Challenges and Employment Opportunities of Nursing Students After Finished the Master in “Surgical Nursing”

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Abstract

Nursing profiling provides a specialist with the best and in-depth knowledge of the market of labor, which would be easier to be selected as the winning candidate. Today a big problem is the migration of the professional in the medical field, which is affecting the medical service by reducing the quality of services to the patient and at the same time is reducing the necessary transfer of knowledge for the younger generations. In this study two questionnaires were constructed to better understand the importance of the professional program master in “Surgical Nursing”. The first questionnaire was sent to students who have completed their studies in the professional master and the second questionnaire was sent to the institution where they were employed. 230 students who have completed professional master in Surgical Nursing in UAMD and 92 health institutions filled out the forms. From the answers received it was noted that most of the prospectuses work in public and / or private institutions inside and outside Albania putting in daily practice the knowledge obtained in our master program. Most of them admitted that the master had positively influenced the selection and stability of their place of work. The health institutions that employ our former students responded positively in terms of professional training of the surgical nurse. The institutions responded that they would recommend this study program for any nurse looking to work in the wards surgical. The students who graduate in the master program “Surgical Nursing” have increase the interest of public and private hospitals institutions as well as the clinics or polyclinics for their employment. In our study we have found an interest to employ our students from hospitals of other countries such as Germany and Italy.

Keywords: Professional Master, Surgical Nursing, Challenges, Employment Opportunities

1. Introduction

Nowday Albania is in need of specialists in the field of medicine (Koduzi, Kongjonaj, & Lazarevik, 2015). As everywhere in Europe (Wass, 2006), and beyond, there will be a need for specialist in medical fields. While today is counted about a third of the Albanian population that is leaving abroad (Nurja 2011), (Koduzi, Kongjonaj, & Lazarevik, 2017) the health care system is one of the sectors significantly affected by mass migration of medical personnel. The migration of health care personnel in Albania is a phenomenon that has been going on for several years and is growing more and more, this can cause instability of the health care system. The migration of health personnel is also contributing to the reduction of quality of services to the patients and at the same time will reduce the transfer of knowledge to the younger generations (Buchan & Sochalski, 2004). Based on the data collected from the Order of Doctors of Albania, the number of doctors who have requested the certificate of “Good Standing” has reached 765 doctors, this certificate is needed in order to apply to find a job abroad. According to the data received from the Order of Nurses of Albania the number of working nurses in their profession in diferenc countries has reached 1232, mainly in Italy, Greece and England.
On the other side, nursing profiling provides a specialist with the best and deep knowledge in the labor market, which would be easier to select as the winning candidate. The training of nurse specialist in the field of surgical nursing is a priority for UAMD and is continuing to be pursued by increasing the quality of teaching with contemporary programs ("UAMD," 2018). Surgical nurses are specialized nurses who work in operating room, reanimation and in microsurgery rooms. "The care provided is holistic and has roots in health promotion, disease prevention and maintenance health ". ("Immigrant Health Workers in OECD Countries in the Broader Context of Highly Skilled Migration, "2007) Nurses specialized in surgical nursing field can work in operating room, reanimation and microsurgery having proper theoretical and practical training, as well as professional experience. Also they may apply for other advanced training as clinical nurse specialists and researchers in the field of surgical nursing.

The Master's program in "Surgical Nursing" provides quality based on, the quality of teaching according to contemporary methods in professional practices and cooperation with public and private institutions. The Professional Master in "Surgical Nursing" has functioned since the academic year 2012 - 2013, currently is being readjusted in function of the legal and sub-legal acts. During this time houndred of nurses have been graduated in this program. Continuous raising of the theoretical and practical level, as well as the promotion of the students in group working are essential objectives of the master program in "Surgical Nursing ".

The professional master program in "Surgical Nursing" will aim to achieve the follow main objectives which are a market demand:

- To prepare the specialist to enter the market, which includes establishing contacts with various public and private institutions.
- Provide students with an environment (nationally and internationally) to exchange their experience and expertise.
- To pursue the professional integration of each student.
- Participate in international partnerships.
- To produce internationally qualified surgical nursing specialist work in any public and private health institution.
- Professional growth of the nursing specialist in the field of surgery with the latest updates of science.
- Practice in different surgical fields in different health institutions public and private.
- Creating an opportunity at the university for the guaranteed support of surgical nurses who want to mini-specialize abroad for a period of time up to 1 month

The program of the professional master "Surgical Nursing", contains didactic-scientific activities in-depth theoretical and practical training, of mastering the methodologies of research and special operational techniques, realized through teaching modules, highly qualified hospital seminars and practices. The program also includes independent scientific research as a basis for the final thesis at the end of the study, where students with an average of over 8 from 10, will receive a diploma thesis led by a leader academic with academic title.

An important element of studies in the professional master "Surgical Nursing" is that lecturers and students will be grouped in small groups and will be followed during their internship in health institutions, for an efficient and complete experience.

The master program in "Surgical Nursing" is conceived in accordance with Higher education developments in Albania and in approach to the requirements and specifics of the labor market local and regional and beyond.

Students in the master program must gain experience in the field of surgical nursing and will be able to work independently as an assistant nurse in operating rooms. UAMD will offer this program for students who have completed their studies in, Bachelor in General Nursing and Bachelor in Midwifery at UAMD but also students at other universities.

2. Methodology

To understand the importance of the master program in "Surgical Nursing ", two questionnaires were constructed. The first questionnaire was sent to students who have completed studies in the master program in "Surgical Nursing" in our Department of Medical Technical Sciences. After completing the questionnaire with alumni of our master, we started by sending the second questionnaire. The second questionnaire was sent to the institution where they were employed. The questionnaire sent to the students contained 19 questions and was organized in three parts:

- Part I: Information on personal data
- Part II: Experience during the master program in "Surgical Nursing" at UAMD and career after completing the
• Part III: Perspectives of this program in the future.

The questionnaire sent to the institutions contained 15 questions and was also organized in three parts:
• Part I: Information on personal data.
• Part II: Experience with former students of the our master "Surgical Nursing".
• Part III: Perspectives of this program in the future.

3. Results

Results of the first questionnaire: The questions were addressed to 253 students graduated in master program “Surgical Nursing” at UAMD. The results or the questionnaire are as follow:

From 253 questionnaire that we sent, only 230 former students answered and completed the questionnaire, of which 66% are female and 34% are male. Most of the respondents belong to the age group 23-33 years old. Most of the prospectuses surveyed work in public and / or private institutions within and outside Albania applying the knowledge obtained in the program master studies offered by Department of Medical Technical Sciences.

![Graph 1](image1)

![Graph 2](image2)

To the question of how much they have benefited from the whole experience of master program in “Surgical Nursing” (from 1 - not at all to 5 - many), more than 70% answered “Yes, they have benefited a lot” and less than 1% “did not benefit at all”.

![Graph 3](image3)

Answers to the question “how much is your training evaluated in the labor market”, 48% answered many, 29% responded well, 19% average, 4% slightly, and only 1% were answered at all.
To the question "In your experience as a professional in the field of Surgical Nursing, judge the importance of this master program in our country", 78% answered more and less then 1% answered not at all.

To the question "How important do you consider the master program in "Surgical Nursing", over 94% answered very much and less then 1% answered at all.

To the question "How much has this study program affected your employment", 55% answered, it has affected a lot. 27% sufficient, 9% average, 9% little and 1% not at all.
To the question “Has this program master affected your professional growth”, 64% answered yes, 18% answered sufficiently, 9% moderately, 9% answered little and 1% not at all.

To the question “Would you recommend this study program to others”, more then 90% answered yes.

The results of the second questionnaire: 177 questionnaires were sent to the institutions where our former students works, based on the addresses of contacts we received from the first questionnaire.

The second questionnaire addressed to the institutions was completed by 93 of them, of which were public and private health institutions in Albania. The results in percentage are presented in the following graph:
To the question “How you judge the formation of the nurse in the field of “Surgical Nursing” in UAMD, 87% answered very well and less than 1% not well.

To the question of how did the master program influenced in our students to work independently in the operative room, 52% answered “it affected a lot”, 18% sufficiently, 7% little and 5% not at all.

To the question “How much did the master program in “Surgical Nursing” influenced to you institution for the employment of the former students”, 57 % answered “it has had a big impact”, 24% sufficient, 9% average, 9% little and 1% not at all.
To the question “As an expert in this field how do you describe the impact of the study program for the country”, 51% responded “it has a big impact”, and less than 1% answered that the program has no impact.

To the question “Do you think this master program should have priority for the selection of candidates for the job”, 58% answered “it should have strong priority”, 22% “it should be very significant, 19% significant and less than 1% responded “it should not have priority.

About the importance of this program in the development of nurses who want to work in the surgical field, 76% answered very important and 1% little important.
To the question “Would you recommend this study program to the nurses looking to work in operating room”, more than 90% answered yes.

Based on the answers to these questionnaires, we conclude that the opening of the master program “Surgical Nursing” is a labor market demand. The master program in “Surgical Nursing” prepares specialists in the field of surgery and to fit them to work in public and private health institution. Until now the department of medical technical sciences has a cooperation agreement with the regional hospital of Durres, where students in addition to professional internships are offered employment opportunities after the master studies. Also a part of the students are employed in Durres hospital and are currently continuing their training as in the master program “Surgical Nursing”. But we are convinced that various public and private health institutions will employ our former students. Till now we have 89% of our former students that are employed. The institutions that are interested in our students are private and public hospitals as well as clinics. Interest in employ our students has been shown from hospitals in other country as in Germany and Italy.

4. Conclusions

In conclusion it can be said that the master program in “Surgical Nursing” is a necessity and would complement the panorama of this institution in delivery of study programs that go in line with market trends and priority areas for quality health service of our country and would enable students in general nursing and midwifery, the possibility of continuing further studies.

On the other side the problems with the migration of health workers in the country are becoming too much current. The consequences of this emigration will fall directly on the quality of the health system (Maffia, 2008). In Albania, the Ministry of Health recently called on all doctors exiled to return, promising them better working conditions. Under these conditions, we can say that the training of medical professionals is an obligation for the institution of education.
References


UAMD. (2018).