

the number of country nurses back to school aiming for higher education in nursing. In the last but not least the study results may have unveiled the educational issues that might have not focused in previous research studies.

Conceptual frame work of research study:

Maslow indicates in his research work in 1943 that person in deficits will be in continuous drive until he meets success and celebrates this success with self efficacy.⁷

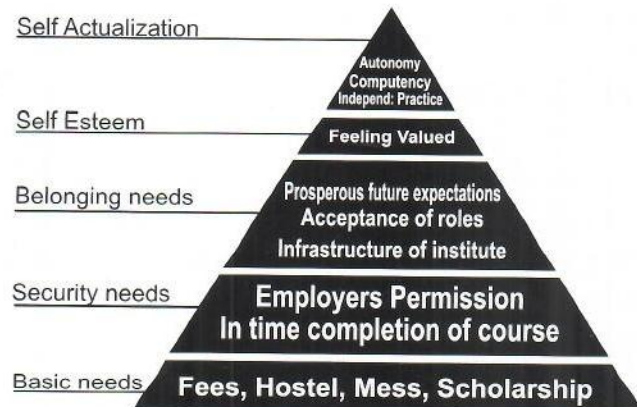


Fig 1: Motivational needs for higher education

According to this model, students or individuals will continue to endure for updating knowledge until they feel valued and achieve the competency for independent practice.

MATERIAL & METHODS:

The study participants were selected from four strata, from each strata 15 participants were selected purposefully. There were total 60 participants. The selection of these participants was made according to the pre-established inclusion & exclusion criteria as under.

Inclusion Criteria:

1. Graduates having background in nursing education
2. Fresh enrolled M.Sc. Nursing students.

Exclusion criteria:

1. Non-Nursing graduates.
2. Nursing graduates dropped out from Master degree course in nursing.
3. Post graduate nursing professionals.

Proper consent was taken and the confidentiality of participants and institutes was ensured. Data was collected by using self-administered questionnaire consisting of six sections and 28 items in Likert scale format. Descriptive statistics were used for analyzing the data, mean, median, and standard deviation applied for age characteristics while percentages and frequency were used for analysis of 28 statements of questionnaire.

RESULTS:

The variation in the age differences of the participants of the study was (Standard Deviation) ± 6.9 with the mean age rounding 36 years. The age range limit stands from minimum 26 years to the maximum of 46 years.

Majority of the participants were teachers 55%, Staff nurses 30%, supervisors 10%, and 5% of the participants were unemployed.

The majority of participants 60 (100%) view higher education as a crucial need for the gain of core practical and theoretical knowledge, such knowledge would enhance the competency and skills so that they can participate in their role as it is expected by the World Health Organization as well as preparing themselves for their participation at national level for planning and implementation of health policy. The role of organization for sending their employees for further training with due paid salaries 54(90%) is well appreciated by the participants of the study. 51(85%) of study participants motivated for higher education because of the new advanced role of nurses including Nurse Practitioners, Doctorate nurse and Nurse specialist. By assuming such roles nurses may contribute their services with highest self-efficacy so that the future demand may get appreciated by the society. 51(85%) of participants view independent institutes providing higher education more motivating for prospective students than those institutes not having their own bodies and are dependent on other institutes. 45(75%) of study participants view higher education as a source for their increased salaries and their recognition at the highest level.

DISCUSSIONS:

21st century emerged as the renovate century and has transformed many concepts of science and arts of living. Nursing profession also got a front line position by transforming its status as an independent caring profession. In its philosophy it includes the caring of those in disease as well as to serve those who are healthy but are in the potential risk o disease.^{8,9}

Table-1: Age Characteristics of Participants.

No. of Study Participants	60
Mean	36.05
Std. Deviation	6.90
Minimum	26
Maximum	46

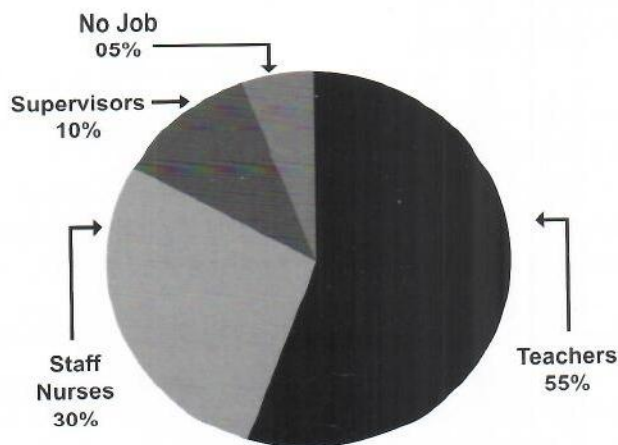


Fig 2: Job Designations of the Participants.

Table-2: Profound Logics for Higher Education in Nursing

Survey Item No:	Statement	Frequency	%
14	Higher education provides core practical & theoretical knowledge	60	100
05	Organization provides opportunities to its employees to undergo for higher education	54	90
27	Awareness & Appreciation of society for newly Advanced roles of nurses	51	85
17	Institutes functioning under their own independent body	51	85
02	Fringe Economical Benefits	45	75
26	Acceptance and recognition of nursing knowledge at the highest level.	45	75

Gaining the core theoretical & practical floats up as profound logic of study participants for studying higher in nursing education. The research review reveals these logics are in consistent with the viewpoint of international nursing students.⁵

Different relevant research studies reveal that peoples join the university or higher education with the future aim to update their existing professional acquaintanceship. In a study conducted by the Lomark A, it has been found that MSc. nursing degree has introduced advanced methodologies of inquiry with its roots in the research as well as encompasses knowledge base from life science, humanities and from the liberal arts, it made nursing profession competent to engage Msc. nursing graduates for working in pre-pathogenesis.¹⁰ The understanding of pre-pathogenesis and the discovering the solution for that comes under the 21st century's concept of care in nursing. The advancement of nursing education is not only the logic for in fluxing the baccalaureate nurses into further higher education , but on other way it also has a very power full impact for caring the communities with the nursing perspective.

This study also has revealed the personal gain of acquiring higher education in nursing. it includes the fringe benefits along with highest salaries. With the changing status of nursing profession, the demand for highly qualified nursing professionals will increase in future, as in the nursing education programs; three years nursing diploma will have no place after the year 2018, in same way four years B.Sc nursing was launched with the joint theme of Pakistan nursing council and higher education Commission in the year 2006. For the implementation of this four years program; the shortage of proper nursing faculties is still a drawback ,it can be fulfilled by employing the Master level educated nursing faculties. Such strategy will not only assure the quality nursing education but also will reward the out coming master nursing graduates for their educational struggle in nursing profession in Pakistan.¹⁰⁻¹²

Health service rendering organization may contribute for bringing up the nursing profession

and highly qualified nursing professionals by providing their nursing employees the opportunity for higher education by retaining their services with the commitment of salary. Such employees would bring a pleasant change in the organization. There has been a historical evidence of an organization giving extra ordinary support to its employees for the achievement of different tasks, as famous warrior scholar Napoleon Bonaparte was used to offer different reward schemes to his army soldiers for finding out the solutions for existing problems in the army at that time. In the same scheme Nicholas Appert won 12000 Francs for finding the solution for preserving the food for army by discovering the canning method.¹³

The organizational support has played an important role for modeling the professionals according to the changing requirement of the industry by providing the flexibility and necessary facilities for their successful returning to the organization with the upgraded status of knowledge and position.^{14,15}

The result of this study is inconsistent with the findings of Benos et al, societal organizations continuously observe and evaluate the performance of the social workers and on the same basis it propagates the usefulness of services rendered by those workers.¹⁶ In nursing profession, it becomes the challenge for the nursing professionals for satisfying the society by providing the nursing services in competition with their counterparts. New advanced roles of nurses and the demand of 21st centuries care concept urges the nursing professional to acquaint with the higher education in nursing with the expectations of societal needs.¹⁶

International nursing advisory councils and organizations strongly emphasis the nursing practitioners to work for the health care of the communities by recognizing competent professional knowledge and skills. As American Nurses Association (ANA) has declared its social policy statement in 2010; in this declaration society has been emerged as key stake holder for the development of nursing profession, however in winning the confession of the society ,quality care

is only the way to be communicated.^{5,16,17}

Beside the societal roles the institutes themselves also have strong influence in inspiring the nurses for higher education in nursing. Smith MD in his work indicates that students more likely choose the institutes that are within the universities. Such students have shown more confidence in predicating their academic success than those students studying in the institutes affiliated with the universities. The number of graduate nursing students may be fascinated by launching higher education degree programs by considering the appropriate infrastructure, faculties, teaching facilities and supplementary academic resources according to the learning needs of the students.¹⁸

CONCLUSION:

From the statistics of this research study it may be concluded that the registered graduate nurses having buccalraute degree may have not utilized their potential at the level of self actualization. Their main motivational desire remains high to gain core practical, theoretical and advance knowledge for the enhancement of the level of their skills and competency.

Among the logics for which graduate nurses join the master study program includes their aspiration to gain authoraritative, higher positions with high self esteem, respect and economical benefits. It seems as competitive preparation to serve for the main nursing positions in nursing educational institutes and in the management of health care delivery system.

There has been the paucity of proper nursing faculties, nursing hierarchy in the management and the proper registration of industrial educational institutes with Pakistan Nursing council, such obstacles may alter the dynamics of motivation. These factors may be addressed and need focus in planning the strategies for bringing the curious country nurses back to school aiming to prepare them for the participation of their role in the achievement of sustainable developmental goals (SDG) of world health organization.

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