

Nursing Profession as Perceived by Staff Nurses and Its Relation to Their Career Commitment at Different Hospitals

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Abstract: Background: Hospitals face increasing pressure to control costs, reduce staff and redesign clinical settings. With these escalating pressures, it is important for hospitals and nursing administrators to understand the concept of nursing profession and career commitment. **Aim:** The present study aimed to assess nursing profession as perceived by staff nurses and its relation to their career commitment at different hospitals. **Setting:** This study was conducted at university, health insurance, and private hospitals, Egypt. **Research Design:** A descriptive correlation design was utilized to achieve the objective of the present study. **Sample:** All nurses who agreed to participate in the study at time of data collection were included. **Tool:** The following tools were used I: Nursing profession questionnaire II: Career commitment questionnaire. **Results:** study revealed that regarding perception of profession, practice domain had the highest mean percent score (268.5%). While the least mean score as perceived by nurses was public image (200%). There was positive correlation between total nurses perception of profession and their total perception of career commitment ($r = 0.26, p = 0.00$). **Conclusion:** There was positive significant correlation between total nurses' perception toward profession and total commitment to nursing career. Furthermore, research declared that there was no statistical significant difference between nurses' perception toward profession, commitment to nursing career and hospital by sectors. **Recommendations:** It's recommended that public awareness program should be started through portraying a positive image of nursing career through mass media to enhance and improve the nursing status in the country and increased support for transition to practice in the workplace to enhance nurses' career commitment.

Key words: Nursing profession, Career commitment, Staff nurses

BACKGROUND

Nursing is a helping, autonomous profession that provides services which contribute to the health of people. Nursing profession status is important because it reflects the value society places on the introduced nursing services (Current Nursing, 2010). Nurses play various roles while delivering health care. Internationally, there is a high number of staff nurses represent one of the largest professions in health care. The main focus of nursing is to provide direct care, assist in healing, advocate for health promotion, educate patients and prevent the community illness and injuries, furthermore, give support and share in rehabilitation. Nurses provide care for individuals of all ages and different cultural backgrounds based on the persons' physical, emotional, psychological, intellectual, social, and spiritual needs. There is scarcity of other health care giver that has such a broad and far-reaching roles (Du Toit, Khoza, and Roos, 2010, Black and Buchan, 2011, Kaur, et al., 2011 and Masimula, 2012).

In developing countries, a critical shortage of staff nurses with different categories threatens health-care systems and the health of citizens (WHO 2010). The World Health Organization (WHO) has documented that there was a shortage of 4.3 million health personnel worldwide in the year 2006 (WHO 2006). The health sector in Egypt suffers from a severe shortage of qualified nurses especially associate and bachelor degree nurses and a much less apparent perceived/real shortage of all-type nurses (Frag, 2008). Previous research by Matsuura, et al. (2010) showed

that 4.6% of Japanese beginner nurses had resigned from their job within 15 months of practice. Moreover, according to Brewer et al. (2012) mentioned that 15% of newly-licensed registered nurses in the USA had changed employers during the 1-year follow-up. In Egypt, at Assuit University Hospital, a study carried out by Abo El-Maged, El-Houfey and Yousef, (2014) revealed that nurses' intention to leave works was higher at ICUs.

Nursing is a profession that has suffered from public view for a long period of time. In the past, known as a female profession, followers and under the orders of doctors and its derived field. Major changes have occurred in the career over the last decade that directly affect the profession (Arantzamendi-Solabarrieta, Canga-Armayor and Errasti-Ibarrondo, 2011). Profession means a group of characteristics that can differ from one occupation to another, which includes: greater involvement, feeling of identity, autonomous and high adherence to purpose and professional values. Career comprehends both occupations and professions and considers a sequence of jobs related to a certain field (LLapa-Rodríguez, Shinyashiki, and Trevizan (2008).

Perception of both nurses and nursing as a profession are pivotal in detecting students' decisions to enter the nursing profession and to continue in or withdraw from nursing programs. Also, it is vital in effective, successful

recruitment and retention of nurses in the health care organization. Perceptions of nursing might have great influence on nurses' self-concept, self-esteem, recruitment, retention, and performance (Bolan and Grainger, 2006, Clara, 2007 and Annelie, 2010). Figure of the nursing profession still confronts challenges that are constructed over time. Numerous factors affect nursing profession such as: lack of social recognition, low income, impairment of social life, little professional autonomy, and disrespectful images, often, transmitted by the media (Beck et al., 2009). Moreover, Hepzibha (2010), Al Khamis, Hamadi and Zakari (2010) and Abdel El-Halem et al. (2011) and Al-Mahmoud, Mullen and Spurgeon (2012) conclude that nurses low level of perception may be related to the workplace itself, as well as to the personal background of the nurses, which includes the personal preference in the nursing profession, family, society's and the stockholders' views of the profession.

Previous research in South Africa, by Bahman (2015) emphasized that the low status of the profession, heavy workloads, and lack of personal development programs have been proposed as some of the reasons learners are not attracted to nursing as a career. In Bahrain, by Anunciacion, Cowman, Tawash (2012) reported that to attract more staff to the career of nursing, a positive image of nursing needs to be assured by nurse education and the general community. The projection of a positive view about nurses and nursing as a career has been a major concern of the profession. In China on Medical university by (Miao et al. (2014) revealed that adherence of nurses to their dangerous and difficult profession depend the level of their career commitment.

Mowday, Porter and Steers (2013) reported that commitment is the nature of the relationship of the employee to the work place, in terms of both membership and quality of membership. Tetric (2012) stated that career commitment is detected by whether an employee behaves and adopts with organizational norms, values, and goals, and by their level of satisfaction with the organization. Moreover, Overall, Career commitment is a term used to describe employees' commitment to their work and the strength of an individual's sharing in a particular institution (Çelik, Dedeoglu and Inanir, 2015). Committed individuals continue in the nursing field due to emotional feelings that create strong identification with the profession, feeling motivated in their work because of the faith of selecting the right profession; while entrenched individuals remain in the career due to necessity or lack of alternatives (Costa et al., 2015).

Different background variables that affect career commitment include organizational culture, characteristics, leadership style, workplace stress and by the design and physical characteristics of the work environment (Griffin, 2011, Sahin, 2013, Ballout, 2009 and Fu, 2010) demonstrated that, career commitment has a great impact on career satisfaction through the moderation result of self efficacy. Furthermore, Chen, et al. (2011) documented that fulfillment with one's career has a direct impact on career commitment. Al-Faouri, and Mrayyan, (2008) emphasized that nurses should be provided with professional growth and learning opportunities, incentives, and recognition to

enhance their career commitment and job performance. Professional development and reward systems are key aspects for nurses' career commitment. Gambin (2010) declared that identifying and supporting nurses who are strongly committed to their profession may be the single most influential action in combating the nursing shortage. Furthermore, an understanding of the characteristics these individuals possess could help in decreasing the high attrition rates that affect nursing professional career.

SIGNIFICANCE

According to the Department of Health (2006) reported that there is a need to significantly increase the production of all categories of nurses in order to fulfill the requirements of South Africa. Attract new staff to the profession is a fundamental part of increasing production. Study in Saudi Arabia, by Alyami and Watson (2014) demonstrated that the government's efforts to attract and maintain more Saudis in the nursing profession encounter barriers such as unpleasant working conditions, limited options for balancing work and family responsibilities, and the perception of the role of nursing and the poor image attached to it. The inconsistencies between the perception of the profession of nursing and the reality of practice can lead to problems in student attrition or result in disappointment with a career in nursing after a new graduate enters practice (Lovan, 2009). In Nigeria, study by Ingwu, Iroka and Ohaeri (2016) reported that nurse have negative perception about nursing as a profession. Furthermore, they recommended that nurses should be encouraged to be self motivated and continue with the practice of nursing as a career.

Buerhaus et al. (2008) report that the expected future demand for nursing labor challenges nurses to investigate the public's perceptions of both nursing and their professional careers. They also report that it is essential that a more in depth examination of the way in which nurses are shaped by personal experience, media messages and socio-demographic factors, be included in studies on the image of nurses.

Researchers argue that nursing continues to struggle for professional recognition and, if nursing retention is to be resolved, it is important for nurses to recognize their own significance and to fight for their profession (Oweis, 2005 and McCullough and Twigg, 2014). Study at, Alexandria University and Jordan University, by Alzghoul, Akel and Ibrahim (2015) concluded that Egyptian and Jordanian male students have approximately a similar positive perception towards the image of the nursing profession. The value of the nursing profession have been understood better than in past decades, even though they are exposed to some clinical problems in assuming their role as male nurses.

Improving the public image of nurses is essential, since the image influences nurses' staffing and retention, stimulus to work, self image, self-esteem and job satisfaction, customer satisfaction, and policy making (National Students' Nurses Association, 2009–2010, Fletcher, 2007 and Price, 2011). There is a lack of research on how nurses perceive their nursing profession in relation to career commitment in Egypt. Therefore, this study will be conducted to assess the relationship between nursing profession as perceived by

staff nurses and their career commitment at different hospital.

SUBJECTS AND METHODS

Aim:

The present study was conducted in order to assess the relationship between nursing profession as perceived by staff nurses and their career commitment at different hospitals. To fulfill this aim the following research question was formulated:

What is the relationship between nursing profession as perceived by staff nurses and their career commitment at different hospitals?

Research Design:

A descriptive correlational design was utilized to achieve the objective of the present study.

Sample:

All nurses who agreed to participate in the study at time of data collection and provide direct care will be included in the present study. They divided as follows 135 female and 49 male, around half of the sample < 30 years old, working in different departments. Most of nurses their qualification were diploma degree, followed by bachelor degree. While the least percentage composed from associate degree. Their total number was (N=184) nurses.

Setting:

This study was conducted at university, health insurance, and private hospital. Units within this hospital include: critical care units, medical units, surgical units, and other units such as kidney dialysis units, obstetric units, and plastic surgery unit, and general ward. Each of the hospital has the same corresponding patient services type.

Tools for data collection:

To achieve the aim of the present study data were collected using two tools:

1. Nursing profession perception questionnaire contains two main parts:

First part: was a socio-demographic sheet which designed to collect characteristics of the respondents such as age, gender, working department, educational level, experience, marital status and job status.

Second part: was developed by the investigator to collect data for the present study based on extensive review including work of (Lovan , 2009 and Al Jarrah , 2013). The questionnaire covered 4 dimensions and contains (41) items as follows The reasons for entering the nursing profession (9 items) ,the value of nursing profession (10 items)

Nursing skills (13 items) Society's' perception of the nursing profession (9 items).

2. Career commitment questionnaire: it was developed guided by Blau (1985). It contains 8 items.

Scoring system:

Nursing profession perception and career commitment questionnaires responses were checked against three points likert scale ranging from (3) = agree, (2) = uncertain and (1) = disagree.

TOOLS VALIDITY AND RELIABILITY

Validity:

The validity of questionnaires performed by revision of three experts: professors from Nursing Administration Department at the Faculty of Nursing, Cairo University. They were asked to examine the questionnaires for their content coverage, clarity, length, wording and format of questionnaires. Based on experts, comments and recommendations, minor modifications were made in the developed tools.

Reliability:

Reliability was assessed for nursing profession perception and career commitment questionnaires through the analysis of internal consistency of tools items using Cronbach's Alpha. Reliability test of nursing profession perception questionnaire showed ($\alpha = 0.89$) i.e. The questionnaire was highly reliable. While career commitment questionnaire reliability ($\alpha = 0.67$) **Pilot study:**

A pilot study was carried out on 10 % of the sample to ensure the clarity and feasibility of the questions, and determine the time needed to fill-in the questions. The necessary modifications were done according to the answers and comments made by nurses. They were selected randomly, and they were later excluded from the main sample of research work to assure stability of the answers.

Ethical consideration:

Prior to the initial interview, to have nurses' acceptance to be included, in the study verbal explanation of the nature and the aim of the study had been explained in the interview with each subject. They were given an opportunity to refuse or to participate, and they were assured that the information would be utilized confidentially and used for the research purpose only.

Procedure:

An official permission was obtained from the administrator of the selected hospitals after explaining the nature of the work. The researcher fully explained the aim and objectives of the research to the administrator and nurses to get better cooperation during the implementation phase of the research; also an individual oral consent was obtained from each participant in the study after explaining the purpose of the study in the initial interview. Data was collected through self-administered questionnaires that were distributed among the subjects at selected hospitals by the researchers; it were filled and collected at the same shift. Data for the present study collected over three months from April to June 2016.

Statistical design:

Data entry and statistical analysis were performed using computer software the statistical package for social studies (SPSS), version 21. Suitable descriptive statistics were used

such as frequencies, and percentages for qualitative variables, means, and standards deviations for quantitative variables. Correlation coefficient (r) test was used to estimate the closeness association between variables. For all the tests used, statistical significance was considered at p-value <0.05.

RESULT

Table (1) frequency distribution of studied subjects' demographic data (N= 184)

Variables	No	%
Gender		
Female	135.0	73.4
Male	49.0	26.6
Age		
< 20	3.0	1.63
20- < 25	65.0	35.33
25- < 30	31.0	16.85
> 30	85.0	46.19
Mean + SD	3.08 + 0.94	
Unit		
Medicine	45.0	24.46
Surgery	26.0	14.13
Critical Care	54.0	29.35
Others	59.0	32.06
Marital status		
Single	54.0	29.35
Married	126.0	68.48
Divorced	4.0	2.17
Years of experience		
<5	43.0	23.37
5-< 10	48.0	26.09
> 10	93.0	50.54
Mean + SD	2.27 + 0.82	
Job condition		
Permanent	150.0	81.52
Temporary	34.0	18.48

Table (1) revealed that, the majority of respondents'(73.4%) were female. Furthermore, around half of the sample (50.5%) had more than 10 years of experience. While, the least percentage (23.3%) had less than five years of experience. Regarding nurses job condition about (81.5%) were permanent staff.

Table (2) Frequency distribution of the studied subjects' perception as regards to reasons of entering profession dimension items (N = 184)

Reasons of entering profession items		Agree		Uncertain		Disagree	
		No	%	No	%	No	%
1	I wanted to work in a caring occupation	136.0	73.9	9.0	4.9	39.0	21.2
2	I wanted to help others cope with illness	149.0	80.9	7.0	3.8	28.0	15.3
3	I wanted to help people	145.0	78.8	11.0	5.9	28.0	15.3
4	I felt that it would provide an opportunity for career advancement	86.0	46.8	30.0	16.3	68.0	36.9
5	I could earn a good salary	89.0	48.4	30.0	16.3	65.0	35.3
6	it was a childhood desire	59.0	32.0	15.0	8.2	110.0	59.8
7	of advice from family	113.0	61.5	14.0	7.6	57.0	30.9
8	of advice from friend	86.0	46.7	17.0	9.2	81.0	44.0
9	To provide you personal experience of healthcare	128.0	69.6	16.0	8.7	40.0	21.7

Table (2) showed that the highest percent of studied subjects' perception of reasons to entering profession was helping others to cope with illness (80.9 %). Followed by

(78.8%) of nurses wanted to help people. While, around half of the sample (59.8%) disagree about that it was a childhood desire.

Table (3) Total mean, standard deviation and mean percent of domains of nurses perception regarding their profession (N= 184)

Nurses perception regarding profession dimensions	Mean	SD	Maximum	Mean %
Reasons to entering profession	20.6	4.7	27.00	228.9
Nursing value	23.0	5.3	30.00	230
Nurses practice	34.9	4.6	39.00	268.5
Public image	18.0	6.8	27.00	200

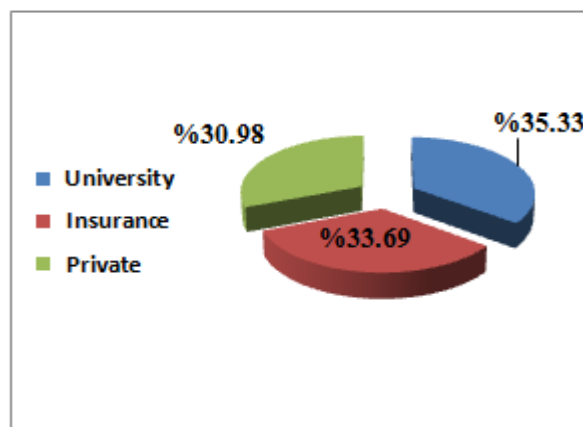
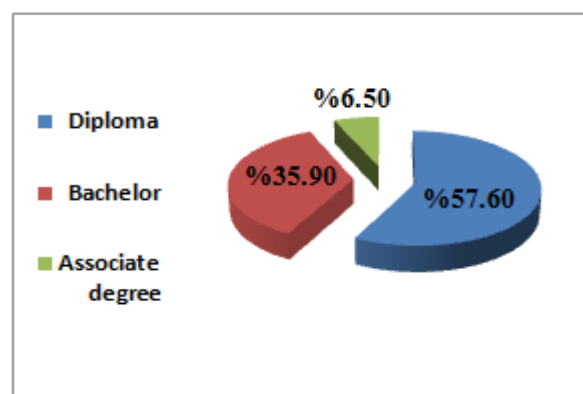


Figure (1) frequency distribution of the studied subjects' by hospital sector (N= 184)

Figure (1) illustrated that the study sample collected from three sectors nearly constitute the same percentage, which include: university, insurance and private sectors (35.33%, 33.69% and 30.98%) respectively.



Figure(2) frequency distribution of the studied subjects' by qualification (N= 184)

Figure (2) declared that more than half of the study sample (57.60%) were diploma prepared, followed by bachelor degree nurses (35.90%). Moreover, the least percent (6.50%) had associate degree.

Table (3) revealed that nurse practice domain had the highest mean percent score (268.5%), followed by nursing value (230

%). While the least mean score as perceived by nurses was public image (200%).

Table (4) Frequency distribution of the studied subjects' perception as regarding their career commitment items (N= 184)

Career commitment Items		Agree		Uncertain		Disagree	
		No	%	No	%	No	%
1	I Would take different job paying same	108	58.7	11	6.0	65	35.3
2	Want career in nursing	108	58.7	22	12.0	54	29.3
3	If could do it all over, would not choose nursing'	79	42.9	31	16.8	74	40.2
4	If had all the money needed, still work in nursing	100	54.3	14	7.6	70	38.0
5	Nursing ideal vocation for a life work	123	66.8	11	6.0	50	27.2
6	Disappointed ever entered nursing profession	91	49.5	24	13.0	69	37.5
7	Spend time reading nursing related material	81	44.0	23	12.5	80	43.5
8	Most important things involve job	128	69.6	15	8.2	41	22.3
Total mean and SD		17.7± 3.2					

Table (4) displayed that around two thirds of nurses (69.6%) admitted that job involvement is important. Also, (66.8%) agreed that nursing is an ideal vocation. While,

around half of the sample (43.5%) disagreed that they spend most of their time reading nursing related material.

Table (5) correlation between the studied subjects' perception as regards to reasons to entering profession dimension and their career commitment (N = 184)

Items		Career commitment	
		r	P
1	I wanted to work in a caring occupation	0.22**	0.00
2	I wanted to help others cope with illness	0.16*	0.03
3	I wanted to help people	0.10	0.17
4	I felt that it would provide an opportunity for career advancement	0.18*	0.01
5	I could earn a good salary	-0.10-	0.16
6	it was a childhood desire	0.25**	0.00
7	of advice from family	0.07	0.32
8	of advice from friend	-0.11-	0.15
9	To provide you personal experience of healthcare	0.17*	0.02

**Correlation is significant at the 0.01 level (2-tailed).

*Correlation is significant at the 0.05 level (2-tailed).

Table (5) illustrated that there was a positive correlation between most of nurses' reasons of entering profession and their perception of career commitment. While, there is no relation between nurses need to help people (r=0.10, p= 0.17), earning good salary (r=-0.10, p= 0.16) and Friend advice (r=-0.11, p= 0.15) as reasons for entering nursing profession and career commitment

Table (6) Correlation between total nurses perception regarding their profession and total perception of their career commitment

Variables	r	P
Total staff nurses perception and career commitment	0.26**	0.00

** Correlation is significant at the 0.01 level (2-tailed).

Table (6) demonstrated positive correlation between nurses' perception regarding their Profession and their career commitment (r = 0.26, p = 0.00).

Table (7) Relationship between nurses perception toward profession, career commitment and demographic data (n = 184)

Variables	Perception of nurses toward their profession		Perception of nurses toward their Career commitment	
	Test	p	Test	P
Sex				
t- test	2.24	0.03	-1.53-	0.13
Age				
ANOVA	3.62	0.01*	1.12	0.34
Unit				
ANOVA	4.42	0.00*	1.12	0.34
Marital status				
ANOVA	1.58	0.21	3.74	0.02*
Qualification				
ANOVA	0.23	0.79	1.93	0.15
Years of experience				
ANOVA	5.27	0.00*	0.25	0.78
Job condition				
t- test	-0.52-	0.60	0.25	0.80
Hospital sectors				
ANOVA	2.24	0.10	0.05	0.95

Table (7) Revealed that there was statistical significant difference between perception of nurses toward profession and nurses age , unit and years of experience ($t = 3,62$, $p = .01$), ($t = 4,42$, $p = 0 .00$) and ($t = 5,27$, $p = 0.00$) respectively. Otherwise, data in the table showed no statistical significant difference between perception of nurses toward profession, nurses' career commitment and their qualification ($t=0.23$, $p= 0.79$) ($t= 1.93$, $p= 0.15$). Furthermore, no statistical significant difference between perception of nurses toward their profession, nurses' career commitment regarding hospital by sectors ($t= 2.24$, $p= 0.10$) and ($t= 0.05$, $p= 0.95$)

DISCUSSION

The last few decades have seen major changes in the characteristics of the healthcare workplace and workforce. There is a significant confirmation on staffing and retention of healthcare providers internationally especially within the nursing workforce, where there is a serious and increasing of nurses shortage. Career choice is an essential element of recruitment and retention strategies and has significant healthcare implications in regards to person–environment fit, career satisfaction and commitment (Price, 2009 and Elrefaay, Hamidic and Mosallama, 2016).

The finding of the present study revealed that the majority of nurses agreed that they entering profession to help others to cope with illness and to help people. From the researcher point view this because the majority of nurses are female, their main characteristics are caring and compassion. The present study result was supported by Mebrouk (2008), Karani et al. (2014), Ngoma and Zulu, (2015) and Alboliteeh, (2015) who reported that nurses were motivated to join the nursing profession to provide care for sick people and helping others to cope with illnesses. Incongruent with the present study results, in Egypt, In Abdel El-Halem et al. (2011) found that most of the studied subjects choosing nursing career based on an advice from a family member. Al Jarrah (2013) showed that the majority of the nurses are attracted to the socio-economic benefits of the nursing career due to work availability. Also, Bahman,(2015) emphasized that parents influence plays a substantial part on students' choice of nursing as a career to study.

The finding of the present study determined that more than half of studied sample disagree about the reasons to entering profession was a childhood desire. This may be explained by the authors, because of the negative public perception of the nursing profession, as the majority of community perceived nurses powerless and act as physicians assistants. This result was contrasted by Alboliteeh (2015) who reported that more than half of the respondents agreed that nursing profession was a childhood desire.

Furthermore, present study revealed that the highest mean percent of nurses' perception regarding profession was practice value dimension, which include agreement of the majority about collaboration with physicians improves health outcomes for patients. This in the same line with, Apker et al.(2010) who mentioned that poor collaboration which have resulted in increased patient morbidity and mortality and nurse turnover. Furthermore, Blake (2012)

who declared that good nurse-physician collaboration and autonomous decision making are characterized by lower mortality rate. Furthermore, this practice value dimension declared that nurses agreed that patient education is an important part of nursing practice. This may be explained by the investigators, that nurses agree on that, because they spent most of their time providing patient care and considered education as an important aspect in everyone's life. Moreover, providing education for the patient improves nurses' satisfaction and sense of appreciation as they are knowledgeable personnel. This was consistent with Nilsson and Ivarsson (2009) who found that nurses' role in patient education is considered one of their main responsibilities. On the contrary to present study result, study in Iran, by Aghakhani et al. (2012) who reported that most of the nurses believed that education for patients not included in their duties, facilities in hospitals are not sufficient and shortness of time is the most important cause of insufficiency of patient education.

Data of the present study also revealed that nurses' perception of nursing value dimension mean score percent come next to practice value. Which, involve agreement that nursing is a profession. In the same line , Tseng, Wang and Weng, (2013) who reported that respondents realized that nursing was not considered a work for financial profit but rather a career of conscience and respect for life; and nursing students made achievements, and gained positive feedback from the patients that they cared for and their families. Further researches carried out by, Miers , Rickaby and Pollard (2007), Aasland and Rognstad (2007), Kaur et al. (2011), Karani et al. (2015) and Alboliteeh, (2015) declared that the majority of nursing students perceived that nursing is dignified, serve humanity and respectful noble profession. Opposite to the present study results, Liu (2010) who concluded that nursing is still seen as a feminine, caring sub-professional occupation rather than a profession. Furthermore, in Saudi, study by Al-Nagshabandi and Mohamed (2012) concluded that nursing is not considered a respectable profession for women, and was rated at the end of the list of the appropriate occupations for women because of the type of assign duties, inappropriate financial rewards and working hours.

Regarding public image, nurses' responses got the lowest mean score percent. This indicated that nurse perceived negative public image of nursing. From the investigators point of view, Although the nursing career and its features are considered, this has not yet resulted in a public image, the public not usually value the skills and competences nurses have acquired through education and innovation and always perceive that nurses are subordination to the medical profession so nurses sometimes experiencing dissatisfaction with their professional status. Similar to the present study result study carried out in Greek, by Karanikola et al. (2011) who found that professional nurses reported dissatisfaction because of negative public's image. Iranian nurses reported an intention to leave their jobs due to the public's perception of nursing (Faghihzadeh et al., 2012). In Najran, by Aedh and Elfaki (2015) revealed that female nurse faces some obstacles including public image. Inconsistent with the present study results, Meiring and Van Wyk (2013) who

revealed that South Africa public had positive response to the nursing profession. Public image dimension, also include that nurses agreements on the patient selection of hospitals based on nursing care. In this respect, Aiken et al. (2012) stated that patients were less satisfied with healthcare where nurses experience higher percentages of burnout or dissatisfaction.

Concerning nurses' perception of career commitment, the finding of the present study showed that most of respondents agreed about that the most important thing involve job. This in congruent with Al-Faouri and Mrayyan (2008) who stated that nurses agreed to be committed to their careers and they were performing their jobs well. Adding that as a part of career commitment, nurses were willing to be involved and devote much of their own time, in projects that would benefit patient care. Furthermore, the present research results declared that nurse agreed on nursing ideal vacation for the life work. In this respect, in Jordan, a study conducted by Al Jarrah (2013) demonstrated that most of the nursing students will not change their profession in the future. On contrary to study results, Ben Natan and Becker (2009) mentioned that only a small proportion of the population is interested in studying nursing. Adding that profession of nursing is incompatible with characteristics of the ideal career as perceived by the Israeli public. Moreover, a study in Taiwan by Chang, Lai and Peng (2006) conducted and found that the majority of the nursing students would not select nursing profession as a career after graduation. In Saudi, Alboliteh, (2015) found that lowest percentage of nurses prefer to choose nursing as a future career. In Egypt, Seada and Sleem (2012) demonstrated that there was a significant statistical differences among studied undergraduate students regarding having the desire to change to another career.

In the present study, there was a positive correlation between total staff nurses' perception of their profession, and their perception of career commitment. From the investigators point of view, if nursing staff feel a strong sense of belonging to their profession, they will be committed to their career. Moreover, positive work experiences such as: rewarding and helping others during illness inspire nursing staff commitment toward their career. In this respect, Ben Natan and Becker (2010) found a positive correlation between the perception of nursing and the decision of students to choose a nursing career. Moreover, Nesje (2014) reported that great social motivation for choosing nursing profession has been related to higher career commitment after graduation.

Data of the present study revealed that there was no statistical significant difference between perception of nurses toward profession, nurses' career commitment and their qualification. This was supported by Banaderakhshan et al. (2005) and Koushali, Hajiamini and Ebadi (2012) who demonstrated that that there is no statistical difference between the study groups in their attitudes toward their nursing career and viewpoints on this profession.

There was a highly statistical difference between nurses' perception toward profession and their work unit. This incongruent with Petrini and Zhang (2008) who identified

that clinical experience had no impact on nursing students' professional perception. Moreover, Brazil et al. (2012) emphasized that working conditions associated negatively with image of nursing. The present study findings demonstrated no statistical significant difference between nurses' perception of profession, perception of career commitment and three different hospital sectors. This was agreement with Mrayyan and Al-Faouri (2008) who found that, based on the total scores of nurses' career commitment, there were no significant differences across the three types of hospitals.

CONCLUSION

The presents study concluded that most of nurses choose nursing profession to provide care and help people, nurses viewed nursing as a profession. Also they considered public still had negative perception regarding nursing profession. Nurses' collaboration is important for patient care and nurses patient education. There was a positive significant correlation between total nurses' perception toward profession and total commitment to nursing career. Furthermore, research declared that there was a significant correlation between nurses' perception toward profession and years of experience. While, there was no statistical difference between nurses perception toward profession, career commitment and hospital by sectors.

RECOMMENDATIONS

Based on the results of the study there were the following recommendations:

- A public awareness program should be started through portraying a positive image of nursing career through mass media to enhance and improve the nursing status in the country.
- Increased support for transition to practice in the workplace to enhance nurses career commitment.
- Implementing conference for undergraduate students and new junior nurse to orient them about the nursing career, history of nursing, types and variety of nursing education programs and different clinical experiences.
- Hospital management should provide nurses with chances for professional advancement.
- Another researchers should be done to investigate:
 - Best strategies for nurses' retention.
 - Relation between nurses continuing education and career commitment
 - Nurses career commitment and career planning.

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