

Original Article

A Study on Contributing Factors of Nurses Migration to Overseas among the Staff Nurses Working In Selected Hospital at Mangalore

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Received : 15.11.2018

Review Completed : 26.11.2018

Accepted : 28.11.2018

Keywords : Nurses, migration, contributing factors

Access this article online

Quick Response Code



Abstract :

Nurses are the backbone of the health care sector. They have a vital role in the patient care as well as in the maintenance of standards in their profession. A significant shortage exists in India where nurses are migrating to other countries due to various reasons. This is important globally because countries with the lowest nursing and health care workforce capacities have the poorest health outcomes. Objective: To find the contributing factors for nurses migration to overseas among the staff nurses' Materials and Methods: A descriptive approach was adopted for this study. The study was conducted in Father Muller Medical College Hospital at Mangaluru. The study sample was 103 staff nurses'. A baseline proforma and a checklist were used to collect the data to assess the contributing factors of nurses' migration to overseas. The subjects were selected by using convenient random sampling technique. Results: The data in the present study revealed that, staff nurses 71.84% were between the age group of 21-25 years. Most (88.35%) of the subjects were females. Majorities (82.53%) of the subjects were single. 90.30% of the subjects belong to Christian religion and rest of them belongs to Hindu religion. Proportionately (67.97%) of the subjects who participated were had the qualification of B.Sc (N). Quiet a more number of staff Nurses' (78.64%) was having the work experience between 1-3 years. The data from the checklist of contributing factors revealed that the majority (95.14%) of them said that less salary in India is the major contributing factor for migration. The second reason given by the subjects was better employment opportunity (92.23%). The third most reason indicated by the subject was the opportunity to improve the professional skill and practice in abroad (92.21%). The marriage as a contributing factor to migrate was least by only (25.24%). The next least was additional payment for extra hours (45.63%). Interpretation and conclusion: After conducting the study the result showed that, The main contributing factors of nurses migration are less salary in India (95.14%), Better employment opportunities in abroad (92.23%) and the opportunity to improve the professional skill and practice in abroad (92.21%). Also we found that there is no specific contributing factor rather they had variety of contributing factors which influences the nurses for migration.

Introduction

Oxford dictionary has stated migration as the movement of people to a new area or country in order to find out better work or living condition. In a study the term 'brain drain' is used when trained or qualified workers move from nation to another for betterment. They have also said that brain drain is also known as 'the human capital flight'. Studies have shown that in Nepal every year 250,000 youth are

migrating from the country for better salary, higher living standard, education stability and security. In a report where World Health Organization suggests that migration of the health care workers has followed general trends in migration including nurses for many reasons¹. In the study they have shown that shortage of nursing staff in the country which leads to increase in the international recruitment of nurses, but attention has to be directed

toward this to retain the nurses within a country. Studies in Canada have shown that the shortage of nurses has significant effect on health care system. They have said that nurses are the important component of health care system². Migration of the nurses globally has a major effect on the health services in many countries. It is said that nurses should take a leadership role in the research to find out the factors causing nurses for migrating to another country³. The study says that the nurses' migration is a phenomenon that has a long tradition. Florence Nightingale is known as the founding mothers of vocational nursing, which was spent in Germany to train the nurses. It is also said that shortage of registered nurses have been experienced in many countries and in times of demand nurses have been recruited from abroad. The migration of the nurses today is much serious which we cannot compare it to the past⁴. Globalization and worldwide shortage of registered nurses have influenced migration of nurses from developing countries to the developed countries. It is said that healthcare workers leave their home countries for better income and career opportunities, good working conditions, greater job satisfaction. A number of factors influence the nurses for migration. The migration has the major implication on the health care system⁵.

Materials and Methods

A descriptive design was used to conduct the study at Father Muller Medical College hospital Mangaluru, Karnataka, India from 11/06/18 to 13/03/18 consisting of 103 staff nurses.

Inclusion criteria

- Nurses who work in the selected hospital
- Nurses with more than 1 years of experience

Exclusion criteria

Staff nurses who are freshly joined

Materials and Methods

The simple random sampling was used to select the samples. The investigators administered the baseline proforma and checklist to the participants.

The baseline proforma consist of 6 items such as age,

gender, marital status, religion, qualification, and work experience. The respondents were asked to fill their details. Checklist on contributing factors of nurse's migration comprised of 21 items of 'yes/no' and with ranking of most 5 priorities of contributing factors.

Results

The following table shows the demographic variables

Table 1 : frequency and parentage distribution of subjects according to base line characteristics n=103

| SI No | Variables | Frequency | Percentage |
|-------|---|-----------|------------|
| 1 | Age in years | | |
| | b) 21-25years | 74 | 71.84 |
| | c) 26-30 years | 20 | 19.42 |
| | d) 31 and above | 9 | 8.74 |
| 2 | Gender | | |
| | a) male | 12 | 11.65 |
| | b) female | 91 | 88.35 |
| 3 | Marital status | | |
| | a) single | 85 | 82.53 |
| | b) married | 18 | 17.47 |
| 4 | Religion | | |
| | a) Hindu | 10 | 9.70 |
| | b) Christian | 93 | 90.30 |
| 5 | Highest qualification in nursing | | |
| | a) Diploma in nursing | 33 | 32.03 |
| | b) Bachelors in nursing | 70 | 67.97 |
| 6 | Work experience | | |
| | a) 1year to 3 year | 81 | 78.64 |
| | b) 4year to 6year | 13 | 12.63 |
| | c) 7year to 9year | 4 | 3.88 |
| | d)10years to above | 5 | 4.85 |

Table 2: Frequency and percentage of contributing factors of nurses' migration n=103

| SI.No | Contributing Factors | Frequency | Percentage |
|-------|---|-----------|------------|
| 1 | Better employment opportunities | YES 95 | 92.23 |
| | | NO 8 | 7.76 |
| 2 | Marriage | YES 26 | 25.24 |
| | | NO 77 | 74.75 |
| 3 | Better social status | YES 84 | 81.55 |
| | | NO 19 | 18.44 |
| 4 | Scope for higher education | YES 89 | 86.40 |
| | | NO 14 | 13.59 |
| 5 | Better life style | YES 90 | 87.37 |
| | | NO 13 | 12.62 |
| 6 | Society does not look optimistically towards nurses | YES 64 | 62.13 |
| | | NO 39 | 37.86 |
| 7 | Children's future | YES 78 | 75.72 |
| | | NO 25 | 24.27 |

| Sl.No | Contributing Factors | Frequency | Percentage |
|-------|---|-----------|------------|
| 8 | Encouragements of family members/relatives | YES 89 | 86.40 |
| | | NO 14 | 13.59 |
| 9 | More Opportunity for Government sector | YES 84 | 81.55 |
| | | NO 19 | 18.44 |
| 10 | Flexible working hours | YES 87 | 84.46 |
| | | NO 16 | 15.53 |
| 11 | Dissatisfaction of job status | YES 70 | 67.96 |
| | | NO 33 | 32.03 |
| 12 | Less salary | YES 98 | 95.14 |
| | | NO 5 | 4.85 |
| 13 | Nurses scope is quite less | YES 77 | 74.75 |
| | | NO 26 | 25.24 |
| 14 | Status of nurses is high | YES 90 | 87.37 |
| | | NO 13 | 12.62 |
| 15 | Equal rights of citizenship | YES 70 | 70.87 |
| | | NO 30 | 29.12 |
| 16 | Job security | YES 52 | 50.48 |
| | | NO 51 | 49.51 |
| 17 | Better payment for extra hours | YES 47 | 45.63 |
| | | NO 56 | 54.36 |
| 18 | Maximum opportunity in policy making and implementation | YES 66 | 64.07 |
| | | NO 37 | 35.92 |
| 19 | Safe social environment | YES 72 | 69.90 |
| | | NO 31 | 30.09 |
| 20 | Opportunities to improve the professional skills and practice | YES 95 | 92.21 |
| | | NO 8 | 7.76 |
| | | NO 103 | 100.00 |

Table 3 : showing the frequency and percentage of ranking of contributing factors n=103

| Sl. No | Contributing Factors | Frequency | Percentage | Ranking |
|--------|--|-----------|------------|-----------------------|
| 1 | Less salary | 74 | 71.82 | 1 st rank |
| 2 | Better employment opportunity | 57 | 55.31 | 2 nd rank |
| 3 | Better life style | 53 | 51.53 | 3 rd rank |
| 4 | Flexible working hours | 42 | 40.85 | 4 th rank |
| 5 | Job security | 38 | 36.87 | 5 th rank |
| 6 | Scope for higher education | 34 | 32.98 | 6 th rank |
| 7 | Better social status | 33 | 32.01 | 7 th rank |
| 8 | Better payment for extra hours | 31 | 30.07 | 8 th rank |
| 9 | Marriage | 26 | 25.22 | 9 th rank |
| 10 | Status of nurses is high | 24 | 23.28 | 10 th rank |
| 11 | Children's future | 20 | 19.04 | 11 th rank |
| 12 | Encouragement of family or relatives | 14 | 13.58 | 12 th rank |
| 13 | More opportunity for government sector | 12 | 11.64 | 13 th rank |
| 14 | Equal rights of citizenship | 11 | 10.67 | 14 th rank |
| 15 | Dissatisfaction of job | 8 | 7.76 | 15 th rank |

| Sl. No | Contributing Factors | Frequency | Percentage | Ranking |
|--------|--|-----------|------------|-----------------------|
| 16 | Opportunities to improve the professional skill and practice | 8 | 7.76 | 16 th rank |
| 17 | Society does not look optimistically towards nurses | 7 | 6.79 | 17 th rank |
| 18 | Nurses scope is quite less | 5 | 4.85 | 18 th rank |
| 16 | Opportunities to improve the professional skill and practice | 8 | 7.76 | 16 th rank |
| 17 | Society does not look optimistically towards nurses | 7 | 6.79 | 17 th rank |
| 18 | Nurses scope is quite less | 5 | 4.85 | 18 th rank |
| 19 | Safe social environment | 4 | 3.88 | 19 th rank |
| 20 | Maximum opportunity in policy making and implementation | 1 | 0.97 | 20 th rank |

Discussion

Major findings of the study

Section I: Description of baseline characteristics.

- The data in the present study revealed that staff nurses 71.84% were between the age group of 21-25 years
- Most(88.35%) of the subjects were females
- Majority (82.53%) of the subjects were single
- Majority(90.30%) of the subjects belong to Christian religion and rest of them belong to Hindu religion
- Majority (67.97%)of the subjects who participated were B.Sc
- Most (78.64%) of the subjects were having the work experience between 1-3 years

A descriptive study was conducted in Ludhiana, Punjab, to assess the factors intended to migration among nurses. The study revealed that Out of 100, maximum (94) of the subjects were females and only 6 were male. About 79% of staff nurses were in age group 20-30 years, and 65 were unmarried whereas 34 were married. Regarding education, 71 staff nurses were GNM, 21 were B. Sc. Nurses and very few post Basic B. Sc. Nurses and only one was M. Sc. Nurse. As per years of experience, 38% were having <1 year of experience, 35% had 1-5 years, 14% had 5-10 years and 13% were having >10 years of experience⁴.

Section II: Finding the contributing factors of nurses migration.

- Out of 20 contributing factors the majority (95.14%) of them said that less salary in India is the major contributing factor for migration.
- The second reason given by the subject is better employment opportunity (92.23%).
- The third most reason indicated by the subject is opportunity to improve the professional skill and practice in abroad (92.21%).
- The marriage as a contributing factor to migrate was least by only (25.24%). And the next least was additional payment for extra hours (45.63%).

Another descriptive study which was conducted in Gujarat among staff nurses which revealed that out of 200 staff majority (94%) samples were encouraged to migrate for the higher status in foreign country than India. And about 91% of samples migrated for the better salary. About 88% of the subjects encouraged for better employment opportunity. And 76.5% samples got motivated to migrate due to society's negative attitude towards nurses⁵.

Section III: Ranking of contributing factors according the priorities

The subjects were asked to note down the (5) contributing

factors which they feel is the most influence in migration of the nurses.

- Out of 103 subjects 71.82% (74 subjects) felt that low salary is the main reason for migration.
- Better employment opportunity ranked as 2nd (55.31%) reason and better life style (51.53%) stood as 3rd most reason for the migration.

The descriptive study which was conducted in Ludhiana, Punjab among staff nurses and found out the rank order of professional factor was high in better job opportunities and professional improvement (rank 1st) and lowest in retention of nurses (rank 10th). Among economical factors, rank order of economical factor (rank 1st) and lowest in benefit packages and financial constraints (rank 3rd). In personal factors, rank order was high in better lifestyle (rank 1st) and lowest in better family relation (rank 8th) among staff nurses. Among psychological factors, rank order was high in dignified job (rank 1st) and lowest in less workload (rank 3rd).

Discussion

The findings of this study and other studies show that there is no specific contributing factor rather there are variety of contributing factors which influences the nurses for migration.

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