

# A Study on the Correlation between Self-Identity and Career Growth of Nurses with Standardized Training from Medical Colleges and Universities

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**Abstract:** Objective: To explore the correlation between self-identity and career growth of nurses graduated from medical colleges and universities based on their development status. Methods: The self-identity status scale and the career growth scale were used to have assessment on 272 nurses in grade A and grade III hospitals. Results: The number of nurses in the stage of Identity Diffusion - Moratorium shares the most proportion (64.71%). The career growth of nurses in the regular period was above the average level (50.81±8.74 points). The correlation analysis showed that the "current commitment" and "future desire" of self-identity were significantly positively correlated with "career goal" and "career ability" (P<0.05). Regression analysis showed that "current commitment" and "future desire" had significant predictive power for career growth. Conclusion: It can provide reference for nursing education and managers, and help nurses adapt to the role in cultivation period, thus effectively preventing and controlling identity crisis, and promoting their career growth.

At present, the medical and health-care industry is developed with nurses as the principle for in health care and new nurses are relatively weak links. To further the high level of care. In February 2016, the *General Office of the State Health and Family Planning Commission* issued the *Training Outline for Newly Employed Nurses (trial version)* indicating that the training for newly employed nurses is an important approach to cultivate qualified clinical nurses [1]. Besides, most hospitals have carried out standardized training for newly employed nurses just graduated from medical colleges and universities, which includes basic training (lasting 2 weeks - 1 month) and various specialty training (24 months).

Nurses graduated from medical colleges and universities [2] are still in the transitional stage of functional transformation. Facing the change in environment and the transformation of roles [3], a series of adaptability based problems emerges. With the changes of roles and situations, self-identity is constantly developing and changing, which is a kind of integration of time and context, as well as the integration of self and society [4]. Self-identity acquisition plays an important role in psychological adaptation and individual socialization [5]. Nurses graduated from medical colleges and universities in the training stage need to integrate their identities to cope with pressure and adapt to professional growth [6].

The purpose of this study was to explore the correlation between self-identity and career growth of nurses during scheduled training period.

## 1. Research Objects and Methods

### 1.1. Research Objects

A questionnaire survey was conducted among 286 nurses graduated from medical colleges and universities in three first-class hospitals in Shanghai by means of convenience sampling method, and 272 (95%) copies of valid questionnaires were verified and recovered. There were 146 nurses (53.68%) who had worked for less than 1 year (excluding those who worked for just 1 year), and 126 nurses (46.32%) who had worked for 2 years (included).

## 1.2. Research Tools

### 1.2.1. Questionnaire on Basic Demographic Data

### 1.2.2. The Self-Identity Status Measurement Scale

The self-identity status measurement Scale was compiled by Jiateng Hou (1983) and modified by Zhang Risheng [7] (1989) in China. There are 12 items in the three dimensions of "present self-investment", "past crisis" and "future self-investment hope". According to the score combination of exploration and investment scale in different periods, identity is divided into 6 positions, such as formation, delay and diffusion. Cronbach's  $\alpha$  coefficient in this study was 0.830.

### 1.2.3. The Career Growth Scale for Nurses

The career growth scale for nurses was compiled by Weng Qingxiong et al., and revised by Yang [8] et al., with 15 items in three dimensions of "career goal", "professional competence" and "career opportunity". Cronbach's  $\alpha$  in this study was 0.923.

## 1.3. Statistics

Questionnaires were sorted out and data were added. The questionnaires were rejected for obvious inapplicability and the same option. SPSS25.0 was used for statistical analysis.

## 2. Results

### 2.1. Status Quo of Self-Identity Career Growth of Nurses Graduated from Medical Colleges and Universities

#### 2.1.1. Scores on Self-Identity and Career Growth of Nurses Graduated from Medical Colleges and Universities:

The score of self-identity was  $49.87 \pm 7.25$ . The total score of career growth was  $50.81 \pm 8.74$ .

#### 2.2.2. Self-Identity Status Distribution of Nurses in the Standardized Training Period:

8 cases with Identity Achiever (A) (2.94%), and 42 cases with middle positions from Achiever to Foreclosure (A - F) (15.44%). 6 cases with the Foreclosure status (F) (2.21%), and 30 cases with Moratorium (M) (11.03%). Besides, there are 176 cases with Identity Diffusion - Moratorium (D - M) (64.71%) and 10 cases with the status of Identity Diffusion (D) (3.68%).

### 2.2. Correlation Analysis between Self-Identity of Nurses and Career Growth

#### 2.2.1. Pearson's correlation between self-identity and career growth is shown in Table 1.

**Table 1.** Pearson's correlation analysis of self-identity and career growth

Self-identity	Career objective	Career capacity	Career opportunities	Career growth
Current commitment	0.386**	0.278**	0.133*	0.289**
Previous crises	0.111	0.088	0.020	0.075
The desire to commitment in the future	0.384**	0.385**	0.160	0.297**

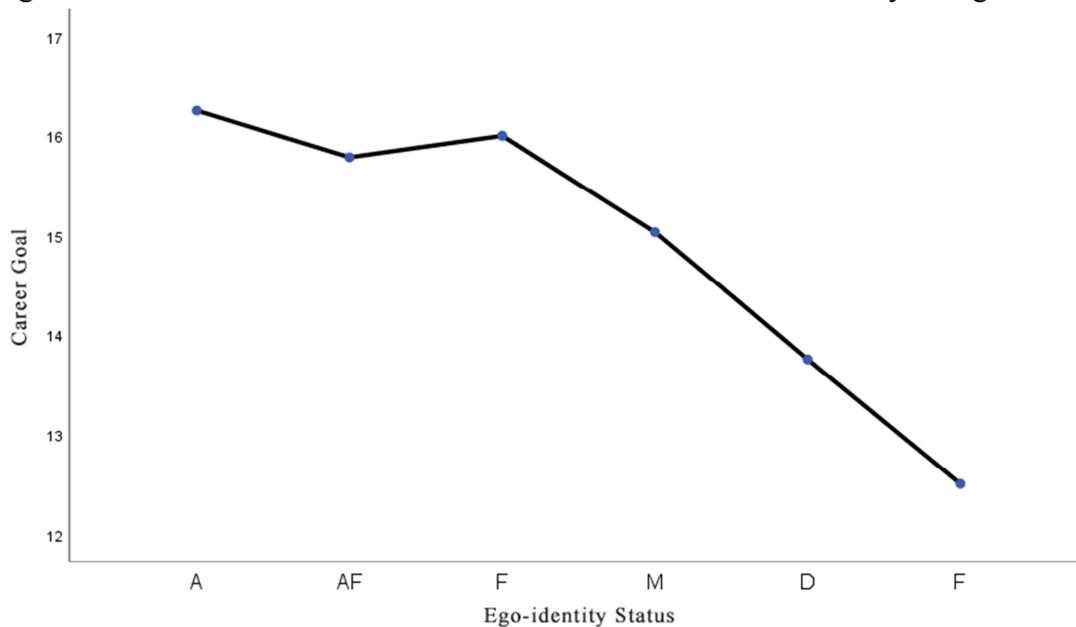
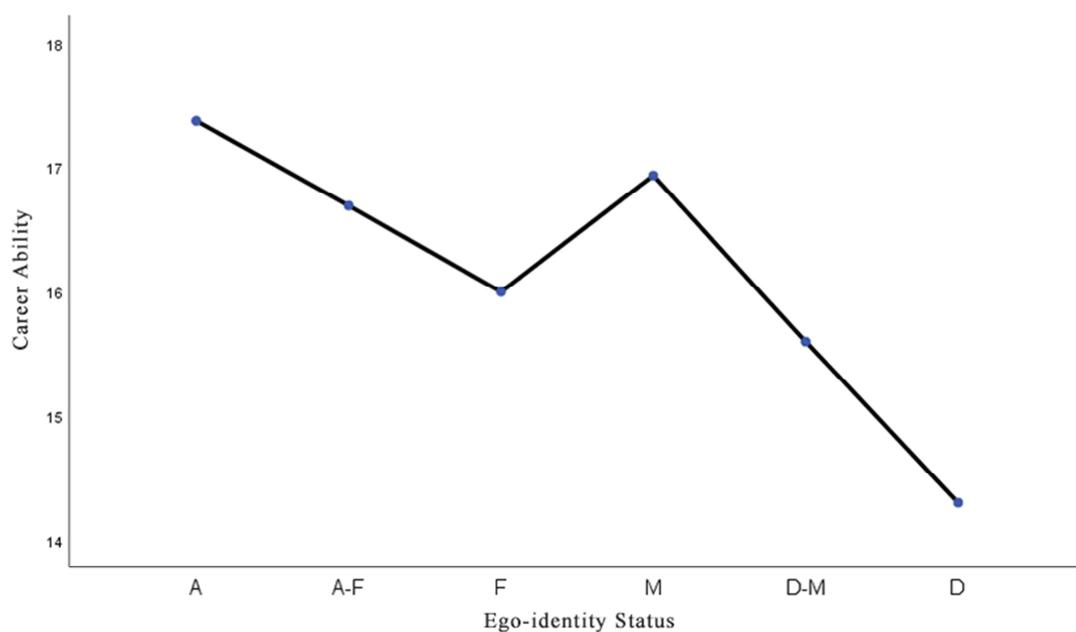
Note: \* $<0.05$ , \*\* $<0.01$ , \*\*\* $<0.001$ .

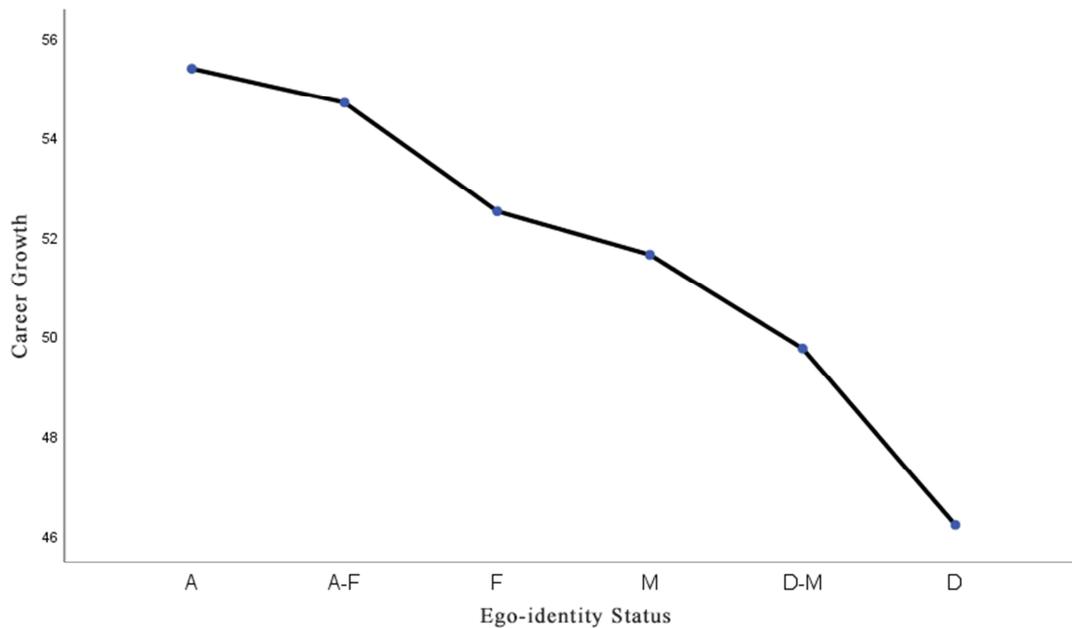
#### 2.2.2. See Table 2 for Variance Analysis of Career Growth of Nurses with Different Self-Identity Status.

**Table 2.** Analysis of self-identity status and career growth variance

Self-identity	Career growth	Career objective	Career capacity	Career opportunities
A	55.38±13.80	16.25±3.66	17.38±3.11	21.75±7.34
A-F	54.63±10.47	15.79±3.56	16.69±3.08	22.21±5.45
F	52.50±16.05	16.00±3.41	16.00±3.16	20.05±10.02
M	51.63±7.41	15.03±2.61	16.93±2.46	19.67±4.54
D-M	49.74±7.50	13.76±2.43	15.60±2.32	20.39±4.85
D	46.20±9.75	12.50±3.82	14.30±3.40	19.40±4.65
F	3.419*	6.371***	3.606*	1.277
P	<0.005	<0.001	<0.05	p>0.05

In order to further explain the relationship between them, this paper draws a schematic diagram of career growth and scores of each dimension of the six status of self-identity of regular nurses.

**Figure 1.** Status scores of career goal**Figure 2.** Status scores of career ability



**Figure 3.** Status scores of career growth

### 2.2.3. Regression Analysis of Various Dimensions of Self-Identity on Various Dimensions of Career Growth

Through the above analysis, it is concluded that self-identity has a certain predictive effect on career growth. The self-identity of three dimensions: Current commitment, Previous cries and the Desire to commitment in the future with the score of career growth and career goals and professional ability for multiple regression analysis, significant less than or equal to 0.10 as inclusion criteria, visible in the professional growth, and now wish to explain 10.3% of the variance in the future. The explanation range of the Current commitment for the dimension of career goal and occupational ability is 7.7%-14.9%. Future Desire explain the two dimensions in a range of 12.8% to 14.8%.

## 3. Discussion

### 3.1. Score and Distribution of Self-Identity Status of Regular Nurses

This study shows that the number of nurses in the standardized period is in the stage of identity Diffusion- Moratorium (D-M), the number in the state of Identity Achiever and diffusion is the least [3], and most new nurses are in the state of identity Diffusion- Moratorium [9].

During the rotated standardized training, in the face of novel and heavy work and complex interpersonal relationships, it is necessary to actively explore various fields, including career, life, emotion and so on. In order to cope with the crisis and achieve the unification of self and others. Identity Achiever and Moratorium are both in a healthy state.

### 3.2. Current Status of Career Growth of Nurses with Standardized Training

The research results show that the career growth of nurses in the standardized training period is above the average level [6], which is related to the content, form and implementation rate of standardized training. Career opportunities score the lowest. The reasons were related to the low salary at the beginning of entry and the uncertain promotion mechanism and speed of the hospital.

### 3.3. Pearson Correlation Analysis of Self-Identity and Career Growth of Regular Nurses

The "Current commitment" of self-identity was significantly correlated with the "career goals" and "career abilities" in the "Future Desire". Obviously, vocational ability can be improved based on practical actions. Having a clear vision for the future makes your career goals clearer. The results

showed no obvious correlation between "Previous crises" and career growth, because career growth is the flow rate of individuals after entering the organization, which reflects the current and future development, and "Previous crises" would not have a direct impact.

### 3.4. Analysis of Variance on Self-Identity and Career Growth

Figure 3 clearly shows that with the improvement of self-identity status, the speed of career growth also increases significantly. At present, people in A position are engaged in A high level of commitment with clear career goals, and they are qualified to deal with various problems in clinical work and life. When the career goal dimension is in F, the score of career goal rises, because the people who accept the status of authority have never experienced crisis and have not explored their own world. Most of them submit to the will of their parents and the concept of the society, and their chosen goal and direction of commitment are very clear. In the figure of occupational ability, the occupational ability from F to M increases steadily, and M reaches the second peak. At this time, individuals are in Moratorium. Although nurses with standardized training in this position are in various crises, such as lack of knowledge, heavy work, insufficient ability and interpersonal tension [10], they have strong and good wishes for the future and strong driving force makes them actively try to cope with it to realize themselves.

### 3.5. Regression Analysis of Self-Identity and Career Growth

The regression analysis further shows that "Current commitment" and "Future desire" of self-identity have predictive power for career growth. As for nurses with standardized training, the more efforts you make at present, the faster your professional ability will improve. Through efforts, the nurses are more and more clear about their career goals and values, and their desire for future career is more and more strong. Another connotation of career growth is the individual's perception of future career, so having a strong desire for the future will promote individual career growth.

Based on the study of the relationship between self-identity and career growth of regular nurses, the following suggestions are put forward: to improve the recognition degree of nurses with standardized training and the organizational driving force should be strengthened. To improve their driving force so as to promote the formation of their self-identity and improve the speed of career growth. To be clear about their post reward and promotion mechanism to mobilize the work enthusiasm.

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