



Research Article

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Social requirements analysis on cultivation of postgraduates of nursing

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ABSTRACT

*In recent years, social demand for nursing is growing rapidly. It raises requirements of cultivation of postgraduates of nursing in colleges. In this work, in order to investigate the present social requirements in hospitals and nursing colleges in Henan Province, we use SPSS software to analyze the questionnaire survey data. Within five years, the mean of recruited nursing master graduates in nursing colleges will be higher than hospitals. Nursing education and research are mainly taken by recruited nursing postgraduates in colleges, while nursing research and management are mainly in hospital. The differences in clinical and teaching ability, coordination and management ability, self-development ability in different types of employers are statistically significant. In order to meet the social requirements, overall quality of postgraduates of nursing should be improved by enhanced training programs provided by colleges.*

**Keywords:** Nursing cultivation, survey, statistics, social requirements

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INTRODUCTION

Nursing postgraduate education in China started in 1992, now there have been 65 colleges and universities that have nursing master's authorization centers and 26 colleges and universities have Dr. Authorization centers [1]. With the expansion of the scale of graduate education, there will be more and more nursing master graduates in our society [2]. The subject being discussed in the nursing profession in recent years is that whether nursing master graduates cultivated by nursing colleges and universities can truly adapt to the social needs, how to develop corresponding nursing education countermeasures according to market changes, what is the development trend of nursing talents in the future and so on. At present, domestic researches pay more attention to the job intention and employment destination, but less attention to what kind of nursing master degree graduates the employment market needs [3]. Through investigation and analysis about present situation of the demands for nursing master graduates, this paper discuss the social demands for nursing master graduates, the differences in the demand for nursing postgraduates between nursing colleges and universities and tertiary hospitals and the development trend of the nursing talents in the future, put forward some countermeasures on how to strengthen the management, how to deepen the reform and how to standardize nursing postgraduates' cultivation and education, to provide the basis for perfecting nursing postgraduates' training mode and provide convenience for the employer to make reasonable planning reasonable planning of nursing human resources.

EXPERIMENTAL SECTION

**Survey methods:** In this paper, with methods of literature research, questionnaire survey and field interviews, we investigate and analyze the present situation of demands for nursing master graduates in Henan Province, and for data analysis we apply the software SPSS 18.0.

**Survey objects:** 270 questionnaires were sent to the human resources managers of 44 tertiary hospitals and 20 nursing colleges in Henan Province, and 252 effective questionnaires were returned, effective rate was 93.3%. See

the sample sizes in Tab. 1.

**Tab. 1 Samples of different types of object unit**

Types	Total	A Random Sample Size	Total Questionnaires	Returned Questionnaires
Tertiary Hostipals	83	44	184	176
Undergraduate Nursing Colleges	12	7	30	28
Higher Vocational Nursing Schools	7	4	18	16
General Secondary Health Schools	18	9	38	32
Total	120	64	270	252

## RESULTS

The corresponding data of nursing colleges and tertiary hospitals represent the mean scores of the selection;  $t$  and  $P$  represent the  $t$  value and  $P$  values of the nursing colleges and tertiary hospitals after independent sample  $t$ -test.

**Requirements of nursing colleges and hospitals:** The demand rate for nursing master graduates in investigated nursing colleges is 100%, while in tertiary hospitals the number is 91.1%, both nursing colleges and tertiary hospitals have no requirements on the postgraduate type (academic / professional)(because they do not yet understand the characteristics of each type).It is expected that the mean of recruited nursing master graduates in nursing colleges ( $14.39 \pm 10.643$ ) will be higher than that of in tertiary hospitals ( $6.35 \pm 5.875$ ) in the next five years, the difference is statistically significant ( $P < 0.001$ ). The detailed information is shown in Tab. 2-4.

**Tab. 2 Requirements for nursing master graduates**

Types	Requirement of nursing master graduates (%)			Total (%)
	No	Yes	Indifferent	
Nursing College	0	100	0	100
Tertiary Hostipals	4.8	91.1	4.2	100

**Tab. 3 Comparison of the nursing master graduates**

Types	Amount of nursing master graduates $\bar{x} \pm s$	$t$	$P$
Nursing college	$6.60 \pm 7.723$	5.272	<0.001
Tertiary Hostipals	$1.98 \pm 3.113$		

**Tab. 4 Perspective amount of the nursing master graduates in the next 5 years**

Types	Amount of nursing master graduates $\bar{x} \pm s$	$t$	$P$
Nursing College	$14.39 \pm 10.643$	6.447	<0.001
Tertiary Hostipals	$6.35 \pm 5.875$		

**Selection focus of nursing master graduates:** Results in Tab. 5 and 6 show that comprehensive interview performance is considered to be the most important factor in the selection of the nursing master graduates. The interview can not only judge the whole quality and the improvisation effect of the candidates comprehensively, but also can avoid the phenomenon of high score with low ability in written examination.

**Tab. 5 Comparison on the focused factors in the selection of nursing master graduates in nursing colleges and tertiary hospitals (n=252)**

Related Factors	Types		$t$	$P$
	Nursing Colleges $\bar{x} \pm s$	Tertiary Hospitals $\bar{x} \pm s$		
Clinical Work Experience	$3.99 \pm 0.857$	$4.02 \pm 1.041$	2.897	0.004
School Brand	$4.07 \pm 0.875$	$4.01 \pm 0.696$	0.598	0.551
Academic Achievement	$4.17 \pm 0.742$	$4.29 \pm 0.583$	-1.462	0.145
English Level	$4.26 \pm 0.696$	$4.24 \pm 0.785$	0.177	0.860
Computer Level	$3.77 \pm 0.827$	$3.63 \pm 1.041$	-2.435	0.016
Graduation Thesis Quality	$3.94 \pm 0.949$	$4.26 \pm 0.720$	-2.996	0.003
Awards	$3.52 \pm 0.988$	$3.64 \pm 0.814$	-1.018	0.310
Performance in Interview	$4.61 \pm 0.515$	$4.48 \pm 0.589$	1.812	0.072
Political Background	$2.73 \pm 0.986$	$3.17 \pm 0.935$	-3.508	0.001
Personal Specialty	$3.18 \pm 0.853$	$3.48 \pm 0.700$	-3.011	0.003

Tab. 6 Focused factors of nursing master graduates selection

Rank	Types	
	Nursing Colleges	Tertiary Hospitals
1	Performance in Interview	Performance in Interview
2	English Level	Academic Achievement
3	Academic Achievement	Graduation Thesis Quality
4	School Brand	English Level
5	Clinical Work Experience	Clinical Work Experience
6	Graduation Thesis Quality	School Brand
7	Computer Level	Awards
8	Awards	Computer Level
9	Personal Specialty	Personal Specialty
10	Political Background	Political Background

**Positions in nursing college and hospital:** According to the results, post settings for nursing master graduates in nursing colleges focus on nursing education and nursing research, while tertiary hospitals focus on nursing research, nursing management and clinical nursing experts. The difference is statistically significant ( $P < 0.001$ ) between different departments' positions by  $\chi^2$  test. The detailed information is shown in Tab.7.

Tab. 7 Positions of nursing master graduates in nursing colleges and tertiary hospitals

Position	Types			$\chi^2$	P
	Nursing Colleges	Tertiary Hospitals	Total		
Clinical nursing experts	0	118(70.2%)	118(73.0%)	110.955	<0.001
Nursing management	33(39.3%)	137(81.5%)	170(67.5%)	45.564	<0.001
Nursing education	84(100%)	63(42.9%)	147(58.3%)	90.00	<0.001
Nursing research	55(65.5%)	147(87.5%)	202(80.2%)	17.079	<0.001
Community nursing experts	0	13(7.7%)	13(5.2%)	5.363	<0.001

**Requirements of core knowledge and ability:** The results in Tab. 8 show that different types of the employer has different emphasis on core knowledge requirements for nursing master graduates, but they all attach great importance to the knowledge in clinical nursing practice, tertiary hospitals pay more attention to humanistic sociology knowledge of nursing master graduates. Through the t test, in the knowledge of education, humanistic sociology and education, the differences have statistical significance among different types of the employers ( $P < 0.05$ ).

According to the Tab. 9, different types of employers all attach great importance to clinical practice ability, while t test shows that the difference among the clinical /teaching and scientific research ability, coordination and management ability and self-development ability is statistically significant ( $P < 0.05$ ).

Tab. 8 Comparison of core knowledge requirements for nursing master graduates in nursing colleges and tertiary hospitals (n=252)

Knowledge Requirements	Types		t	P
	Nursing Colleges x±s	Tertiary Hospitals x±s		
Clinical Nursing Practice	4.74±0.494	4.70±0.486	0.085	0.932
Education	4.63±0.533	4.28±1.025	0.638	0.001
Scientific Research	4.45±0.589	4.35±0.611	-0.647	0.518
Humanistic Sociology	4.38±0.691	4.63±0.625	-0.434	0.001
Management	4.11±0.792	4.33±0.521	-1.662	0.001
Professional Development	3.51±0.630	3.94±0.618	-6.100	0.561

Tab. 9 Comparison of core ability requirements for nursing master graduates in nursing colleges and tertiary hospitals

Ability Requirements	Types		t	P
	Nursing Colleges x±s	Tertiary Hospitals x±s		
Clinical Practice	6.96±1.246	7.15±1.257	-1.137	0.257
Critical Thinking	5.36±1.828	5.40±2.039	-0.158	0.874
Clinical / Teaching and Scientific Research	6.74±1.636	6.06±1.784	2.925	0.004
Education Guidance	5.94±1.922	4.91±1.797	4.182	0.000
Coordination and Management	5.08±1.723	5.53±1.468	-2.145	0.033
Communication and Cooperation	6.32±1.637	5.93±1.658	1.781	0.076
Self-development	4.94±2.267	3.76±2.273	3.884	0.000
Nursing Ethics Decision-making	3.07±2.353	2.83±2.101	0.089	0.416

**Discussions on improvement of nursing postgraduates training pattern**

**Different training mode of two degree types:** Nursing postgraduate education in our country has experienced development for over 20 years, and we have made remarkable achievements in the cultivation of academic nursing postgraduates and trained a large number of highly qualified nursing educators, administrators and researchers, but there is still a big gap compared with the international nursing graduate education [4]. In the terms of the cultivation of the professional degree graduate students, we still need to clear the training target furthermore, draw lessons from the advanced experience of developed countries [4], to truly find a new way to cultivate professional degree graduates that conforms to China's national conditions and in line with international standards. We should pay attention to the factors, job requirements, core knowledge and capacity requirements that the employers emphasis when selecting postgraduates, also we should reform in the aspects of training target, training methods and tutor team to meet the needs of society to a greater extent.

**Reformation of core courses system:** According to the survey, we should make a comprehensive analysis of the training objectives of nursing postgraduates in colleges and universities, draw lessons from foreign advanced experience, combine with dynamic subject development to build a scientific and reasonable graduate courses system. Meanwhile, we should conduct regular curriculum evaluation, modify and adjust the training plan timely. Moreover, for different professional directions, professional features should be highlighted; the weight and proportion of the humanities should be increased.

**Improvement of comprehensive ability:** Nursing postgraduate education is mainly about building capacity and improving the overall quality. According to the requirements of nursing schools and tertiary hospitals in core abilities of nursing master graduates, we need to further strengthen the following main ability [5].

Clinical practice ability is the ability that nursing staff translate the knowledge and skills they have into ability required in clinical practical problem solving, including clinical disposal ability, health education ability, professional psychological quality, etc. Graduate students' clinical practice ability is the prerequisite to ensure the smooth development of nursing scientific research. To improve it effectively, we must accelerate the construction of clinical nursing teachers' team and the improvement of clinical practice teaching and teaching methods.

Nursing scientific research plays an important role in promoting the development of nursing subject and improving nursing quality. At present, nursing scientific research level is very weak in our country, and the employers hope to solve the problem of lack of research strength through hiring personnel with a master's degree or above, so we should increase the intensity of our postgraduates' researching training and improve their clinical/teaching and research abilities.

**Long term tracking system:** To take out a cultivation and education plan for nursing postgraduates as soon as possible, we want to establish a long-term tracking mechanism for postgraduates, to understand the demand dynamics of the whole nursing industry as well as the comprehensive evaluation made by the employers on the ability and quality of nursing master graduates, so as to find out existing problems and provide a scientific basis for the curriculum reform in colleges and universities, professional adjustment and discipline construction, etc..

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