

CAREER MOTIVATING FACTORS OF STUDENT NURSES IN SELECTED NURSING INSTITUTIONS IN IMO STATE

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Abstract: This study was on career motivational factors of student nurses in selected nursing institution in Imo State. A descriptive cross-sectional design was employed, involving a sample of 189 students drawn from five accredited nursing institutions. Data were collected using a structured questionnaire and analyzed with descriptive statistics and chi-square tests to examine associations between socio-demographic characteristics and motivational factors. Result indicated that 39.6% of participants strongly agreed that nursing offers job stability, while 34.9% highlighted reliable income as a primary motivator. External factors, including family influence ($p < 0.5$) and societal expectations ($p < 0.05$), were significantly associated with career choice. The study underscores the need for tailored career guidance programs to address motivational drive specific to the nursing profession.

Keywords: Career motivation; Nursing students; Intrinsic and extrinsic factors; Career choice; Nursing institutions; Job stability; Imo State; Nigeria

1 INTRODUCTION

The decision to pursue any career is influenced by a number of motivational variables that a person believes are essential to their job satisfaction and performance. Making a good career choice is one of the most important decisions that students are expected to make because it will positively affect their development of a self-concept and sense of fulfillment in life. It was observed that it is regrettable to observe that a large number of pupils have made poor profession decisions due to both their own and their parents' ignorance. Regardless of the child's interests and other abilities, some parents have set views about the career path they want their kids to take.

It has been suggested that making poor decisions, whether as a result of parental pressure or other factors, has led to several psychological issues for certain young people, some of which have harmed their chances for the future. A career choice is a decision or opportunity in a particular area of life, such as nursing, medicine. Indeed, making a successful career choice is actually much more than choosing a job. It is about making a decision that will enable one to live the lifestyle they desire [1]. According to a different perspective, choosing a career in nursing involves a significant decision because expectations are constantly rising.

It has been reported that regardless of great effort put forth by families, government agencies and non-government agencies to contribute to career counseling, many young people encounter difficulties in making career choices. The choice of a career in nursing schools is affected by the intrinsic and extrinsic factors in the life of the student. To collaborate this, it was noted that vocational choice involves a person's total life because it determines his/her income, choice of friends, pattern of life, dress sense, influence in the society and often times, the amount of risk an individual is exposed to. Furthermore, It was identified that young students select wrong professions due to lack of information regarding careers, inexperience, suggestions of friends, advice of teachers and parents and socioeconomic status offered by the professions. The career choice decisions at the level of nursing schools are influenced by many factors involving personal, socio-cultural contexts and career opportunities that can open up or close successful future career trajectories for the young students [2].

It has stressed that a person admitted into the Nursing training programme must have the greatest potential for effective nursing. These potentials according to the author derive not only from cognitive but also from the affective and psychomotor behaviours. Thus any force motivating the choice of nursing career must not just be external but must include intrinsic factors especially the possession of the required traits which play a dominant role in the career-decision making. Motivation is a key factor in the career choices of nursing students. The identified motivation as a major factor in the determination of career interests and aspirations of nursing students. Motivation is the process that initiates, guides, and maintains goal-oriented behaviors. The motivating factors refers to perceived ease of use, perceived enjoyment, personal innovativeness in it and perceived usefulness. They are any incentives, recognitions, strategies, and other elements that make an employee feel enthusiastic about excelling and embarking in their role. Some factors that can motivate student nurses in nursing institution are: culture at work, work life balance, passion for helping others, job security and demand, diverse career paths and specializations, personal rewards and satisfaction, opportunities for leadership and advancement, competitive compensation and benefits, positive work environment [3].

There are other motivating factors affecting the career choices of nursing students which are home environment, family, parents and guardians are an important influence on the career aspirations and occupational choices of the young people. Students generally explore careers which come under the category of their family approval. Parents and family provided support for some careers and disfavor for others, therefore, compelled their children to and educational goals are influenced by family, educational attainment of parents and their socioeconomic status. Families and parents serve as a source of information and guidance for the career choice decisions of their children. The choice of a career, according opportunities is an important issue for the students of nursing schools. Students make subjects selection at this level, which determines their future career pathways. In conclusion, the career-motivating factors for student nurses include a passion for helping others, continuous learning opportunities, job security, diverse career paths, personal rewards, leadership prospects, and competitive compensation. These factors collectively create a sense of purpose and drive for student nurses, encouraging them to excel in their studies and pursue a rewarding and fulfilling career in nursing [4].

In another statement, nursing students are motivated to do nursing for internal and external reasons. Internal reasons would include reasons such as passion to care for people and helping others, interest, ability utilization, altruistic reasons, values, and physique and external reasons would include reasons such as parents, teachers, counsellors and a few significant others, high salary, societal influence, environmental pressures, chance, and mass media and job security. These factors collectively create a sense of purpose and drive for student nurses, encouraging them to excel in their studies and pursue a rewarding and fulfilling career in nursing [5].

Therefore, recruiting and retaining suitable students into nursing education is crucially important in order to increase quality and the number of nurses in the health system and improve the quality of nursing care [6]. In order to achieve this successfully it is necessary to understand the factors that enable the retention and success of students in nursing programmes. It is therefore valuable to develop more understanding of the factors that motivate students to choose nursing as a career, as expressed through the reasons that they give for their choice. It was noted that influential factors include prior exposure to the nursing profession, access to funding, bursaries and scholarships and the image and reputation of nursing in society [7]. Nursing students' understanding of their life orientation and the reasons for their career choice is vital for students to succeed in their studies and further careers. Thus, those concerned with the recruitment and training of nurses need to be thoroughly conversant with the motivation and thinking of students considering a career in nursing in order to attract and retain more nurses into the healthcare system. It has been emphasized that an understanding of the reasons why students choose to pursue nursing can enhance curricular development towards a more caring and holistic paradigm of nursing [8]. This study thus focused on the career motivating factor of student nurses in selected nursing institutions in Imo State.

The nursing profession forms the core of the healthcare system and there is a need for a constant supply of nurses to deliver quality care. However, there is a worldwide shortage of nurses, which has reached a crisis point for the health services [19]. This has had a negative effect on the development of continued nursing practices as well as the health system. One other contributing factor to the shortage of nurses is the high attrition rate of students, especially in first year. In addition, due to global nursing shortages, there is burnout and continuous pressure on the current nursing workforce, especially given that most nurses have reached retiring age [10]. Understanding Career motivating factor of student nurses is important in recruiting nursing students into nursing programmes and retaining them.

This is because students are faced with difficulty in choosing an academic major as well as to develop career goals for the future [11]. There are several factors influencing nursing career choice. Some of the reasons cited by the students included lack of proper information on about nursing career, peer influence, decision by parents and Joint admission board decision on the choice of a course of study. Despite these challenges, career motivating factor among nursing students in Nigeria, no study has ever been done to investigate the career motivating factor of student nurses in selected nursing institutions in Imo State thus the necessity to embark on the study.

2 MATERIALS AND METHODS

2.1 Area of Study

The study was conducted in Imo State, located in the southeastern region of Nigeria. Imo State is one of the 36 States of Nigeria, located in the southeast region of the country

The focus was on accredited college of Nursing in the state, which offer training programs for professional nurses. These institutions were chosen because they represent a diverse range of nursing students from both urban and rural settings, providing a comprehensive sample for the study. The selected institutions include:

1. Faculty of Nursing Sciences, Imo State University, Owerri.
2. College of Nursing, St. Mary's Joint Hospital, Amaigbo
3. College of Nursing, Holy Rosary Hospital, Emekuku
4. College of Nursing, St. Mary's Joint Hospital, Mbano
5. College of Nursing, Our Lady of Mercy Hospital, Umulogho

These institutions were chosen because they are accredited by the Nursing and Midwifery Council of Nigeria, ensuring they meet the standards required for professional nursing education.

2.2 Ethical Considerations

Ethical principles were adhered to throughout the study. Approval was obtained from the heads of the college of Nursing. All participants were assured of the confidentiality of their responses, and no personal identifiers were collected. Participation was voluntary, and respondents had the right to withdraw at any time without consequence. The study strictly followed the guidelines of ethical research, ensuring the privacy and autonomy of all respondents. Ethical approval was obtained from ethical committees.

2.3 Target Population

There are approximately 13 colleges of Nursing in Imo State. The researcher are using college of nursing selected in Imo State. The researcher used simple random sampling to selected target population.

The target population consisted of 2,484 student nurses enrolled in the seven accredited Imo State College of Nursing and Midwifery Orlu. These students were selected as the focus of the study because they represent a group actively engaged in nursing education and are well positioned to provide insights into their career motivations and perceptions of nursing as a profession (Table 1).

Table 1 Different Nursing Institutions and Number of Students Populations

| No | Nursing Institutions | Number of Students |
|----|----------------------------------------------------------|--------------------|
| 1 | Faulty of Nursing Sciences, Imo State University Owerri. | 572 |
| 2 | College of Nursing, St. Mary’s Joint Hospital, Amaigbo | 312 |
| 3 | College of Nursing, Holy Rosary Hospital, Emekuku | 460 |
| 4 | College of Nursing, St. Mary’s Joint Hospital, Mban | 354 |
| 5 | College of Nursing, Our Lady of Mercy Hospital, Umulogho | 200 |
| 6 | Imo College of Nursing, Orlu | 269 |
| 7 | Ezeala College of Nursing, Orlu | 317 |
| | Total | 2,484 |

2.4 Sample Size and Sampling Techniques

Using Ejifugha (2014) which states that “when a population is many in thousands, 45 percent of the population should be used, when is in few thousands, 20 percent should be used, when is many hundreds, 10 percent should be used, when it is few hundreds 5 percent should be used” as a guide for determining sample size, 10% of the total population was selected for the study, resulting in a sample size of 189 nursing students. This approach was adopted because, with a population in the thousands, 10% provides a statistically relevant sample size that can still be managed efficiently.

A multistage proportional sampling technique was employed to ensure fair representation across the selected institutions. First, the student populations of the selected schools were considered, and proportional sampling was applied to allocate the number of students to be sampled from each school. Then, simple random sampling (balloting without replacement) was used to randomly select participants from the student body in each institution (Table 2).

Table 2 Nursing Institutions and Sample Size

| No | Nursing Institutions | Population | Sample Size |
|----|----------------------------------------------------------|------------|-------------|
| 1 | Faulty of Nursing Sciences, Imo State Owerri. | 572 | 57 |
| 2 | College of Nursing, St. Mary’s Joint Hospital, Amaigbo | 312 | 31 |
| 3 | College of Nursing, Holy Rosary Hospital, Emekuku | 460 | 46 |
| 4 | College of Nursing, St. Mary’s Joint Hospital, Mban | 354 | 35 |
| 5 | College of Nursing, Our Lady of Mercy Hospital, Umulogho | 200 | 20 |
| | Total | 1,898 | 189 |

2.5 Instrument for Data Collection

Data was collected using a structured questionnaire designed by the researcher, guided by a review of relevant literature.

The questionnaire was divided into five sections:

Section A: Demographic data (age, gender, education level of parents, family income).

Section B: Personal motivational .

Section C: Internal motivational factors.

Section D: External motivational factors.

2.6 Validity of the Instrument

The content validity of the questionnaire was established through expert review. The instrument was evaluated by specialists in nursing education and research methodology to ensure that the questions adequately captured the constructs being measured. The questionnaire was reviewed by subject experts and revised based on their feedback to ensure its relevance and alignment with the study objectives.

Feedback from these experts was incorporated, and the revised questionnaire was submitted to the research supervisor for final approval.

2.7 Reliability of the Instrument

To ensure the reliability of the instrument, a test-retest method was employed. The questionnaire was administered to 10 student nurses from a school outside the study population (Faculty of Nursing Science Nnamdi Azikiwe University) in Anambra State. The same questionnaire was distributed to the same participants after ten days. The responses from both rounds were analyzed using Pearson's product moment correlation, which yielded a reliability coefficient of 0.90, indicating high internal consistency and reliability.

2.8 Method of Data Collection

Prior to data collection, permission was obtained from the provosts of the participating college of Nursing. The researcher introduced herself and research assistant. She explained the study's purpose to the students. Informed consent was obtained from all participants before the administration of the questionnaire. The data was collected both manually and electronically, ensuring that respondents had multiple avenues to participate. A total of 189 questionnaires were distributed, corresponding to the calculated sample size.

2.9 Statistical Analysis

The collected data was entered into SPSS version 25 for analysis. Descriptive statistics, including frequencies, percentages, and means, were used to summarize the demographic characteristics of the respondents and their responses to the perception and motivational factors. Chi-square tests were applied to examine the relationships between variables, particularly to test the study's hypotheses regarding perceptions and career motivations. The level of significance was set at $p < 0.05$.

3 RESULTS

Table 3 Showing Demographic Characteristics of the Respondents

| Variables | Category | Frequency |
|-----------|----------|-----------|
| Age | Below 19 | 22 |
| | 20- 25 | 75 |
| | 26–35 | 50 |
| | 36–above | 42 |
| Gender | Male | 103 |
| | Female | 89 |

Data on Table 3 show the demographic characteristics of the respondents. The results in the table above show that majority (n=75, 39.6%) of the students who participated in the study were 20- 25years, followed by (n=50,26.4%) of the students who participated in the study were 26–35years, (n=103, 54.4%) of the students who participated in the study were female, followed by (n=86, 45.5%) of the students who were male.

Table 4 Showing Internal Motivating Factors

| Variables | Categories | Frequency (189) | Percent (100) |
|-----------------------------------------|-------------------|-----------------|---------------|
| I like to earn a good salary. | Strongly agree | 110 | 58.2 |
| | Agree | 54 | 28.5 |
| | Disagree | 18 | 9.5 |
| | Strongly disagree | 7 | 3.7 |
| Nursing will offer a stable career. | Strongly agree | 75 | 39.6 |
| | Agree | 57 | 30.15 |
| | Disagree | 34 | 17.9 |
| | Strongly disagree | 23 | 12.1 |
| Nursing will provide a reliable income. | Strongly agree | 66 | 34.9 |

| | | | |
|-------------------------------------------------------------------------------|-------------------|---------------------|------------------------|
| | Agree | 92 | 48.6 |
| | Disagree | 18 | 9.5 |
| | Strongly disagree | 12 | 6.3 |
| | Strongly agree | 86 | 45.5 |
| Nursing will be a steady job | Agree | 69 | 36.5 |
| | Disagree | 19 | 10.0 |
| | Strongly disagree | 14 | 7.4 |
| | Strongly agree | 78 | 41.2 |
| I want to have a career that others admire | Agree | 48 | 25.3 |
| | Disagree | 29 | 15.3 |
| | Strongly disagree | 33 | 17.4 |
| | Strongly agree | 107 | 56.6 |
| Nursing is prestigious in the community | Agree | 77 | 40.7 |
| | Disagree | 3 | 1.5 |
| | Strongly disagree | 1 | 0.5 |
| | Strongly agree | 88 | 46.5 |
| Nursing will give an opportunity to travel to any of the developed countries. | Agree | 52 | 27.5 |
| | Disagree | 31 | 16.4 |
| | Strongly disagree | 21 | 11.11 |
| | Strongly agree | 66 | 34.9 |
| Nursing brings opportunity to help others | Agree | 52 | 27.5 |
| | Disagree | 31 | 16.4 |
| | Strongly disagree | 21 | 11.1 |
| | Strongly agree | 115 | 60.8 |
| Nursing brings opportunity for further education and academic progress. | Agree | 52 | 27.5 |
| | Disagree | 17 | 8.9 |
| | Strongly disagree | 5 | 2.6 |
| Overall internal motivating factor | | Agreed 149 (72%) | Disagreed 40(27.2%) |

Table 4 above showed the internal motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. The analysis revealed that 149(72%)agreed while 40(27.2%)disagreed on the motivating factor on the choice of nursing as a career among student nurses.

Table 5 Showing External Motivating Factors

| Variables | Categories | Frequency (189) | Percent (100) |
|----------------------------------------------------------|-------------------|-----------------|---------------|
| There are many opportunities in nursing field | Strongly agree | 98 | 51.8 |
| | Agree | 57 | 30.1 |
| | Disagree | 30 | 15.8 |
| | Strongly disagree | 4 | 2.1 |
| Nursing is a stable job. | Strongly agree | 115 | 60.8 |
| | Agree | 52 | 27.5 |
| | Disagree | 17 | 8.9 |
| | Strongly disagree | 5 | 2.6 |
| Nursing profession has a good reputation | Strongly agree | 98 | 51.8 |
| | Agree | 60 | 31.7 |
| | Disagree | 18 | 9.5 |
| | Strongly disagree | 13 | 6.3 |
| I am doing nursing as a stepping stone to another career | Strongly agree | 19 | 7.4 |
| | Agree | 14 | 31.7 |
| | Disagree | 95 | 50.2 |
| | Strongly disagree | 60 | 10.0 |

| | | | |
|----------------------------------------------------------------------|-------------------|-----------------------|----------------------|
| Nursing was my second choice to the other health related professions | Strongly agree | 34 | 17.9 |
| | Agree | 29 | 15.3 |
| | Disagree | 40 | 21.1 |
| | Strongly disagree | 86 | 45.5 |
| Nursing has flexible shifts | Strongly agree | 114 | 60.3 |
| | Agree | 70 | 37.0 |
| | Disagree | 3 | 1.5 |
| | Strongly disagree | 2 | 0.5 |
| Nursing is an interesting profession | Strongly agree | 106 | 56.0 |
| | Agree | 46 | 24.3 |
| | Disagree | 30 | 15.8 |
| | Strongly disagree | 6 | 3.1 |
| Nursing is a prestigious profession | Strongly agree | 88 | 46.5 |
| | Agree | 52 | 27.5 |
| | Disagree | 31 | 16.4 |
| | Strongly disagree | 18 | 9.5 |
| Overall level of external motivating factor | | Agreed 156 (82.5%) | Disagreed 33(18%) |

Table 5 shows the external motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. The analysis revealed that 156 (82.5%) agreed while 33 (18%) disagreed on the external motivating factor of student nurses on the choice of nursing as a career.

Table 6 Showing Personal Interest Motivating Factors

| Variables | Yes | % | No | % |
|--------------------------------------------|-----|------|----|------|
| Express my unique attributes | 155 | 82.0 | 34 | 17.9 |
| Career suited to my high capability | 167 | 88.3 | 22 | 11.6 |
| Career in which I can keep learning | 158 | 83.5 | 31 | 16.4 |
| Earn a good salary | 155 | 82.0 | 33 | 17.4 |
| Allow me to connect with different people | 126 | 66.6 | 63 | 33.3 |
| To be skilled at looking after sick people | 184 | 97.3 | 5 | 2.6 |
| Career with human contact | 179 | 94.7 | 10 | 5.2 |
| Valued in the community | 152 | 80.4 | 36 | 19.0 |
| Secure job with better pay | 146 | 77.2 | 43 | 22.7 |
| Teaching people about their health | 156 | 82.5 | 33 | 17.4 |
| Love the nursing uniform so much | 140 | 74.0 | 49 | 25.9 |
| Financial and job security | 136 | 71.9 | 53 | 28.0 |
| Respect from the public | 164 | 86.7 | 35 | 18.5 |
| Total | 155 | 82.0 | 34 | 17.9 |

Table 6 shows the personal interest as a motivating factor influencing career choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. The analysis revealed that 184 (97.3%), desired nursing care to be skilled at looking after sick people, 167 (88.3%), accepted that nursing career suited to my high capability, 179 (94.7%) accepted that nursing career gives human contact. 164 (86.7%) admitted that nursing career gives respect from the public, 158 (83.5%)

agreed that nursing is career in which one can keep learning, 156 (82.5%) accepted nursing career to teach people about their health, 155 (82.0%) accepted nursing career to earn a good salary, 152(80.4%)accepted nursing career to be valued in the community.

Table 7 Showing Getting Foreign Job Motivating Factors

| Variable | Options | Frequency= 189 | Percentage % |
|--------------------------------------------------------|---------|----------------|--------------|
| Income/Salary/pay influenced your Career Choice | Yes | 132 | 69.8 |
| | No | 57 | 30.1 |
| Job security influenced your career Choice | Yes | 158 | 83.5 |
| | No | 30 | 15.8 |
| Working environment influenced your career choice | Yes | 155 | 82.0 |
| | No | 33 | 17.4 |
| Authority and power influenced your career choice | Yes | 126 | 66.6 |
| | No | 62 | 32.8 |
| Autonomy and recognition influenced your career choice | Yes | 184 | 97.3 |
| | No | 4 | 2.1 |
| Future promotions influenced my career choice | Yes | 179 | 94.7 |
| | No | 9 | 4.7 |
| Leisure and comfort influenced your career choice | Yes | 106 | 56.0 |
| | No | 82 | 43.3 |
| Job satisfaction influenced your career choice | Yes | 136 | 43.3 |
| | No | 52 | 27.5 |
| Competition /challenge influenced your career choice | Yes | 136 | 71.9 |
| | No | 52 | 27.5 |
| Career opportunities influenced your career choice | Yes | 140 | 74.0 |
| | No | 52 | 27.5 |
| Total | Yes | 146 | 77.2 |
| | No | 43 | 22 |

Table 7 shows getting foreign job is a motivating factor in career choice of Nursing Students in selected nursing institutions in Imo State, Nigeria. The analysis revealed that 184(97.3%) agreed that autonomy and recognition influenced your career choice,179 (94.7%) agreed that future promotions influenced their career choice, 158 (83.5%) accepted that Job security influenced their career Choice, 155 (82.0%) agreed that working environment influenced their career choice, 136 (43.3%) agreed that Job satisfaction influenced their career choice, 132 (69.8 %) agreed that Income/Salary/pay influenced their Career Choice .

4 DISCUSSION

Findings here showed that internal factors such as desire help others, personal experiences with healthcare, interest in medical knowledge and skills, job security and career opportunities, personal development and growth, positive role model, desire for autonomy and responsibility, social responsibility and ethical motivation, personal fulfillment and purpose, earning good salary, having steady job, getting opportunity to travel, influence career choices of student nurses.

It is disclosed that 149(72%)agreed on internal motivating factor of student nurses on the choice of nursing as a career, while 40(27.2%)disagreed. This implies that internal motivating factor of student nurses on the choice of nursing as a career is mainly to earn a good salary, steady job, getting opportunity to travel to any of the developed countries and a profession others admire. This correlates with findings of [12], who stated that internal motivating factor are driven by an interest or enjoyment in the task itself, and exists within the individual crather than relying on any external pressure, the internal factors for choosing nursing is considered to be happiness at work for both adults and adolescents. It has also supported the clam that internal factor for choosing a profession were good salary, flexible working hours, job stability, and relationships with people [13].

The research showed that external factors such as financial incentives and job security, Higher demand and career opportunities, social status and respect, supportive academic and clinical environment, family and peer influence, global travel and work opportunities, incentives for specialization and further education, work – life balance and flexibility.

It is disclosed that 156 (82.5%) student participants agreed while 33 (18%) disagreed external motivating factor influencing the choice of nursing as a career. This implies students are positive that flexible hours, salary, future earning potential, opportunity for advancement, autonomy, flexibility to leave and return to the workforce, employment security and travel opportunities were the extrinsic motivating factors for choosing nursing as a career. This correlates with [14] who cited that external motivating factor comes from outside of the individual. Common extrinsic motivations are rewards like money and grades, coercion and threat of punishment. Competition is in general extrinsic because it encourages the performer to win and beat others, not to enjoy the intrinsic rewards of the activity.

Findings here showed that personal interest factors such as desire to help other and make a difference, passion for health care and medicine, personal experience with health care, interest in lifelong learning and profession growth, curiosity and fascination with the human body, desire for autonomy and hands – on practice, inspiration from role models, seeking a meaningful career, drive for team work and collaboration, personal fulfillment and emotional reward.

It indicated that almost all the respondents 155 (82.0%) agreed on the personal interest as a motivating factor that influence choice of career, while 34(17.9) disagreed. This is proven by students desire to be skilled at looking after sick people, majority where also of the opinion that nursing career suited to my high capability, gives human contact, gives respect from the public, keeps one learning, teaches people about their health, earn a good salary, and be valued in the community. This correlates with [20] who cited that personality is a dynamic organization, inside the person, of psychophysical systems that create a person that create a person's characteristic pattern of behaviour, thoughts and feelings. supported that personality influences the essential choice we make in life including choice of Partner, education and profession Personality influences the essential choice we make in life including choice of Partner, education and profession.

Also, the result showed that getting foreign job factors such as higher salaries and better economic opportunity, enhanced professional development and training, global recognition and expanded career options, improved quality of life and conditions, opportunity for emigrational permanent residency, cultural exposure and personal growth, ability to support family back home, specialized nursing roles and autonomy, professional networking and connections, international recognition and certification.

It indicated that almost all the respondents 146 (77.2%) agreed that getting foreign job is a motivating factor in career choice of Nursing Students, while 43(22%) disagreed. This implies that participants accepted that autonomy and recognition influenced your career choice, future promotions influenced their career choice, that Job security influenced their career Choice, working environment influenced career choice. This is inline with [15] who explained that career is a set of occupational experiences and roles that make up a person's working life. career choice is an individual life long process of engaging the work world through choosing among employment opportunities made available for him or her. It has been found that young students often select inappropriate careers because of high salaries, social status, power and prestige attached to the professions. It has been reported that the majority of nursing students' aspires for the abroad law because of the glamour, prestige and social recognition attached with abroad careers in the society [16].

The findings of table 6 implies that that there is significant different between age on motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. This is because the p value is given as .540 which is $p > .05$. This means that age has no influence on motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State. This is in line with [17] findings who revealed that ages of 20- 25years showed the highest participants which was significantly different from students in other age categories.

The second column reveal that there is a significant relationship between gender on motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. This is because the p value is given as 0.029 which is $p < .05$. This means that gender influences the motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State. This is in line with [18] findings who revealed gender of the students has consistently been associated motivating factors for career choice. Female students are more likely to have positive attitude towards nursing career.

The last column reveal that there is no significant relationship between average monthly family income on motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. This is because the p value is given as 0.529 which is $p > .05$. This means that average monthly family income has no motivating factor of student nurses on the choice of nursing as a career in selected nursing institutions in Imo State, Nigeria. This is inline with [19] stated that there is a strong positive correlation between a students socio-economic status and his economic status and his career choice after school.

5 CONCLUSIONS

This study is aimed at finding out the main motivating factors influence the nursing students' decision to choosing nursing as their career of choice. Surprisingly, the main domain that influenced the students in this study was the intrinsic and extrinsic motivating factors, personal interest, and getting a job abroad has been determined.

The internal motivating factor of student nurses on the choice of nursing as a career is mainly because they like to earn a good salary, steady job and a profession others admire, opportunity to travel to any of the developed countries.

The extrinsic motivating factors for choosing nursing as a career, students were of the opinion that flexible hours, salary, future earning potential, opportunity for advancement, autonomy, flexibility to leave and return to the workforce, employment security and travel opportunities.

Personal interest motivating factor influencing career choice of nursing students, this is proven by students desire to be skilled at looking after sick people, majority where also of the opinion that nursing career suited to my high capability, gives human contact, gives respect from the public, keeps one learning, teaches people about their health, earn a good salary, and be valued in the community.

COMPETING INTERESTS

The authors have no relevant financial or non-financial interests to disclose.

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