



Immigration And Career Shift Intention and Its Relation to Perceived Professional Image Among Staff Nurses

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ABSTRACT

Background: Healthcare system is facing various growing challenges. Nurses' intention to leave their profession has been found one of these challenges. Immigration is most common among health professionals today and has become a global public issue. The immigration of nurses from developing to developed countries has become an international concern. **Aim:** Assess immigration and career shift intention and its relation to the perceived professional image among staff nurses. **Design:** A descriptive correlational study design was utilized. **Setting:** This study was conducted through an online survey to enable access to large and geographically distributed nurses all over Egypt. **Study Sample:** A convenience sample of (2434) staff nurses. **Tools:** Four tools were utilized for data collection: 1- Personal Data; 2-Profession Image Questionnaire; 3-Career Shift Assessment Questionnaire; and 4-Migration Intention Questionnaire. **Results:** The findings revealed that the majority (98. %) of nursing staff have moderate perception level of their image of the nursing profession, more than half (56.4%) of the participants have an intention to immigrate. Moreover, more than two-fifths (46.8%) of nursing staff have a moderate intention level toward shifting their career. **Conclusions:** There was a highly statistically significant positive correlation between nursing staff's perception of professional image and their career shift intention, and their intention immigration. **Recommendations:** The government must ensure that nurses receive competitive salaries that reflect their skills and experience. Also, offer comprehensive benefits packages, including healthcare, retirement plans, and professional development opportunities. Work with media outlets to highlight positive stories and contributions of nurses in healthcare settings and provide clear pathways for career advancement.

Key Words: Career shift, immigration, professional image, staff nurses

Introduction

Any nation's development depends on its human resources, and organizations always struggle with the issue of retaining their human capital. Given that the health system deals with human life and health, this is particularly significant (Salehinia. et al.2020). Nursing is among the most critical and challenging professions (Stokes and Iskander, 2021).

Maintaining a nurse workforce inside the national health system is a huge difficulty for home and receiving nations (Efendi, et al., 2019).

With the demand for healthcare services rising quickly due to population growth, aging populations, and the shift in the burden of non-communicable diseases on the global public health system, any country's healthcare system is facing a

significant challenge due to the approximately 9 million nurse and midwife shortage that currently exists worldwide (World Health Organization, 2016). The scarcity of nurses also affects high-income countries. Because of the growing need for healthcare services, it is anticipated to be a shortage of 2.5 million nurses across 23 OECD countries by 2030 (Scheffler & Arnold, 2019).

Today, the majority of health professionals deal with immigration, which has grown to be a worldwide public concern (Köse. Tosunöz, Nazik.2022). The immigration of nurses from developing to developed countries has become an international concern (Zolot, 2019).The shortage of qualified healthcare workers in many nations and areas necessitates the hiring of nurses from other nations. But when nurses leave donor nations due to migration, this might lead to issues. Immigration in the healthcare industry is defined as the movement of medical professionals across international borders in quest of improved working circumstances, more stable political environments, higher incomes, and a higher standard of living and quality of life (Kadel, Bhandari, 2019; Köse, Nazik.2022).

The WHO has noted a 60% rise in the emigration of health workers to higher-income nations during the past ten years (Maré et al., 2019; Poku et al., 2023).Many highly qualified and educated professionals emigrate for prospects for advancement in society and improved economies overseas (Kadel & Bhandari, 2019).The health systems of the nation's experiencing brain drain suffer from a shortage of qualified nurses, which

has a detrimental impact on the quantity and quality of the nursing workforce as well as the quality of care provided. It also increases institutional workers' workloads, negatively impacts patient outcomes, and creates barriers and disparities in access to healthcare (Demiray et al., 2020; Hashish, 2020).

According to research by Mahran et al., (2017) conducted in Egypt; there is a chronic lack of healthcare workers, notably qualified nurses. One key factor contributing to this shortfall is the voluntary movement of nurses to industrialized nations, which could undermine the health system, create economic loss, and delay patient care delivery. This poses a serious threat to reaching the Sustainable Development Goals (SDGs) related to health, endangering the health of vulnerable people, and the efficacy of global health interventions (Mokoena, 2017; Osigbesan, 2021)

Globally, day after day, the healthcare system is facing various growing challenges (Albougami, et al, 2020). Nurses' intention to leave their profession has been found to be one of these challenges. Therefore, it is alarming that many nurses intend to quit their profession which might indicate that nurses are not committed to their profession. Nurses' intention to leave is a process of thinking, planning, and decisions about leaving a profession and it is one step before the actual leaving. This intention ends in the actual performance of an action if conditions are not managed early.

National Nurses Associations (NNAs) (2020) reported a 20% increased rate of nurses leaving the profession in 2020, studies from associations around the world have consistently highlighted increased intention to leave rate. The magnitude of intention to leave across African countries ranged from 18.8 to 41.4% (Gile, Buljac, & Van De, 2018). In Egypt, a study revealed that about 25% intended to leave the nursing profession (Said & El-Shafei, 2020).

Nurses change careers for many reasons, including salary, personal reasons, professional development, training, retirement, scheduling, stress, overwork, poor management, lack of competence and independence, lack of promotion opportunities due to lack of resources, job dissatisfaction, and relocation. These reasons negatively affect clinical quality and patient satisfaction, causing staff turnover and an increase in new nurses (Renpening, Taylor, & Pickens, 2016).

According to a study by Hasselhorn et al. (2005), most staff leavers began the process with serious consideration in the final year preceding leaving, and the actual decision to leave was made within 6 months before determination. The study conducted Carless (2011) indicated that one year before changing careers, actual career changers were actively looking for a new career and highly intending to leave their current job. Furthermore, another study revealed that nurses left nursing within 6 months of their decision to leave (Duijld, Brien, Pallas, & Aitken 2004). The final decision to leave the profession is likely to be the result of

an individual reflection process with multiple underlying causes (Laine et al., 2009).

There have been many improvements in the image of the nursing profession in recent years. The problem of nursing image has been identified as a problem since the nineteenth century, and although it has changed a lot since then, it is still not fully resolved. Originally, the profession was considered feminine and consisted of duties such as protection, care, and bathing (McAllister & Brien, 2020).

However, over the years there have been some changes the profession has become academic; nurses are well educated and want an independent career, and many men choose nursing. This affects the changing image of the profession (Stadnicka, & Zarzycka, 2023).

Professional image is the thoughts, beliefs and opinions of employees about their profession (Eşer, Orkun & Çetin ,2017). Individuals' positive or negative opinion about a profession depends on the education they received and the position of that profession in society (Şimşek & Alpar, 2019). The perception of the image of the nursing profession has many effects. For decision makers in the healthcare system, this image affects the provision of resources and the development of the field. Among nurses, self-image affects relationships with other professions, nurses' performance, violence against nurses, public trust in the healthcare system, low wages and overtime, burnout, and job satisfaction (Stadnicka & Zarzycka, 2023). Research has shown that most working nurses have a positive image of their profession and only a few have a negative image.

Although most are satisfied with their chosen career, a small percentage have negative emotions such as shame (Zulu & Ngoma, 2015).

The decision to become a nurse and stay in the profession for a long time has been shown to be strongly related to the image of the profession for nurses and the public (LópezVerdugo et al., 2021). The image of the nursing profession affects the healthcare system. Perceived professionalism also affects nurses' performance and their intention to leave the profession (Pierrotti, Guirardello & Toledo, 2020).

Significance of the study

Nurse migration is becoming increasingly common around the world. One reason for this may be nurses' perceptions of their professional image. The image of nursing has always been a source of concern for those in the profession. Decisions to enter nursing, stay in nursing, develop nursing, and continue in the nursing profession may be a result of nurses' perceptions of their professional image (Emeghebo, 2012).

A positive professional image enhances nurses' self-esteem, job satisfaction, and professional commitment. A negative image can lead to dissatisfaction, burnout, and intentions to leave the profession or country.

Additionally, Researchers found that in working with clinical nurses, they discovered many issues with the image of the nursing profession. Nurses often report that nursing is a second option for them. They went into nursing rather than a consciously chosen career. Nurses also said they were looking f

orward to changing careers or moving elsewhere to get away from this exhausting profession.

This requires researchers to examine nurses' perceptions of the image of the nursing profession.

Stepping into the nursing profession, staying in the profession, and career development in the profession are a result of the perceived professional image. Understanding the interplay between immigration, career shift intention, and perceived professional image among staff nurses is essential for developing effective retention strategies. By assessing the perceived professional image and addressing the nurses' intention to leave the profession or emigrating, healthcare organizations and policymakers can enhance job satisfaction, reduce turnover, and ensure a stable and effective nursing workforce.

Subjects and Method

Aim

This study aimed to assess immigration and career shift intention and its relation to the perceived professional image among staff nurses.

Research questions

1. To what extent do staff nurses intend to immigrate?
2. To what extent do staff nurses intend to make career shifts?
3. What is the staff nursing perception toward their professional image?
4. What is the relationship between career-shifting intention, immigration intention, and

professional image as perceived by staff nurses?

Research design

A descriptive correlational design was utilized to carry out the current study.

Sample

Convenience sampling was used to gather responses from available nursing staff that have worked in Egypt and met the inclusion criteria. The response rate was 45 %. Participants were invited to complete the survey at their convenience, resulting in 2500 responses out of 5500 invited participants completing the study questionnaires. Only 2434 completed surveys were included in the final analysis.

Inclusion criteria: - Both males and females who have been working in nursing careers in Egypt for at least one year.

Setting

The current research was conducted through an online survey to enable access to large and geographically distributed nurses all over Egypt. The online survey, or internet survey, is one of the most popular data-collection sources. Data for this study were collected online using the Microsoft team's platform. The target population included nursing staff who have been working in various healthcare settings across Egypt. Participants were recruited through social media posts on relevant healthcare forums and groups such as Arab nurses' group. Participants completed the survey at their convenience from any location with internet access.

Tools

Four tools will be used to collect the data for this study.

1st Tool Socio demographic Data:

This includes participants' socio-demographic data such as gender, age, years of experience, marital status, educational level, staff nurses' satisfaction with being in the nursing profession, and their intention to make a career shift.

2nd Tool Profession Image Assessment

Questionnaire

This tool was adopted from Ten Hoeve Y, 2013 & Grinberg, Y. Sela (2022), it used to assess profession image among staff nurses. To increase the nurses' responses to fill out the general questionnaire, the present study used the shortened version of the questionnaire with 28 specific items. Finally, the questionnaire consisted of five domains: professional status domain (8 items), working condition (9 items), gender (6 items), relationship to organization, and nursing profession (5 items). This tool scored on a 5-point Likert scale (ranging from 5= strongly agree to 1= strongly disagree). Overall scores were divided into levels as follows:

- Low perception level to professional image = < 60%
- Moderate perception level to professional image = 60 – 80%
- High perception level to professional image = > 80%

3rd tool: Career Shift Assessment Questionnaire

This questionnaire was adapted from Gallager, K. S. (2010), modification done by researchers. It used to assess career shift intention among staff nurses. It consisted of three dimensions (30 items), the first dimension was self-thoughts about career shift (including 7 items), 2nd about steps taken for career shifting (6 items). 3rd was about the perception of career-shifting causes (17 items) which include three sub dimensions: (personal (8 items), social causes (6 items), and financial causes (3 items). This tool scored on a 5-point Likert scale (ranging from 5= strongly agree to 1= strongly disagree). Overall scores were divided into levels as follows: -

- Low intention level to career shift = < 60%
- Moderate intention level to career shift = 60 – 80%
- High intention level to career shift = > 80%

4th Tool: Immigration Intention Questionnaire

This questionnaire was adopted from the World Health Organization (2014) & Li and Sun, (2019). It consisted of (7) items. Tool used to assess immigration intention among staff nurses. This tool scored on a 5-point Likert scale (ranging from 5= strongly agree to 1= strongly disagree). The researcher also used one separate question to assess the general immigration intention nurses have currently, the answers for this question were presented as follows (No intention to leave my country, Less than 25%, From 26-50%, From 51 to 75%, Above 75%).

Validity

An experienced translator translated the three tools into Arabic to correspond with the educational background of the staff nurses. It was translated into double English, Arabic, and English. Three experts in the field of nursing administration from Cairo University's Faculty of Nursing reviewed the study tools. They requested feedback on the study tools' general appearance, length, clarity, language, and covering of the information. Rephrasing several sentences and fixing grammatical faults were among the necessary changes made in response to expert remarks and suggestions. A careful consideration was given while designing the online questionnaires survey to ensure that it was needs a minimum of computer skills to complete the questionnaires. The items were short, clear and easy to read by the participants.

Reliability

The Cronbach's Alpha test was used to assess the internal consistency and homogeneity of the study questionnaires, and the results showed that the questionnaire of immigration intention internal consistency of 0.87, career shifting intention questionnaire had an internal consistency of 0.90, and the professional image questionnaire had internal consistency of 0.85.

Pilot study:

To determine the utility and clarity of the study tools, a pilot study was carried out in December 2023. 10% of the participants (243 nurse) were included in the study's testing.

Respondents needed about 20 minutes to complete the tools. The tool's final version was determined by the pilot study's outcome. Since the tools were not altered, the pilot research sample was incorporated into the main study sample.

Procedure

Participants were recruited through social media platforms (Facebook, online forums, and email invitations). A brief description of the study, its purpose, and the inclusion criteria was provided in the recruitment materials. The data collection instrument was an online survey developed using the Microsoft Team Platform. The survey included questions on socio-demographic information, immigration intention, career shifting intention, and the professional image. A link to the online survey was included in the recruitment materials, and participants accessed the survey by clicking on the link.

Clear instructions on how to complete the questionnaires were given, and participants were informed that the questionnaires would take approximately 15-20 minutes to complete. The first page of the online questionnaire included an informed consent form. Participants were required to read the consent form and indicate their agreement to participate by clicking the consent button before proceeding to the survey questions. Participants were assured that their responses would be kept confidential and used solely for research purposes. Data were collected anonymously, and no identifying information was linked to the responses. The survey was available

online for two months (October & November 2023), and participants received reminders to complete the survey if they had not done so within the first two weeks. Upon the completion of the data collection period, survey responses were exported and transferred to a secure, password-protected computer for analysis.

Ethical Consideration:

Approval of the scientific ethical research committee was obtained from the Faculty of Nursing, Cairo University before conducting the study. Also, official permission was granted by faculty authorities to the medical and nursing directors of the study hospitals to conduct the study. Nurses' participation in the study was voluntary, and they were informed about their right to refuse or to withdraw at any time. Informed consent was acquired from all study staff nurses after a full explanation of the nature and purpose of the study. The study data was coded to ensure anonymity and confidentiality. At any time during the study, nurses had the right to withdraw.

Statistical Design

Version 25 of the Statistical Package for Social Science (SPSS) was used for data entry and statistical analysis. The direction and intensity of the association between the chosen variables were ascertained using the correlation coefficient for quantitative variables, which were analyzed using suitable descriptive statistics including frequencies, means, and standard deviations. To find significant differences between the chosen variables, this study used ANOVA and t-tests. A significant result is indicated by a p-value of less than 0.05.

Results

Table (1) declares that two-thirds (61.8%) of participants were female. Half (51.6%) of participants in the age group (26-30) years and (47.9%) of them had (5-10) years of experience, two-thirds (62.1%) of participants were married; and (65.6%) held bachelor's degrees; more than one third (37.5%) of them entered the nursing profession for job opportunities.

Table (2) shows that the majority (82%) of nursing staff were satisfied with being in the nursing profession, and about two-thirds (58.3%) of participants will continue to work in nursing abroad (long-term), and about one quarter (24%) of participants will leave the place of nursing employment soon.

Figure (1) shows that more than half (56.4%) of the participants have an intention to immigrate in high percentage (>75%).

Table (3) shows that the highest mean percentage (94.1%) is for professional status, while the lowest mean percentage (34.7%) is for participants' relationship to their organization and nursing profession. The total nursing staff's perception of the image of the nursing profession is (69.25%).

Figure (2) declares that the majority (98. %) of nursing staff have a moderate perception level of their image of the nursing profession, while (1. %) of them have a high perception level.

Table (4) indicates that the highest mean percentage (83.1%) of nursing staff perception

toward career shifting intention causes is financial, followed by (72.9%) of personal and social causes, one quarter (25.9%) of them take steps toward career shifting, and more than half of them (63.33%) have self-thoughts about career shifting. The total nursing staff intention to career shift is (62.06%).

Figure (3) declares that more than two-fifths (46.8%) of nursing staff have a moderate intention level toward shifting their career, while about two-fifths (39.8%) of them have a low level toward shifting their career.

Table (5) declares that about two-thirds (63.6%) of the study participants agree to move permanently to another country, and more than half (55%) of them would move to another country if the financial offer were better. About two-thirds (66.6 %) of the participants agree that they intend to immigrate.

Table (6) declares that there is a highly statistically significant positive correlation ($r = .21^{**}$, $p = .00$) between nursing staff's perception of professional image and their career shift intention, Also, there is a highly statistically significant positive correlation ($r = .51^{**}$, $p = .00$) between nursing staff perception to professional image and their intention immigrate.

Table (7) shows that there was a statistically significant relation ($F = 31.6$, $P = 0.00$; $F = 3.8$, $P = 0.00$; $F = 4.14$, $P = 0.00$; $F = 2.6$, $P = 0.03$; & $F = 9.5$, $P = 0.00$) between nursing staff perception of professional image and their gender, age, marital status, education, and job title respectively. There

was a statistically significance relation ($F=4.9.6-P=.00$ & $F=6.7-P=.00$ & $F=9.3-P=.00$ & $F=10.8-P=.03$ & $F=5.2-P=.01$) between nursing staff career shift intention and their age, experience, marital status, education and job title respectively. There

was a statistically significance relation ($F=18.3-P=.00$ & $F=2.6-P=.02$ & $F=2.5-P=.04$ & $F=2.5-P=.04$ & $F=3.6-P=.03$) between nursing staff immigration intention and their gender, age, experience, and education respectively.

Table (1): Staff nurses Sociodemographic Data (n= 2434)

Sociodemographic data	No.	%
Gender		
Male	930	38.2
Female	1504	61.8
Age		
20-25 years	219	9.0
26-30 years	1255	51.6
31-35 years	643	26.4
36-40 years	239	9.8
41-45 years	62	2.5
>45 years	16	.7
Experience		
<5 years	619	25.4
5-10years	1167	47.9
11-15 years	454	18.7
16-20 years	134	5.5
>20 years	60	2.5
Marital Status		
Single	44	1.8
Married	1512	62.1
Divorced	874	35.9
Widow	4	.2
Education		
Nursing diploma	352	14.5
Nursing institute	323	13.2
BSc	1596	65.6
Master	163	6.7
Causes of entering nursing profession		
Family request	372	15.3
Job opportunities	913	37.5
Incorrect preference	170	7.0
Good social status	362	14.9
Others	617	25.3

Table (2): Staff Nurses' Satisfaction with Being in The Nursing Profession and Their Intention to Career Shifting (n= 2434)

	No.	%
Satisfaction With Being in The Nursing Profession		
Dissatisfied	439	18.0
Satisfied	1995	82.0
Career Intentions for The Next 5 Years		
Continue to work in nursing in Egypt	642	26.4
Continue to work in nursing abroad (long-term)	226	9.3
Continue to work and pursue further education in nursing	1420	58.3
Take a break from nursing indefinitely	63	2.6
Leave nursing	83	3.4
Expectation to Leave the Place of Nursing Employment		
Will leaves soon	591	24.3
It is quite likely that I will leave	214	8.8
The situation is uncertain	817	33.6
The chances are very slight that I will leave	511	21.0
Will not leave soon	301	12.3

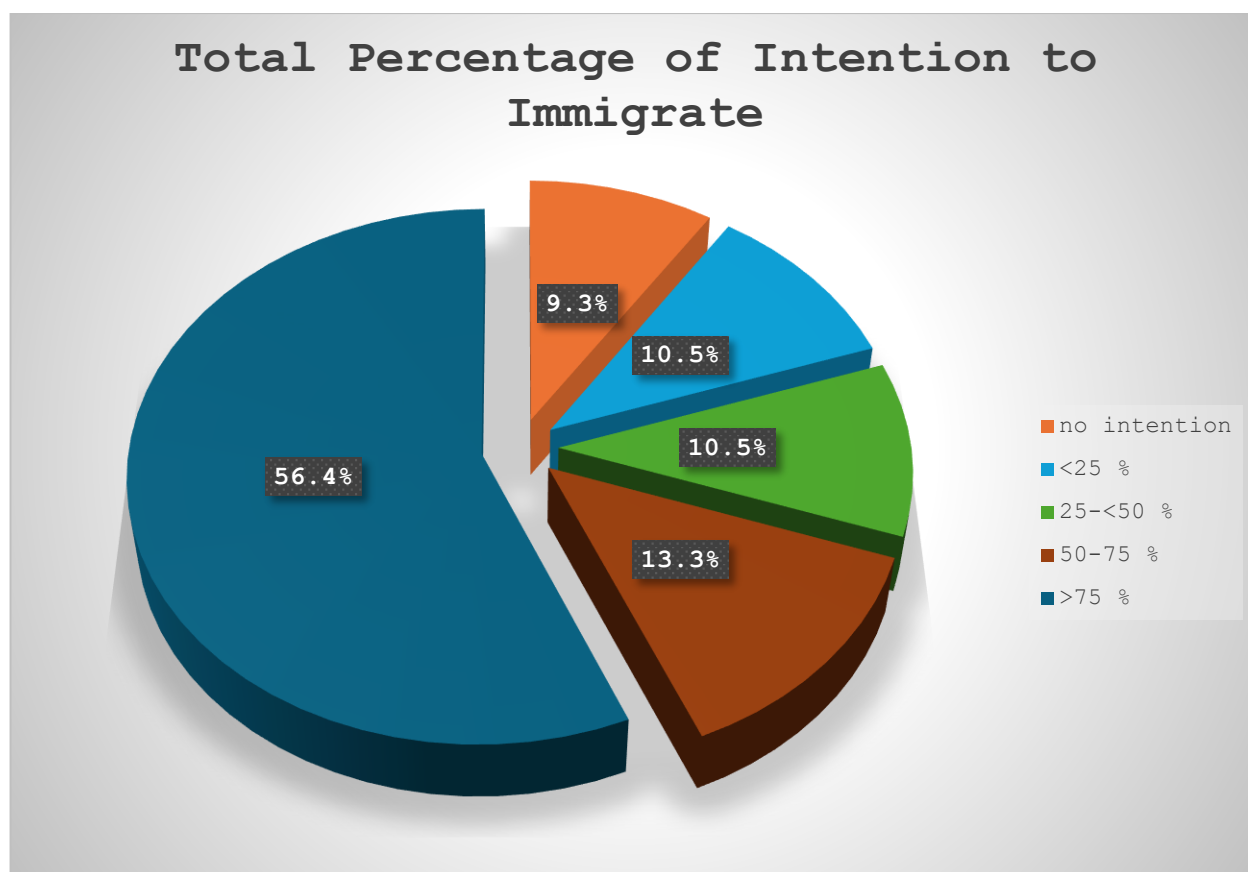
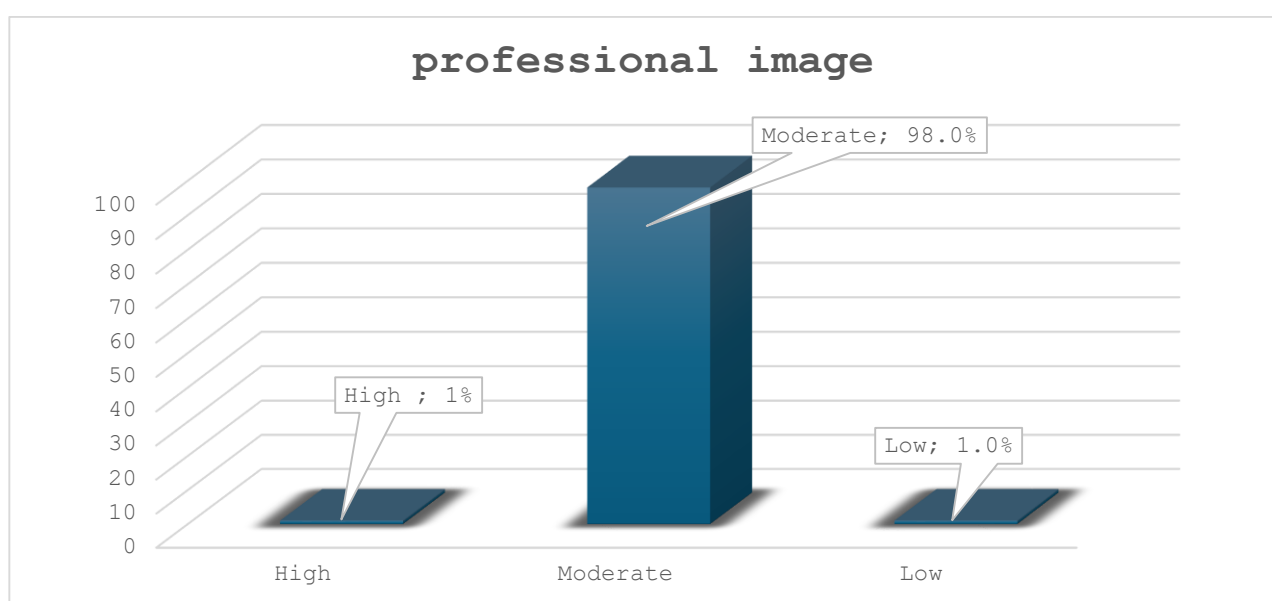


Figure (1) Staff nurses' percentage of intention to immigrate (n=2434)

Table (3): Staff Nurses Perception of Own Image of The Nursing Profession (n= 2434)

Professional image dimensions	Min	Max	Mean	SD	Mean%
Professional status	8	40.00	37.65	3.41	94.1
Working conditions	9	45.00	40.43	4.51	89.8
Gender differential	6	30	11.68	5.39	48.6
Relationship to your organization and nursing profession	5	25	6.95	7.32	34.7
Total	28	140	96.70	10.70	69.25

**Figure (2) staff Nurses perception level s of own image of the nursing profession (n=2434)****Table (4): Staff Nurses Perception Toward Career Shifting Intension (N= 2434)**

Career Shifting perception	Min	Max	Mean	SD	Mean%
Self-thoughts about career shifting	7	35.00	22.35	6.33	63.8
Steps taken for career shifting	6	30.00	7.78	5.83	25.9
Causes of career shifting					
Work conditions related causes	8	40.00	28.64	7.30	71.6
Personal and social causes	6	30.00	21.87	6.06	72.9
Financial causes	3	15.00	12.47	4.22	83.1
Total career-shifting intention	30	150	93.10	17.64	62.06

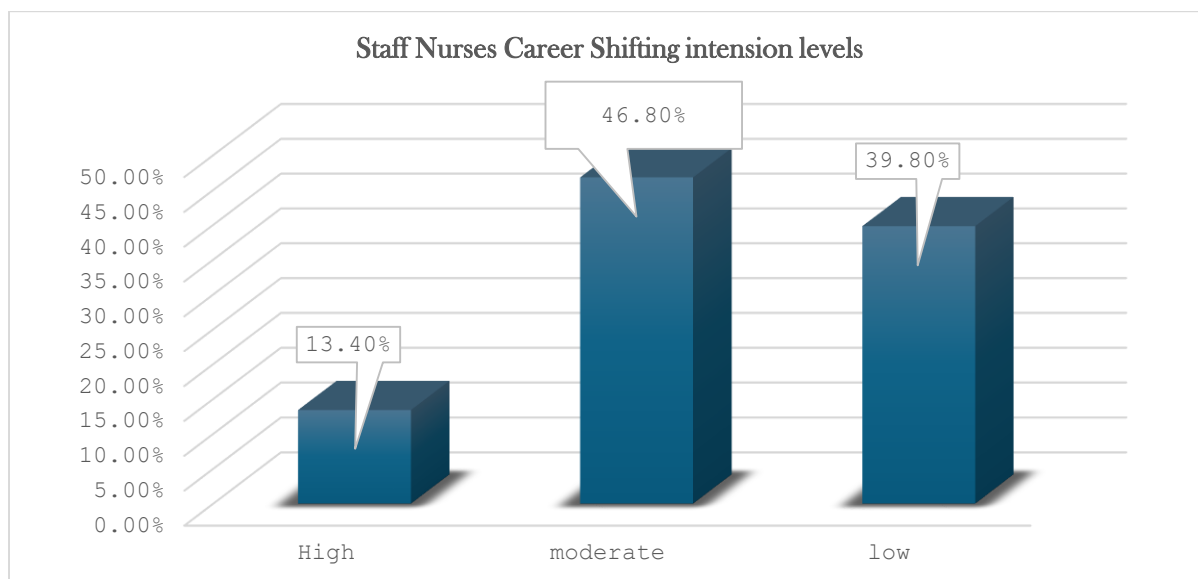


Figure (3) Staff Nurses Career Shifting Intension Levels (n=2434)

Table (5): Frequency distribution of Staff Nurses Intention to Immigrate (n= 2434)

Immigration intension Items	Strongly Disagree		Disagree		Neutral		agree		Strongly agree	
	N	%	N	%	N	%	N	%	N	%
1-If I can, I would like to move permanently to another country.	161	6.6	78	3.2	216	8.9	431	17.7	1548	63.6
2-I am actively trying to emigrate to another country	322	13.2	112	4.6	397	16.3	420	17.3	1183	48.6
3-Since entering nursing, I have perceived this qualification as the 'ticket' for my migration.	335	13.8	170	6.97	375	15.4	503	20.7	1051	43.2
4-Moving abroad has been a desire of mine before I started nursing school.	527	21.7	231	9.49	381	15.7	436	17.9	859	35.3
5-I have already taken some preparative measures to work abroad.	225	9.3	153	6.28	283	11.5	571	23.5	1202	49.4
6-I would move to another country if I could earn more money.	185	7.6	100	4.2	264	10.9	532	21.8	1353	55.6
7-If I can work abroad, I will return to my work in Egypt.	313	12.9	396	16.3	535	22.0	487	20.0	703	28.9
Total %	19.38%		14.4%		66.22%					

Table (6): Relation between staff Nurses perception of professional image, career shifting, and immigration intention (n=2434)

	Correlation	Professional image
Career shift intention	r	.21
	P	.000
Immigration intention	R	.51
	P	.00

Table (7) Relations of staff Nurses professional image, career shift intention and immigration intention and their personal characteristics data

Personal data	One-way ANOVA					
	Professional image		Career shift intention		Immigration intention	
	F	P	F	P	F	P
Gender	31.69	.00	2.96	.09	18.39	.00
Age	3.86	.00	4.99	.00	2.63	.02
Experience:	1.18	.32	6.71	.00	2.51	.04
Marital status:	4.14	.01	9.34	.00	2.07	.10
Education:	2.62	.03	10.82	.00	2.50	.04

Discussion

Nurses constitute the largest segment of the work force in the healthcare system, both in terms of the quantity and quality of their roles and the significant contribution they make to the overall performance of the healthcare system. Nursing staff are one of the most important organizations in healthcare and represent a key factor in their success. In case of a change in profession, the healthservices of the population will be jeopardized. Efforts to retain nurses in the profession are critical to solving the global nursing crisis. (Sela, Grinberg, Shapira & Nissanholtz-Gannot, 2021).

An important aspect of the image of nursing is the perception of the status and role of nurses by the public. This perception has the power to influence users of health services, nursing practice, health policy and even the choice to become a nurse. (Rodríguez-Pérez, Mena-Navarro, Domínguez-Pichardo & Teresa-Morales, 2022).

According to the results of the current study, two-thirds of study participants were female, and married. Half of the study participants were age

equal or less than 30 years old. According to educational levels, two-thirds of the study participants had bachelor's degrees and worked as staff nurses. In addition, less than half of them had (5-10) years of experience, moreover, more than one-third entered the nursing profession for job opportunities.

In the same regard, this result comes from a national study implemented at El Mania University Hospital by Hasona, Mohamedm, and Mostafa (2021), reported that the mean age of the studied nurses was (30.3 ± 5.4) years. More than three-quarters of the studied nurses were female and married, with less than two-thirds of them having 1-10 years of experience in the nursing field.

Concerning the staff nurses' satisfaction with being in the nursing profession, the current results showed that the majority of staff nurses were satisfied with the nursing profession. The results were consistent with Wali, Aljohani, and Shakir et al. (2023) study in King Abdul Aziz medical city reported that more than half of staff nurses were

satisfied in their profession. In the same line, Shorif, Khanam, & Ara, et al (2023) studied the job satisfaction of the senior staff nurses at Rajshahi Medical College Hospital and mentioned that (92%) of the staff nurses reported being satisfied with their job in the nursing profession.

On the contrary, Amjad, Saddique, and Jabeen (2022) found different levels of nurses' job satisfaction. Only (30.4%) of the participants were satisfied with their salary and (52.1%) had doubts about their career choice. Almost (50%) are actively looking for a better job.

Moreover, more than half of staff nurses will continue to work and pursue further education in nursing. This result is in the same line with Mlambo, Silen, and McGrath (2021), who studied lifelong learning and nurses' continuing professional development, a meta-synthesis of the literature and reported that the majority of staff nurses valued continuing professional development and believed that it was fundamental to professionalism and lifelong learning.

Regarding staff nurses' intention to immigrate, the result indicated that more than half of the staff nurses have an intention to immigrate. This might be due to different factors, such as economic factors, salaries, different professionals, searching for a healthy work environment, work overload, career development, and managerial factors in the working environment. In the same line, Basyony and Ahmed (2023) studied the intent to migrate among nurses in selected

hospitals at Beni-Suef Governorate, and reported that more than two-thirds of nurses (69.7%) had the intent to migrate. Öncü et al. (2021) who investigated the intention to migrate among the next generation of Turkish nurses and drivers of migration, found that about (56.4%) had the intention to migrate. They also verified the result of the current study. Moreover, Kamali, Ilkhani, Shakeri, and Rohani (2020), in Tehran reported there was a strong desire for the emigration of nurses.

In the current study, regarding the staff nurses perception of the image of the nursing profession, the highest mean percentage is for the professional status dimension, followed by working conditions and the majority of staff nurses have a moderate perception level of the nursing profession image. This might be due to the inner feelings of staff nurses about the importance of their role, especially after the pandemic of COVID, and their ability to help.

The current study results have been supported by Celen, Küçükoğlu, Yayan, and Özdemir (2023) Perceptions of the nursing image of nursing students and affecting factors in the COVID-19 pandemic: Most participants were proud of being nursing students (85.4%). Moreover, Ismail, Ali, and Mohamed (2022) in the study conducted in Assiut, reported that the majority of secondary school students have a proud feeling about nursing as a profession and had a positive perception toward the nursing profession, while the minority had a negative perception.

In the same vein, Ali, et al (2021) in study conducted in Karachi, reported that About 70% of participants think that nursing is a respectful profession. 100% of participants believe that nurses play a vital role in caring for patients. Also, Tarhan, Doganm and Elibol (2022) reported that nurses generally perceived the nursing image positively. Contrary to the study findings, Ingwu, Ohaeri, and Iroka (2016) study findings revealed that nurses have a negative perception of the profession.

Regarding nursing staff perception toward career shifting intention, more than two-thirds of nursing staff have a moderate intention level toward shifting their career, while the highest mean percentage of nursing staff perception toward career shifting intention causes is financial, followed by of personal and social causes. This may be due to a clear job description of nurses, nurses should be able to participate in decision making, improve salaries, reward and motivate nurses for job satisfaction, and create a career ladder for nurses to have opportunities. for promotion.

These results were consistent with Hassan, Abdelrahman, Fahmy, and Ahmed (2021), reported that more than half of the studied nurses had a moderate level of social factors contributing to career change.

The results of the current study indicated that there was a highly statistically significant positive correlation between the nursing staff's perception of professional image and their career shift intention. Also, there is a highly statistically

significant positive correlation between the nursing staff's perception of professional image and their intention to immigration. This might be due to salary issues, personal factors, and society's view of nursing work through television programs.

These results are aligned with Hassan, Abdelrahman, Fahmy, and Ahmed (2021), who studied factors contributing to career change among nurses working at selected hospitals and found a moderate relationship between career change and professional image items such as autonomy, job satisfaction, and burnout. Moreover, Poudel et al., (2018) reported that there is a relationship between immigration of nursing staff and belongingness and satisfaction with the clinical learning environment, were found to be significant predictors of professional identity.

The results also, indicated that there was a statistically significant relationship between nursing staff's perception of professional image, and their gender, age, marital status, education, and job title. This might be due to several factors, such as work experience, workload, and decision-making involvement and the nursing shortage. These factors may affect the staff nurses' perception of their image. Moreover, there was a statistically significant relationship between nursing staff career shift intention and their age, experience, marital status, education, and job title. This result is not aligned with

There was a statistically significant relationship between nursing staff immigration intention and their gender, age, experience, and

education, consequently. This result is in the same vein as Basiony and Ahmed (2023) in study conducted in Beni-Suef Governorate hospital, reported statistically significant relationships between nurses' intent to migrate and their gender, age, marital status, education, and experiences. Congruently, it's not aligned with Lee, (2016) who report that studied subjects ages and genders were not significantly statistically associated with migration intention. Incongruently, Li & Sun, (2019) indicated that subject's gender was not significantly associated with their intent to migrate.

Conclusions:

There was a highly statistically significant positive correlation between nursing staff's perception of professional image and their career shift intention, and their intention immigration.

Recommendations

The government must ensure that nurses receive competitive salaries that reflect their skills and experience, Also, offer comprehensive benefits packages, including healthcare, retirement plans, and professional development opportunities. Encourage nurses to participate in professional associations and networks for support and networking opportunities. Work with media outlets to highlight positive stories and contributions of nurses in healthcare settings. Engage in community outreach programs and health education initiatives to raise awareness about the role and importance of nursing.

Health organization managers foster a positive work environment that values teamwork, respect, and open communication. Offer opportunities for ongoing education and training to help nurses stay current with best practices and advancements in health care. Provide clear pathways for career advancement, such as leadership programs or opportunities to specialize. Conduct exit interviews to identify reasons for turnover and implement targeted retention strategies.

More in-depth research is needed to better understand why nurses leave, in addition, nurses throughout the career change processes.

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