

## **Determination of Employment Status and Unemployment Factors of Nursing Graduates of Islamic Azad University of Isfahan Branch (Khorasgan) in 2013**

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**Abstract:** Nurses constitute the largest health care provider in a way that plays an important role in their professional capacity to fulfill the health system. Attract university graduates and centers of higher education in the labor market depends on the capabilities and features that some of them should be established during the course of study at the university. It seems disproportion between the processes and materials disciplines in universities with the skills and abilities needed for the labor market can also be a failure of graduates in employment and occupation. The purpose of recent research was determining employment status and unemployment factors of nursing graduates of Islamic Azad University of Isfahan Branch (Khorasgan) in 2013. The quantitative research was descriptive and its statistical community was nursing graduates of Khorasgan branch from 1995-2012. The 200 samples were selected. The data collection tool was questionnaire which its validity and reliability of its content by using the test-retest ( $r = 0.85$ ) was determined. Data analysis was done through descriptive statistics. The analysis showed that the average age 34.4 year, the frequency of BA degree, was 96% and MA was 4%. About 79.5% were employed in nursing and 5.4% were employed in non-nursing jobs and 16% were unemployed. Among the 159 people who were employed in nursing, 49.4% were employed in hospitals affiliated to the Ministry of Health, 12.8% were employed in hospitals affiliated to the social security, 2.4% were working in other government agencies, 17.7% were working in private hospitals and 0.6% were working in charity hospitals. 29 people did not reply to this section. In response to the problem of employment, only 3.6% have been difficult to employ. The most important barriers to employment in the group under study, the presence of children (19.5%) against the wife of employment in nursing (13.5%) and working hard (9.5%) and lack of personal interest in nursing work (8%) was raised. None of the subjects were not the cause of unemployment of university and parental opposition. Employment in the nursing profession needs to have interest and a spirit of forgiveness and self-sacrifice. In causes of unemployment graduates of this course, more of individuals, families and professionals was involved which raises the importance of more volunteers and nursing students to justify admission. Promoting employment and social status of the proposal is effective in removing barriers to employment. The subject that has been considered in recent years.

**Key words:** Nursing, graduates, employment, affiliated, social security, Iran

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### **INTRODUCTION**

The fundamental mission of higher education, to facilitate the growth and development of people, enriched the knowledge and culture of the country and development of human resources for the society. The central role of universities and higher education in the formation and leadership and to develop and access be denied the right to a future worthy, universities sewn eyes of the world again. Training experts in accordance with the needs of the country is very important. Economic, social and cultural rights of each country with regard to the training of specialists is possible. Determine the status

of university graduates in different fields of work, income, employment, gender, education and the university based on the objectives that have completed training, is particularly important. The leading role of the university in its main activities are mainly focused on promoting growth and entrepreneurial excellence and providing healthy substrates and students in search of new models to develop their own knowledge. Islamic Azad Universities across the country to provide a balanced and adequate coverage of higher education learning and continuing education for all concerned and able to devote their half of higher education in the country. The agenda of the development of quality education has been

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considered for many years and now space defined academic standards and their quality approach and has been able to gain significant academic success. Manpower, a foundation devoted to health systems and nurses constitute the largest health care provider in a way that plays an important role in their professional capacity to fulfill the health system (Sepasi, 2010). Labor standards based on the 1000 population, 3 nurses is intended, it seems that with the current population should be at least 2 times the number of nurses. So if there is a work context, all students must be provided with the opportunity (Mirza *et al.*, 2006). Attract university graduates and centers of higher education in the labor market depends on the capabilities and features that some of them should be established during the course of study at the university. It seems disproportion between the processes and materials disciplines in universities with the skills and competencies required of successful labor market can also be a lack of graduates in employment and occupation (Nazari and Rahmani, 2009). If the reception quality of students and training programs are not harmonized with the actual needs of society, causing an increase in unemployment and loss of wealth and resources. Lack of access to employment in accordance with practical training graduates, the cause of frustration, despair, uncertainty and social and psychological problems that there will sample them in Bangladesh, Pakistan, India, Mexico and Italy. Today, we need to macro policies in the fields of medicine in relation to jobs and employment in the public sector and non-governmental position should be fit with proper planning between education and employment. For policy, planning and management of data and statistics are needed in every community. Therefore, identification of employment can provide useful information to the researchers relevance of curriculum processes and disciplines in the universities with the skills and abilities needed by the labor market, will be one of the factors of success of graduates in employment and employment. Accordingly, the job future of the graduates pursue nursing research priorities in this field.

Jafari (2010) in their study as the employment situation of graduates of Nursing and Midwifery, Zanjan University of Medical Sciences found that: The results showed that 27.55% of midwifery graduates were unemployed, 4.08% of workers with a contract of employment, 18.37 and 15.31% service contracts were human resources plan. 11.43% of nursing graduates were unemployed, workers constitute a 39.05% plan forces and more than a third of forces and conventions. The >70% of graduates were employed in government centers and most of the hospital.

Borghai in his research the status of the educational process in nursing and midwifery graduates of Medical Sciences found that: Most of probation in the first

semester and the semester 7 and 8 the highest score of over 17 had been on the quota of students, unfavorable situation in the two quota control and fighting were observed in comparison to the mean of all students in successive years shows an upward trend GPA in except academic year drop of 1992-1993 shows and has been the highest in 1999 and there was no significant association between the mean and the number of probation and a decrease in the average number of probation and provided for the introduction of the master unit and number of units removed and the number of semesters spent increased. Meanwhile, students and urban students and young unmarried February and midwifery students had better academic process status ( $p < 0.05$ ).

Alizadeh and Armen in their study as undergraduate students at public universities of labor market survey found that: First and second critical employment situation in Iran in the field of curriculum experiences and expertise with the needs of the labor market, there have been inconsistencies. It is necessary for universities in four key areas, methodology and entrepreneurship skills, scientific skills, communication and information to focus their activities.

## MATERIALS AND METHODS

This study is a quantitative descriptive. The study population consisted of nursing graduates of Khorasgan branch from 1995-2012. Due to the inclusion criteria and would like to participate in the study, were enrolled. The sampling method is used voluntarily. List of nursing graduates in the years of 1995-2012 were studied. A questionnaire was used to collect information that included three parts: demographic characteristics of the staffing plan and employment status. To determine the validity of the methods used is the face and content validity. This means that researchers designed the questionnaire, put it in a number of faculty members of Isfahan branch (Khorasgan) and their feedback has been used to modify the questionnaire. Reliability question using this test method ( $r = 0.85$ ) was determined. To analyze the data, descriptive statistics, inferential and SPSS Software was used. The objectives of the study were used in the descriptive statistics such as frequency, mean, standard deviation and drawing table (Abedi *et al.*, 2012).

## RESULTS AND DISCUSSION

As the results in Table 1 show, most distribution to those who work in nursing jobs, including 161 people (80.5 %). 33 people (16.5 %) of them are unemployed and 6 others (3%) in jobs unrelated to their field of study work. Table 2 is observed, in response to the question of whether the plan passed, 171 people (85.5 %) state that

Table 1: Distribution of the participants in terms of employment status

Employment status	Frequency	Percent
Unemployed	33	16.5
Employment in nursing	161	80.5
Unrelated jobs	6	3.0
Sum	200	100.0

Table 2: Distribution of the participants in terms of the staffing plan

Staffing plan	Frequency	Percent
Passed plan	171	85.5
Not passed plan	29	14.5
Sum	200	100.0

Table 3: Distribution of the participants in terms of having a second job

Having a second job	Frequency	Percent
Having second job	18	11.2
Not having a second job	143	88.8
Sum	161	100.0

Table 4: Distribution of the participants in terms of desire to work in nursing after graduation

Desire to employment in nursing	Frequency	Percent
Desire to employment	166	83
Not desire to employment	34	17
Sum	200	100

Table 5: Distribution of the participants in terms of the most important barriers to employment in nursing

Barriers to employment in nursing	Frequency	Percent
No personal desire	21	10.5
Parent	1	0.0
Spouse	40	20.0
Children	55	27.5
University type	0	0.0
Distance	8	4.0
Not a favorite job	22	11.0
Lack of interest in the field	5	2.5
Hard work	28	14.0
Time-consuming	21	10.5
Sum	200	100.0

their plan is passed and 29 people (14.5 %) that they have not passed their plan.

As in Table 3 is observed, in response to having a second job, 18 people (11.2 %) state that they have a second job and the number of 143 (88.8%) state have no second job.

As Table 4, in response to the question of whether they are willing to work in nursing after graduation, 166 people (83%) state that the desire to have employment and 34 people (17%) also stated that they have no desire to employment after graduating in nursing.

As Table 5 is observed, in response to the question of what are the barriers to employment in nursing, a total of 21 people (10.5 %) have pointed to the lack of personal desire, 40% (20%) related to problems with spouses, 55 % (27.5 %) children are known to prevent, 8 people (4%) in the distance, 22 people (11%) and lack of employment, 5 people (5.2%) and lack of interest in the field, 28 people (14%) and working hard and 21 (10.5 %) of the time-consuming job as the most important barriers are considered (Abedi and Rostami, 2012).

## CONCLUSION

According to the age distribution of the study sample group had been among those 30-35 year with frequency of 84 (42%) and the average age of 33.4 year. The 85.5% have completed your staffing plan. 53.4% in a location other than your human resources plan were working. A total of 95 people (59%) state that the Ministry of Health are working in hospitals, a total of 25 people (15.5%) in hospitals affiliated to the social security, 5 people (3.1%) in the other government agencies, 34 people (21.2%) in private hospitals and 2 people (1.2%) in hospitals in charity work. A total of 18 patients (11.2 %) state that they are working other jobs and 143 participants (88.8%) state that they do not work at another location. The 166 patients (83%) state that tends to employment and 34 patients (17%) also stated that they have no desire to employment after graduation. In response to the question of what are the barriers to employment in nursing, 21 patients (10.5 %) have pointed to the lack of personal desire, 40% (20%) related to problems with spouses, 55 % (27.5 %) have been considered a barrier to children, 8 (4%) in the distance, 22 (11%) and lack of employment, 5 patients (2.5%) and lack of interest in the course, 28 patients (14%) work hard and 21 (10.5 %) of the time-consuming job as obstacles are considered. The findings show that stress reduction hidden in the nursing profession and marital problems, hospitals psychology to consider advising hospital staff. Also, due to the strengthening of practical training and clinical aspects of nursing students in Islamic Azad University, Isfahan Branch (Khorasgan) and provide educational supplies for students in nursing school.

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