution in south Taiwan. The Cronbach's α was .94. Data was analyzed with descriptive statistics and correlation.

Finding: Results showed that nurses did not have a strong willingness ($M=2.23$, $SD=.80$) to pursue higher education; however, believed enrollment in management courses would somewhat improve their clinical ability ($M=2.93$, $SD=.63$). The top 2 reasons for pursuing higher education were: personal growth (76.7%) and increasing educational level (70.0%). The top 3 professional and social values were the same: gain management ability (62.3% and 66.2%), gain ability to conduct projects and make reports (56.4% and 60.6%), and gain administrative ability (55.9% and 53.5%). Although participants' personal, professional, and social values showed statistical significant correlation with age, age of youngest child, years since graduation, and years of being nurses (r ranged from .11 to .26, .09 to .26, and .09 to .20, respectively), the effect sizes were small. Participants' personal values were related to professional values ($r=.39$) and social values ($r=.40$). The professional values were related to social values ($r=.70$).

Discussion: Nurses in Taiwan tended to judge themselves by their abilities at work and their work performance as evaluated by supervisors. Supervisors had the responsibilities of encouraging nurses' in their performance at work. Since nurses believe higher education could help them in personal growth and work performance, supervisors may need to provide chances such as convenient working schedule to encourage nurses to pursue higher education.