

Perception of the Profession of a Nurse in Kazakhstan from the Point of View of Nurses

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<p>Background. In Kazakhstan there was an insufficiently productive organization of nursing services, due to the incomplete used of nursing staff and the domination of the doctor over the nurse. The process of preparing nurses did not meet European standards. There was a lack of a regulatory framework for the implementation of nursing services.</p> <p>Objective. Describe how the nurses in Kazakhstan evaluate the image of nursing in present and in future.</p> <p>Methods. Quantitative research approach was employed, and an electronic questionnaire was used for data collection. The participants consisted of 318 nurses. The first questionnaire -The Perceptions of Professional Nursing Tool and the second questionnaire - the Nursing Image Questionnaire. The data was analyzed by using descriptive statistics. Open-ended questions were analyzed with thematic analysis.</p> <p>Results. Survey participants saw existing barriers to the development of the nursing profession in Kazakhstan in the future because nurses received inadequate salaries, had an insufficient degree of autonomy, and were too busy at work. Therefore, when examining a goal such as describing the enablers of development of nursing profession in future in Kazakhstan, it was necessary to emphasize that in the country there were potential opportunities for the development of nursing in the future. To this end, reforms were already being carried out in medicine that set themselves the task of improving nursing. For example, the introduction of the post of extended practice nurses was relevant. In general, nurses were quite positive about the image of the nursing profession in Kazakhstan now and in the future.</p>		
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1 Introduction

Image is a part of any profession. Appearance is important. It is due to the appearance formed a general idea of the nursing profession. A person can feel oppression and perform less efficiently if the people around him perceive his professional image negatively, and specialists in any areas may experience similar emotions if their image is not positive. This feeling has an impact on everything related to the profession. For example, the way nurses perceive themselves, their professional self-esteem affects their performance at work. How others view the profession and see the effectiveness of what a representative of a profession can exercise, how nurses present themselves in the communication process, and how they themselves determine the value of their profession, all of these factors influence their activities. When a nurse voices with family, friends, or in any public place, that she is a nurse, the presentation of her profession takes place. There is an opinion that it is necessary to develop the representation of the profession of the nurse in the media and to be responsible for this image, not to be silent about asserting oneself in society. (Finkelman & Kenner 2013, 86)

The American Nurses Association (ANA) states “nursing is the protection, promotion, and optimization of health and abilities; prevention of illness and injury; facilitation of healing; alleviation of suffering through the diagnosis and treatment of human response; and advocacy in the care of individuals, families, communities, and populations” (American Nurses Association 2010.)

By definition of the International Council of Nurses, “nursing encompasses autonomous and collaborative care of individuals of all ages, families, groups and communities, sick or well and in all settings. Nursing includes the promotion of health, prevention of illness, and the care of ill, disabled and dying people. Advocacy, promotion of a safe environment, research, participation in shaping health policy and in patient and health systems management, and education are also key nursing roles.” (Definition of Nursing 2002.) The image of a profession can be described as a combination of social ideas and the proper behavior and status of a person with this profession. Self-esteem can be identified with various factors, including the environment, culture, society and image. (Hoeve, Jansen, & Roodbol 2013.)

The bulk of the medical staff are nurses. Unfortunately, not all of their skills and competencies are observed in reality (Sullivan 2004, according to Finkelman & Kenner 2013, 86). Finkelman and Kenner (2013, 86-87) define, that often, public opinion about the nursing profession is formed only through personal and very brief communication, if necessary. Naturally, such communication makes it impossible to present the entire volume of nursing work. It is also worth noting that the perception of the image of a nurse is also due to the emotional state of a person when communicating with this profession. With a direct request for medical care, not every patient can understand that they communicate with a nurse. Unfortunately, during their treatment, patients are forced to interact with a large number of people and are not always able to distinguish them by profession. Therefore, it happens that the patients majority of staff are called as nurses. (Finkelman & Kenner 2013, 87.)

At the same time, it cannot be argued that in a society a nurse is not appreciated. On the contrary, there is approval from the society if someone works as a nurse. However, only a few people understand that this profession, like many others, requires tremendous knowledge and skills to reach the level of a highly qualified nurse. Therefore, the nurse is a professional with high ethical standards. (Finkelman & Kenner 2013, 86-87.)

2 Nurses' Professional Image

2.1 Nurses' Professional Image Internationally

May 12 - International Nurse Day. This day provides an opportunity to reveal this profession to people. This forms a very good opinion about this profession. Often, this day is marked by the fact that numerous events are being held with rewarding nurses with diplomas and various awards, their contribution to the development of the health care system and the nursing of science in general are noted. These achievements are reflected in the media. As a rule, the image of a caring nurse is the image on which the nurse holds the patient's hand or talks to him. Unfortunately, this image does not reflect all the complexities of the nursing profession. Thus, the external manifestation of this profession in no way reveal all the difficulties and

concerns of each working day. There are several reasons for this. (Finkelman & Kenner 2013, 87.)

Finkelman and Kenner (2013, 88) cite Pike (2001) indicating, that there are so-called external factors that do not come from the profession itself, but rather affect it from the outside over the time determining the inconsistency of the nurse's actions: the supporting role of the nurse, the historically determined structure of medical institutions, the policies in hospitals and the orders of physicians. Also the likelihood of dismissal or any punishment affect the nurse. (Finkelman & Kenner 2013, 88).

Along with this, there are internal reasons. Such factors include confusion, the lack of professional trust and robustness, fear, insecurity, and feelings of inferiority. All this led to the loss of pride in their profession. Nurses began to feel like victims.

Therefore, they try not to take responsibility and to control the situation. (Finkelman & Kenner 2013, 88.)

Currently, the recognized model of primary health care gives nurses very broad powers. They play an important role in conducting preventive measures among the population, the possibility of prescribing a specific range of drugs, conducting medical examinations, immunization, monitoring the health of mothers and children, and conducting initial examinations of patients. An important role is played by nurses in the geriatric services, prevention and management of patients with chronic non-communicable diseases, the provision of home care, and the management of health groups. (Maier, Aiken & Busse 2017.) Thus, it is an extended nursing practice with the delegation of some of the powers from the doctor to the nurse. A nurse as a passive assistant doctor is an old model, which was replaced by an extended nursing practice. In countries where the development of primary health care services has reached a high level, nurses manage many chronic diseases. The delayed results of such experience in these countries indicate that this approach gives excellent results and is the most acceptable from an economic point of view. (Health at a Glance, 2017.)

2.2 Experience Improvement of Nurses Image

It is important to improve the image of a nurse in society in order to preserve the existing composition of experienced nurses, as well as to attract new staff inflows to this profession. To achieve such a result, it is important to involve the media and acquaint the public with the importance and features of a nursing business. (Sridevy 2010.) Along with this, it is necessary to involve various medical organizations in active participation in the development of nursing. Nurses should clearly understand their career opportunities, new educational opportunities at a different level. (Strech & Wyatt 2013.) Unfortunately, nowadays there is an opinion that you don't have to be smart to become a nurse. But it is worth noting that the nurse is not just a medical assistant, she is the doctor's right hand. Currently, it is necessary to develop a multidisciplinary education in order to develop interprofessional and interpersonal skills. (Sridevy 2010.)

The manifestation of compassion and altruism are an integral part of the nursing profession (Straughair 2012). Self-esteem is an equally important factor in the development of the image of the nursing profession, as an adequate level of self-esteem contributes to the most successful implementation and development of the profession (Jeppsson & Thome 2014). Also important is the appearance of the nurse, aimed at forming a general image of the nursing profession. In this regard, special nursing clothing can enhance the image of a nurse in society (Wocial, Albert, Fettes, Birch, Howey, Jie, Na & Trochelman 2010.) At the same time, the holding of job fairs has a positive effect on the development of the image of a nurse in society (Latham, Morris-Thompson & Plata 2013).

Bridging gaps between legality, morality, and reality requires a complex combination of solutions and can also affect the image of the nurse. This in turn contributes to noticeable improvements in patient outcomes. (Chiarella & McInnes 2008.) So, Polish medical students have noted high professionalism and skills in nursing. But at the same time there is also a lack of independence of the nurse. (Marcinowicz, Foley, Zarzycka, Chlabicz, Windak & Buczkowski 2009.) During the training of students in nursing specialty, it is important to develop their understanding of the importance and responsibility of this nursing profession. The most important factors in the

development of a positive image of the nursing profession are the desire and willingness of students to be nurses, the desire and desire to be autonomous in their activities, the desire to devote their lives to this specialty. (Lyckhage 2008.) Providing nursing care is an important process for society as a whole. Therefore, in no case can one demean and disgrace the importance of a nurse business. On the contrary, it is necessary to raise the status of nurses in society, as well as to give them proper confidence. (McNally 2009.) The main purpose of the nursing profession is to provide care and assistance to patients in moving towards a new vision of themselves, as well as promoting health and a healthy lifestyle (Litchfield 2010).

3 Status and Future of Nursing Profession in Kazakhstan

3.1 History of Nursing Development in Kazakhstan

In the Republic of Kazakhstan, nursing is not an independent discipline. It is only a supplement, an auxiliary part of medicine. Therefore, nursing is based more on tradition than on scientific knowledge and evidence. Such a situation is typical for the many former republics of the USSR. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

In the 1990s, certain efforts were made in Kazakhstan to optimize the development of the nursing profession through the emergence of a structure, for example, they created the position of head nurse in the Ministry of Health and its departments, as well as in state organizations. In addition, associations of nurses and midwives were organized, and higher nursing education emerged. But these attempts were in vain. The reason for this lies in the indecision of the reforms themselves undertaken. This includes the lack of executive power among nurses, a lack of vision and real development prospects, a lack of readiness of the majority of nurses for change, and a lack of support for ongoing reforms. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

It should be noted that a sufficient number of aspects of the creation and management of nursing in the Republic of Kazakhstan is relevant. They are not well developed in Kazakhstan, and in other states of the former Soviet Union. At the same

time there are separate scientific works that highlight the problems of education in nursing and at the same time the resulting reforms in the policy of personnel nursing practice. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

In general, the process of reforming the nursing profession has not yet been evaluated from the standpoint of the relevance of the tasks put before the nursing to WHO policy and the reform strategy of the health care of the Republic of Kazakhstan (RK). In the opinion of domestic and foreign health policymakers, the reforms in nursing, similarly to the change in the entire health care system, should begin with the improvement of management and information support of this process. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

It should also be noted that the reform of nursing in Kazakhstan should include a decision and the theoretical content of the discipline, i.e. the definition of the role and place of middle-level medical personnel (MLMP) in the structure of the public health system, in the process of providing medical care at various stages. If earlier the discipline of the nursing was based on the concept of "doctor's assistants" and training programs were built according to it, now with the introduction of higher nursing education in the RK and the emergence of nursing managers, the question arises about the need to expand the boundaries of nursing practice and, thus, the definition of the role of the MLMP in the development strategy of public health of the Republic of Kazakhstan. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

3.2 Factors Affecting Formation of Image of Nurse in Kazakhstan

There is a difficulty in solving the problem of social protection of middle level medical workers, which is caused by the insufficient amount of wages of this category of employees, regardless of the level of education. At the same time, a low indicator of social support for these individuals determines the observed incidence of nurses, their disability, the unsatisfactory indicator of the life expectancy of certain categories of employees, etc. Moreover, the insufficient amount of payment for the services of middle-level medical personnel does not correspond to their education,

as well as the importance and level of pressure on these employees. (Ivanchenko, Pavlova, Martykenova, Yusupova, & Kasiyeva 2014.)

The most significant indicator of quality of life is the standard of living that characterizes access to the material resources necessary for a decent life, including maintaining a healthy lifestyle; ensuring social mobility and participation in society. This indicator for nursing staff is the most unsatisfactory of all. Firstly, it relates to objective reasons: low wages of the middle-level medical workers, equalizing approaches to remuneration of middle-level medical personnel, since the system of payment for nursing staff is not regulated considering the level of education, complexity, scope, and quality of the care provided. (Auelbekova 2012.)

Another aspect is the low level of social security of middle-level personnel. Often the category of nursing staff does not have the opportunity to participate in social programs, such as preferential lending to housing, provision of a place for children in pre-school institutions on preferential terms, provision of vouchers to sanatoriums, rest homes for recreation, purchase of voluntary medical insurance policies, etc. (Auelbekova 2012.)

Furthermore, sufficiently high incidence of medical workers and disability, low life expectancy of certain categories of workers, and risk of occupational hazards lower the quality of life of nurses. Due to low wages, many specialists in nursing are forced to take part-time jobs and substitutions, which sometimes require great physical strength and endurance, which negatively affects physical health due to lack of time for proper rest and exercise. This leads to high psychological load, the formation of syndromes of chronic fatigue, and emotional burnout in nursing staff. (Auelbekova 2012.)

The work of nursing personnel is one of the most complex and responsible human activities. It is characterized by considerable intellectual load, requires a large amount of operational and long-term memory, and there is congestion with the solution of a variety of operational tasks. The expression of these qualities, on the one hand, is the main professional labor efficiency, and on the other hand, it is associated with a high psychological load. This is accompanied by overwork, reduced

efficiency, increased conflict, and deterioration in health. With long-term occupational stress, there is a risk of developing somatic diseases. (Auelbekova 2012.)

Unfavorable working conditions, as well as factors of the working environment have a huge impact on the body and can cause the development of occupational diseases (Zasypkina 2013). Often, funding aimed at the development of health care organizations in the extreme case is to change the working conditions of the nurse, to create ergonomic working conditions, to equip with various tools to facilitate nursing work and reduce working time costs (Zasypkina 2013).

One of the important factors of high-quality nursing work is the availability of comfortable workplaces with ergonomic furniture and adequate technical equipment. Often, in their practice, nurses are forced to work with inappropriate equipment and facilities. This factor determines many of the difficulties that nurses meet every day in the workplace. (Zasypkina 2013.)

The effectiveness of medical care directly depends on the use of modern nursing technologies, care, prevention, diagnosis and treatment. One of the unfavorable factors for the development of nursing in the country is an insufficiently prepared regulatory framework aimed at regulating the activities of all medical staff. It should be noted that at present, work is underway to develop this sphere for the full implementation of the reform of nursing. (Zasypkina 2013.)

There is a need to increase positions for employees with higher medical education in the specialty of nursing in medical organizations. Currently, the regulatory framework related to the work of nurses requires improvement. Inconsistency of state educational standards of higher nursing, secondary medical and pharmaceutical education to modern health needs, low awareness of mid-level medical workers about modern means and methods of patient care, methods of diagnosis, prevention and rehabilitation, as well as low professional level of medical workers are negative signs of the health care system of Kazakhstan. (Auelbekova 2012.)

Also, the lack of prestige of the nursing profession determines the inconspicuous image of nursing in general. Given the importance of nursing in medicine and healthcare at the present stage and the fact that the reform of nursing affirms the autonomy of the nurse's profession, there is a need to review and make additions and clarifications to the legal status of the nurse in Kazakhstan as well as to consider the legislatively assigned distribution of powers between nursing and medical staff. (Auelbekova 2012.)

3.3 Current State of Nursing in Kazakhstan

At the present stage in Kazakhstan, there is an insufficiently productive organization of nursing services, due to the incomplete use of nursing staff and the domination of the doctor over the nurse. The process of preparing nurses does not meet European standards. There is a lack of a regulatory framework for the implementation of nursing services.

According to literary sources, in 2014 a sociological survey of 695 nurses was carried out in 64 medical institutions in various regions of Kazakhstan (Baygozhina, Koikov, Shalkharova, Umbetzhanova, Bekbergenova 2018). According to the above study, it has been found that nurses predominantly fulfill the prescription of a doctor, without implementing nursing practice complying with international criteria. While in developed countries, nurses with higher and postgraduate education can perform certain functions of a doctor. The following level distribution of nurses is noted in the Republic of Kazakhstan. The lowest qualification level is the second, these are nanny nurses who study for three months. (Baygozhina, Koikov, Shalkharova, Umbetzhanova, Bekbergenova 2018.) The third level of qualification includes a junior nurse and an eye massage therapist who perform simple care. To the next, fourth level, there are general practitioners who graduate from medical colleges. They, in turn, implement basic nursing care. The fifth level of qualification is represented by applied bachelors of nursing, who perform nursing functions autonomously from the doctor in accordance with the distribution of functions. Academic bachelors or nurses with higher education belong to the sixth level of qualification. They also serve as applied bachelors, but may additionally participate in the creation of manuals. The seventh level of qualification includes the master's degree in nursing,

the activity of the teacher and the researcher. (Baygozhina, Koikov, Shalkharova, Umbetzhanova, Bekbergenova 2018; Shalkharova, Koikov, & Baygozhina 2016.)

However, there is an insufficient number of nurses capable of performing independent nursing process and good nursing practice. It is imperative that the nurses and doctors fulfill their duties on an equal and independent basis within their respective powers, while realizing the collective responsibility for the work of the whole team. In this regard, the timeliness of the introduction of the post of extended practice nurses should be noted. (Order of the Health Minister of Kazakhstan No. KR HM - 43 on December 19, 2018.) There is also a need to increase the number of applied and academic bachelors in the nursing specialty. To implement this strategy, it is necessary for the Ministry of Health to allocate grants annually for their preparation. (Baygozhina, Koikov, Shalkharova, Umbetzhanova, Bekbergenova 2018.)

Relevant is financial incentives for nursing services, increased funding for extended practice nurses. It is also necessary to conduct research in the field of nursing, which contribute to obtaining reliable information that will allow them to improve the professional activities of nursing professionals. This, in turn, will be conducive to qualitative changes in health for individuals, families, communities and the health system as a whole. (Heikkilä, Tiittanen & Valkama 2018.)

4 Purpose, Objectives, and Research Questions

The purpose of this research is to study the image of the profession of a nurse in Kazakhstan now and in the future from the point of view of nurses. It is important to gain information about nurse's perspective about the present situation to be able to enhance their professional image. This will benefit the development of nursing in Kazakhstan.

Objectives:

1. Describe how the nurses in Kazakhstan evaluate the image of nursing in present and in future

2. Describe what nurses in Kazakhstan think should be done to improve the status of a nurse
3. Describe the barriers of development of nursing profession in future in Kazakhstan
4. Describe the enablers of development of nursing profession in future in Kazakhstan

Research Questions:

1. What are the attitudes of nurses towards nursing and their perception of the nursing profession in Kazakhstan?
2. What changes need to be made to improve the status of nurses in Kazakhstan?
3. What are the barriers to the development of the nursing profession in Kazakhstan in the future?
4. What are the enablers to the development of the nursing profession in Kazakhstan in the future?

5 Methodology

5.1 Methods Used in the Study

Quantitative research was used in this study. Quantitative methods are methods for analyzing phenomena and processes based on quantitative indicators. The most frequently used quantitative methods are statistical, bibliometric, content analysis, and scientometric. (Bacon-Shone 2016, 124.)

The statistical method is a set of interrelated methods aimed at collecting, measuring, and analyzing mass quantitative data. With the help of statistical methods, mass objects and phenomena are investigated in order to obtain quantitative characteristics and to identify general patterns by eliminating the random features of individual single observations. (Roberts & DiCenso 2017, 50.)

Content analysis is one of the bibliometric methods, which also has an independent meaning. It is used to study significant arrays of documents: works of print, regulatory and official, reporting and other documentation. The essence of the

method lies in the fact that some semantic units (“observation units”) are distinguished in the texts of documents, which can be authors and titles of works, type of publication, date of release, etc. Careful calculation of the detected units and the frequency of their use, with the obligatory consideration of the estimates given to them in the texts, allows us to identify trends in the development of various phenomena: the informational interest of various user groups to certain types, document genres, level of information culture, efficiency of methods of working with consumers, information, etc. (Mandleko, Driver & Larson 2012; Topping 2017, 150.)

Quantitative research allows for the collection and analysis of primary information regarding the opinions of nurses about the image of the nursing profession. At the same time, accurate, statistically verified numerical data were obtained. The quantitative research methodology is based on clear mathematical and statistical models, which makes it possible as a result to have accurate quantitative values of the studied indicators. (Akanov, Koikov, Abduazhitova, Aubakirova & Otargaliyeva 2018.)

5.2 Data Collection Method

The use of questionnaires contributes to the coverage of a sufficient number of respondents in order to obtain the most objective information regarding the topic under discussion. In the process of analyzing the literature sources, two questionnaires were selected, the authors of which were asked the permission to use their questionnaires. The permission was granted. Two questionnaires were used to more fully disclose the topic being studied. The first questionnaire - The Perceptions of Professional Nursing Tool (PPNT) of authors Kari E. Sand-Jecklin, contains 44 closed questions and four open. The questions concerned three topics for practice (13 questions), for value (11 questions), and for public image (13 questions). In the closed questions, ranked answers were presented from strongly disagree to strongly agree (five choices). The questions relate to various aspects of the nursing profession. (Sand-Jecklin, & Schaffer 2006.) In addition, several questions have been added as demographic questions. Instead of the four open questions proposed by the author, five open questions were used that relate directly to the situation in Kazakhstan.

The second questionnaire used, the Nursing Image Questionnaire (NIQ) of author Toth J.C. (1998) consists of 30 closed questions (Čukljek, Jureša, Bile & Režek 2017). This questionnaire provides a wide range of questions, in particular, there is a question stating that nurses are advocates for patients, that nurses are involved in the development of health policies, and that nurses should wear white uniforms for identification and so on. The questions covered the social, economic, psychological aspects of the nursing profession. In closed questions, answers are also ranged from strongly disagree to strongly agree. From the first questionnaire, some of the closed questions were repeated in the aspect of assessing the future state of nursing in Kazakhstan. The result was a questionnaire containing 122 questions.

This form was translated to the Kazakh and Russian languages. The questionnaires were translated by the researcher into Russian and Kazakh languages. They were also translated by the head of the theses into the above languages. In addition, the translation was done by professional translators. Then a reverse translation was made from Russian and Kazakh into English. As a result, the best translation was chosen which was later applied in the study. The respondents were presented with a questionnaire in three languages , Kazakh, Russian and English, from which they could choose.

Quantitative methods consisting of a questionnaire (See Appendix 2) containing 122 questions was used. The questionnaires contain variants of answers that are ranked. To quantitative questionnaires, five open questions were added. The questionnaire consists of demographic questions and questions relating to the perception of the profession of a nurse, which are considered in the present time and in the future.

5.3 Data Collection

The above questionnaire was distributed to Kazakh nurses with the involvement of the PARYZ Association of Nurses of the Republic, headed at the time of data collection by Kulzi Abenova. Written information letters (See Appendix 1) were written in which the request of the participation of nurses in this study was expressed. Only after receiving their informed consent were nurses involved in the study. The questionnaire was presented in three languages – Kazakh, Russian, and

English. The survey was conducted during November 2018 using the program Webropol. Questionnaires in three languages were sent to all regions of Kazakhstan by means of mobile communications and e-mail addresses.

5.4 Ethical Issues

This study was conducted as part of a master's thesis in nursing at Kazakh Medical University of Continuing Education (KazMUCE). Ethics has been reviewed, verified, and approved by the Local ethics committee of KazMUCE (Protocol # 1 on the 20-th of April 2018). All participants were informed in writing about the purpose of the study, the principles of voluntary participation and anonymity and that their private life would not be affected if they decide not to participate. Informed consent was obtained in writing from the nurses who took part. The study was based on ethical principles of anonymity and confidentiality, inappropriate use, privacy and dignity, autonomy, charity, and justice. (Johnson & Long 2017, 31.) The ethical considerations in this study followed the Helsinki Declaration regarding human research (World Medical Association (WMA) Declaration of Helsinki – Ethical principles for medical research involving human subjects 2018).

5.5 Data Analysis

After the answers to the questionnaires of the survey participants, the results were analyzed by the quantitative method using statistical processing on a computer. Program the "Statistical Package for the Social Sciences" Windows (SPSS) version 25 was used. Descriptive statistics and Cronbach Alpha were performed. The main purpose of descriptive statistics is to feed the concentrated characteristics of the phenomenon under study in the form of numbers and graphs. Reliability statistics demonstrate the internal consistency and reliability of the questionnaire. (Muijs 2004, 71.)

The thematic analysis, as a qualitative research method, was used to analyze open-ended questions. The open questions presented in the questionnaire are at the same time the research questions of the theses. Thematic analysis allows to study the thoughts, opinions and views of the respondents. This method contains several

steps. First, there is an introduction to the respondents' answers to the questionnaire. At the same time, it is necessary to study all the opinions of the respondents with the aim of an in-depth study of their thoughts and views. It is necessary to carefully re-read the entire text several times. Denoted by semantic units. Further, the coding of the presented material is performed, which must be done carefully enough so as not to distort the content. In the wake of this stage, there is a selection of subcategories, categories and themes. And, finally, an analysis of the designated categories, themes, which does not allow repetitions and distortions of the respondents' thoughts, is performed. (Browall, Henochc, Melin-Johansson & Strang, Danielson 2014; Mandleko, Driver, & Larson 2012; Topping 2017, 150.)

5.6 Reliability and Validity

When performing quantitative research, it is sufficient to investigate the reliability and authenticity of the study. Also of great importance is the determination of the reliability and validity of a measure when applying the questionnaires. The implementation of the reliability and validity of the questionnaires is a certain complex process, therefore, if possible, it is necessary to use questionnaires with established reliability and validity. (Heale, & Twycross 2015.) The work provides information on the reliability of the construction of scales of two questionnaires - PPNT (subscales Practice, values, and public image) and NIQ. In addition, Cronbach's factor analysis and alpha (for reliability) was determined.

Cronbach's Alpha is a criterion of internal consistency, which indicates how closely a set of items in the group are interconnected. Its value varies from 0 to 1. This parameter is estimated as an indicator of the reliability of the scale (Tavakol & Dennick 2011).

In this study, Cronbach's Alpha for all of questionnaire PPNT was calculated. According to Cronbach's Alpha, for all 37 points, it was 0.961. Also, Cronbach's Alpha specified criterion was calculated for 3 sections of the questionnaire such as Public image (of 13 items) it corresponded to 0.949, Value (of 11 items) was equal to 0.856, and In Practice (of 13 items) was 0.902. In addition, Cronbach's Alpha was

determined for all 37 answers of respondents to the questionnaire in the context of the future time and corresponded to 0.976, while for the Public image it was 0.960, Value - 0.922 and Practice - 0.945. Thus, in this work, Cronbach's Alpha ranged from 0.856 to 0.976, which indicates good validity and reliability of the instrument (See Table 1). In accordance with Table 1, the Cronbach alpha data for future tense had higher levels than at present.

Table 1. Cronbach's Alpha of questionnaire PPNT

Cronbach's Alpha at Present	Cronbach's Alpha in the Future (2040)
Total (of items 37) - 0,961.	Total (of items 37) 0,976
Public image (of items 13) – 0.949	Public image (of items 13) – 0.960
Value (of items 11) – 0.856	Value (of items 11) – 0. 922
Practice (of items 13) – 0.902	Practice (of items 13) – 0. 945

In addition, Cronbach's Alpha was calculated for the second questionnaire NIQ, and it correspond the requirement of 0.956, which also confirms validity and reliability of used questionnaires (see Table 2). The study was conducted by anonymous questioning of nurses in different regions of Kazakhstan, while their personal interest was absent, as the questions related to the overall situation in the country, rather than their specific jobs. Therefore, the maximum objectivity of the respondents' answers was achieved.

Table 2. Cronbach's Alpha of questionnaire NIQ

Cronbach's Alpha at Present
Total (of items 30) - 0,956

It should be noted that open-ended questions were added to the questionnaire, which were analyzed by a qualitative method. In their answers, respondents provided detailed and informative reports on the perception of the nurse profession in Kazakhstan at present and in the context of the future from point of view of nurses.

6 Results

6.1 Demographic Information of the Nurse Respondents

According to Table 3, on the basis of gender, the respondents were mainly women (95,3%), while only 4.7% were men. The majority of respondents had a family (64,5%). Among the respondents, the youngest age was 19 years old, while the maximum adult was 62 years old, and the average age was 37,5 years. When analyzing the duration of work experience, it was revealed that some survey participants had virtually no experience, others, on the contrary, others had 40 years of experience. And on average, the length of service corresponded to 15,5 years (See Table 3).

Table 3. Demographic data of nurses (n=318)

Indicator	Answer Options	Frequency	Percent
Gender	Female	303	95,3
	Male	15	4,7
Marital status	1 Single	73	23,0
	2 Married	205	64,5
	3 Separated/divorced	27	8,5
	4 Leaving with partner	1	0,3
	5 Widow / widower	12	3,8
Age	19-35	137	43,2
	36-62	181	56,8
Work experience in years	0-20	200	62,8
	21-40	118	37,2

The choice of the nursing profession was most often an independent decision of the respondents (55%). Of the 318 respondents, 45,6% believe that their children should choose their profession in the future, while 40,6% do not want their children to continue the nursing profession, only 11,9% agree that children choose this specialty. 67,9% of the respondents make up their own perception of the nursing profession from their personal experience in health care. Only 43,7% agree that other health care professionals (for example, doctors, social workers, physical therapists, etc.) respect the nursing profession. According to 44,3% of the respondents, the source

from which the public receives information that allows to form the image of nursing or opinion about it, is the media. Whereas 40,9% consider such a source to be the personal experience of people related to health care.

Most of the respondents have experience of working as a nurse (95%). The majority of respondents showed no regrets about their chosen profession (87,1%). At the same time, 67,6% of the survey participants want to continue their education in this field of activity. Moreover, among 70,1% either relatives or close friends work in the healthcare (See Appendix 3; Figure 1).

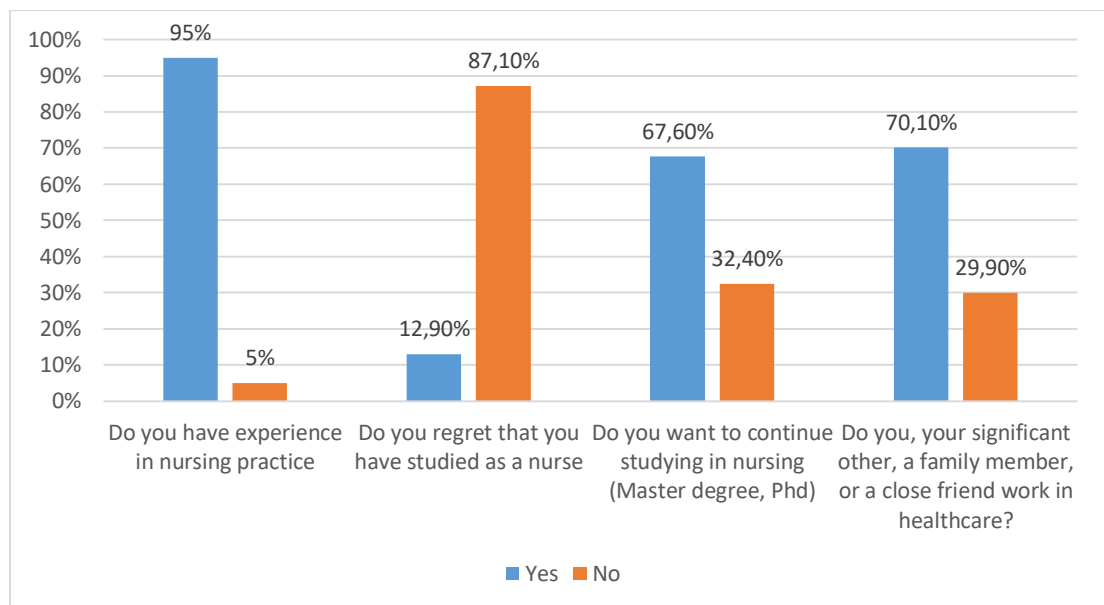


Figure 1. Nurses background information

6.2 Nurses current perception of nursing in Kazakhstan

6.2.1 Nurses perception of current public image of nursing profession by PPNT

When analyzing the obtained results, the responses such as Strongly disagree and Disagree were combined into one group, and Agree and Strongly agree were also combined into another group for to achieve data visibility.

It is clearly seen that more than half of the respondents agree with such items of the questionnaire as The public thinks of nurses as professionals (61,3%) (Mean 3,67; SD 1,109); The public has a positive image of nursing (66,4%) (Mean 3,80; SD 1,050); The public believes the nurse to be an important member of the healthcare team (70,4%) (Mean 3,84; SD 1,059); The public sees nursing as a challenging and rewarding healthcare career 63,2% (Mean 3,68; SD 1,082) (See Appendix 4, 10; Figure 2).

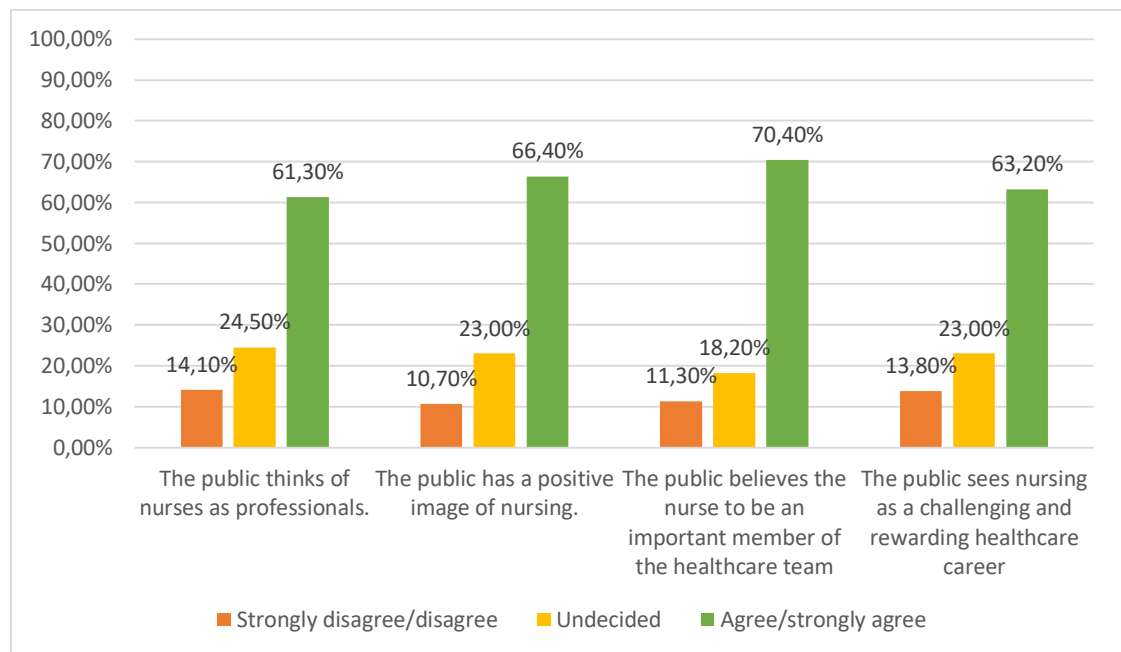


Figure 2. Nurses views about the public's attitude towards nursing at present (n=318)

According to Figure 3, more positive opinions of the respondents are traced. For example, 46,2% (Mean 3,21; SD 1,260) agree with the statement Patients select a hospital based on nursing care. Also 48,4% (Mean 3,47; SD 1,133) agree with the statement The public respects the profession of nursing as much as the profession of law and 55,1% (Mean 3,57; SD 1,103) agree with the opinion The public perceives nursing to be a diverse profession that contains many different career possibilities (See Appendix 4, 10; Figure 3).

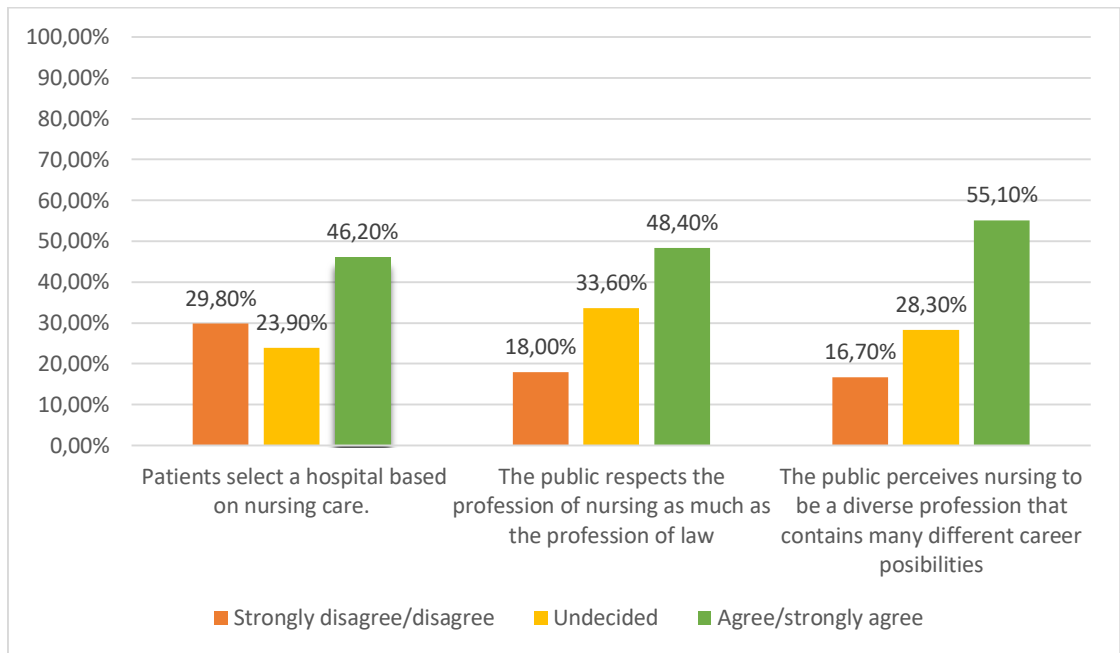


Figure 3. The nurses’ perception of the public image of nursing profession at present (n=318)

In conformity with Figure 4, it’s determined that more than 60 percent of the nurses agree with the next items of the questionnaire: The public considers nursing care to be as valuable as physical therapy (75%) (Mean 3,90; SD 0,977); The public believes that nurses work hard (67%) (Mean 3,78; SD 1,095) and The public values the intelligence and creativity of nurses (62,3%) (Mean 3,65; SD 1,075) (See Appendix 4, 10; Figure 4).

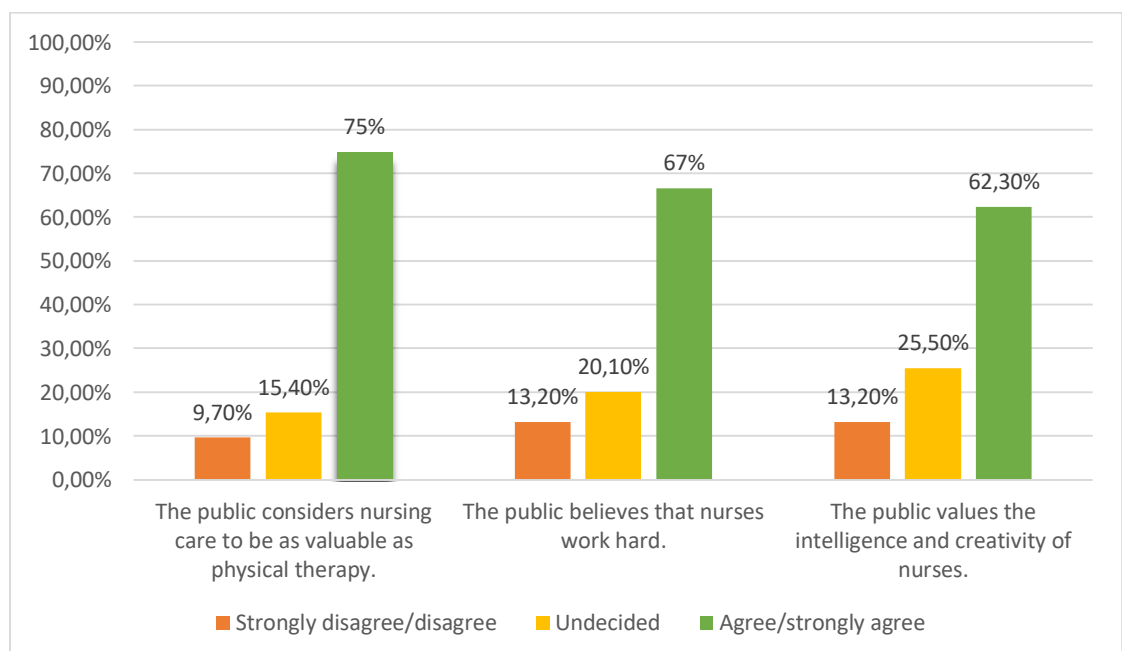


Figure 4. Nurses' opinions of now the public values nursing in present (n=318)

Figure 5 demonstrates that a rather large percentage of respondents (53,1%) agree that The public understands the complexity of nursing (Mean 3,52; SD 1,105) and 66,4% of nurses agree that The public believes nurses are organized (Mean 3,77; SD 1,023). But only 36,8% of interviewed agree that The public perceives nursing as a rapidly changing profession (Mean 3,14; SD 1,179) (See Appendix 4, 10; Figure 5).

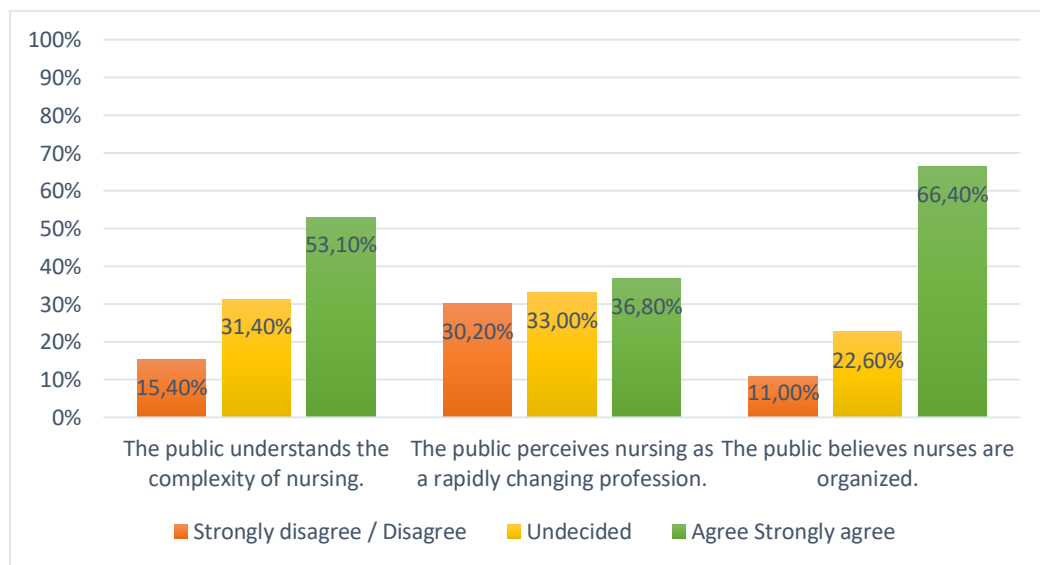


Figure 5. The nurses' current views about the public sees the nursing profession (n=318)

6.2.2 Nurses perception of current value of nursing profession by PPNT

In accordance with Figure 6, most of the respondents agree with the statements of the questionnaire concerning the value of nursing profession. 86% of the nurses consider that Nursing is a profession (Mean 4,15; SD 1,035), and 73% think that Nursing is diverse and offers many different career possibilities (Mean 3,94; SD 1,038) and 91,8% agree that Nursing is challenging and rewarding (Mean 4,31; SD 0,823). However only 43% of nurses consider that Nursing is a rapidly changing profession (Mean 3,11; SD 1,336) (See Appendix 5, 11; Figure 6).

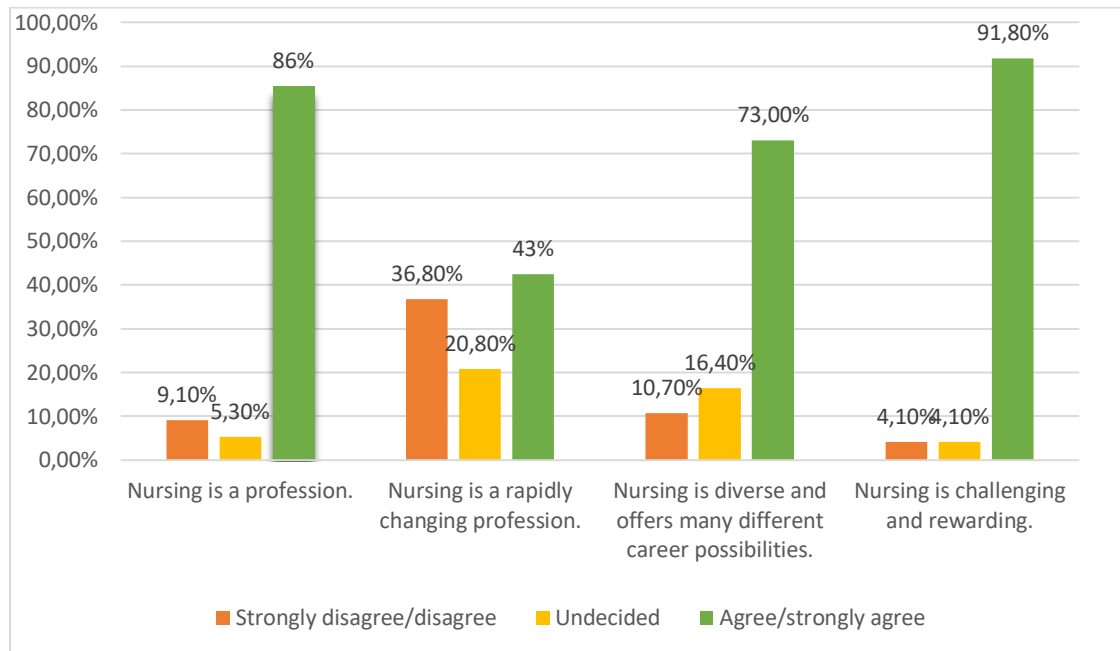


Figure 6. Nurses' opinions about the nursing profession in present (n=318)

In addition, 92,5% think that Nursing is very complex (Mean 4,34; SD 0,804), also 84,9% of nurses believe that Nursing care is as important as physical therapy (Mean 4,14; SD 0,933) and 78,6% suppose that they respect the profession of nursing as much as the profession of law (Mean 4,07; SD 1,032) (See Appendix 5, 11; Figure 7).

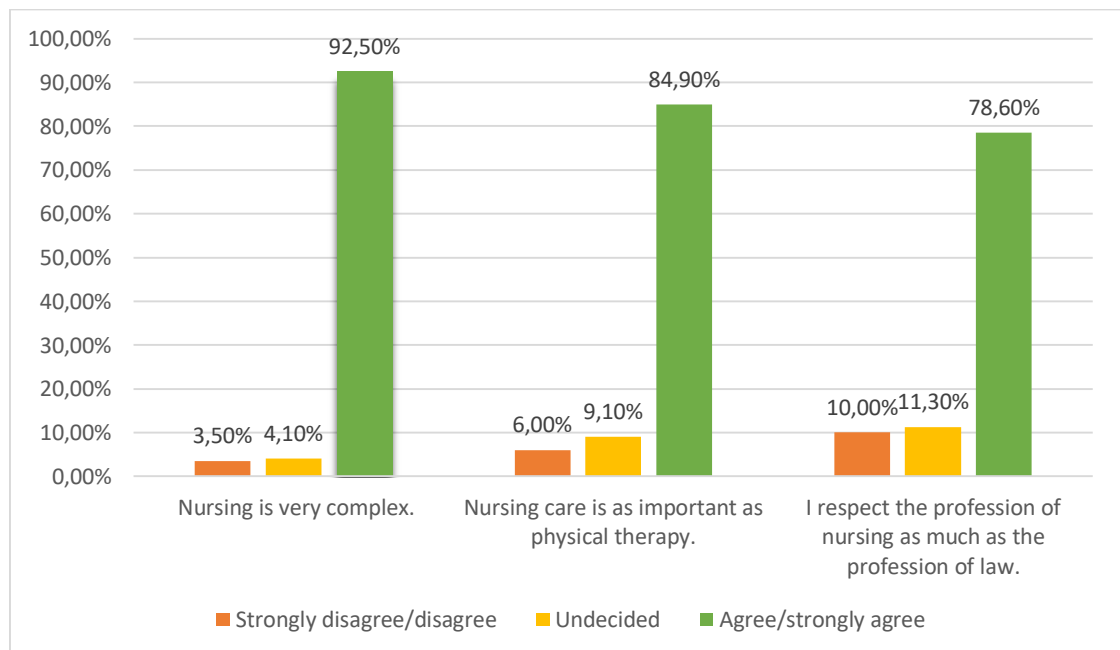


Figure 7. Nurses' views about the current value of the nursing profession (n=318)

According to Figure 8, with the statement that Nurses work hard 96% of the respondents agreed (Mean 4,50; SD 0,727), and 83% think that Nurses are intelligent and creative (Mean 4,07; SD 0,869). Also 88% consider that Nurses are very organized (Mean 4,25; SD 0,824) and 92,7% agree that The nurse is an important member of the health care team (Mean 4,39; SD 0,789) (See Appendix 5, 11; Figure 8).

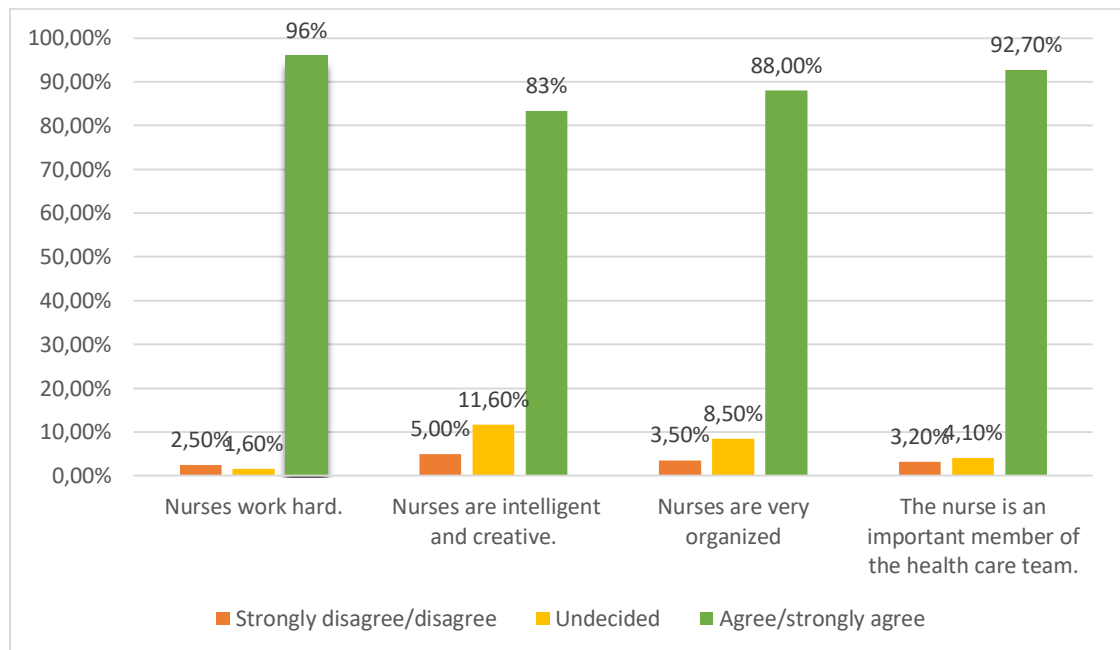


Figure 8. Nurses perception about the value of the nurses present (n=318)

6.2.3 Nurses perception of current practice of nursing profession by PPNT

Figure 9 demonstrates that 69,5% of the respondents agree with the statement Nurses should question medical orders that they judge to be possibly incorrect (Mean 3,71; SD 1,134). Additionally 76,4% think that Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.) (Mean 3,88; SD 0,970) and 88,1% suppose that Most patient complications are avoided when nurses do their jobs correctly (Mean 4,29; SD 0,918) (See Appendix 6, 12; Figure 9).

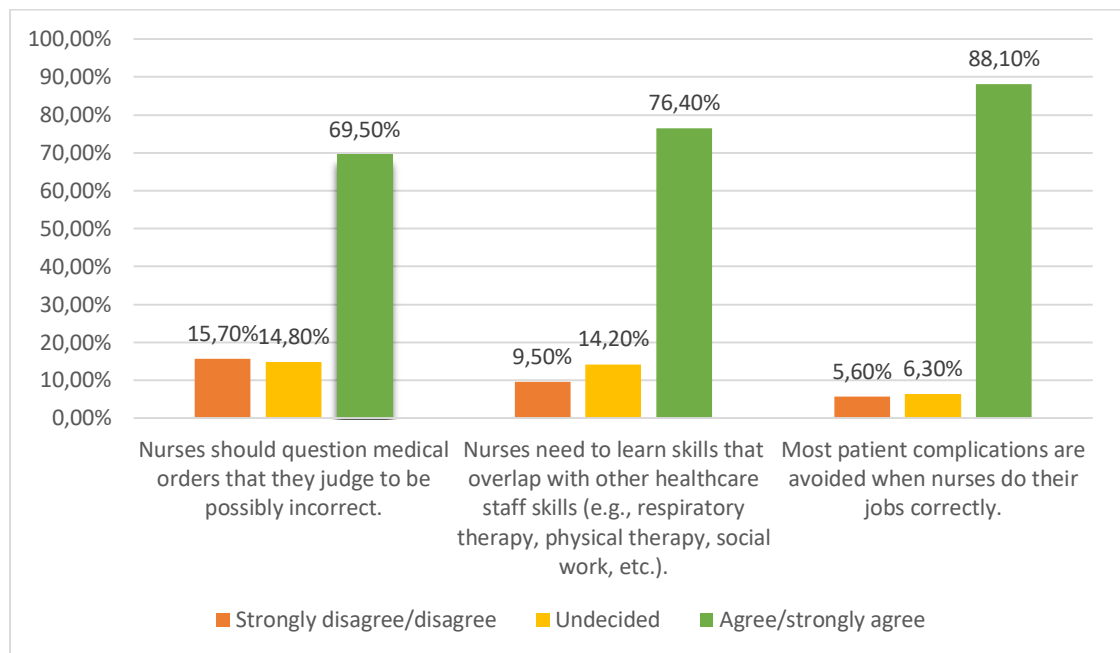


Figure 9. Nurses' views about the practice of the nursing profession in present (n=318)

According to Figure 10, majority of the respondents (87,8%) express their approval of the statement that Nurses are directly responsible for positive outcomes in their patients' health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.) (Mean 4,21; SD 0,924). 63,8% of nurses agree that Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE) (Mean 3,65; SD 1,175) and 86,1% think that Patient education is an important part of nursing practice (Mean 4,11; SD 0,869) (See Appendix 6, 12; Figure 10).

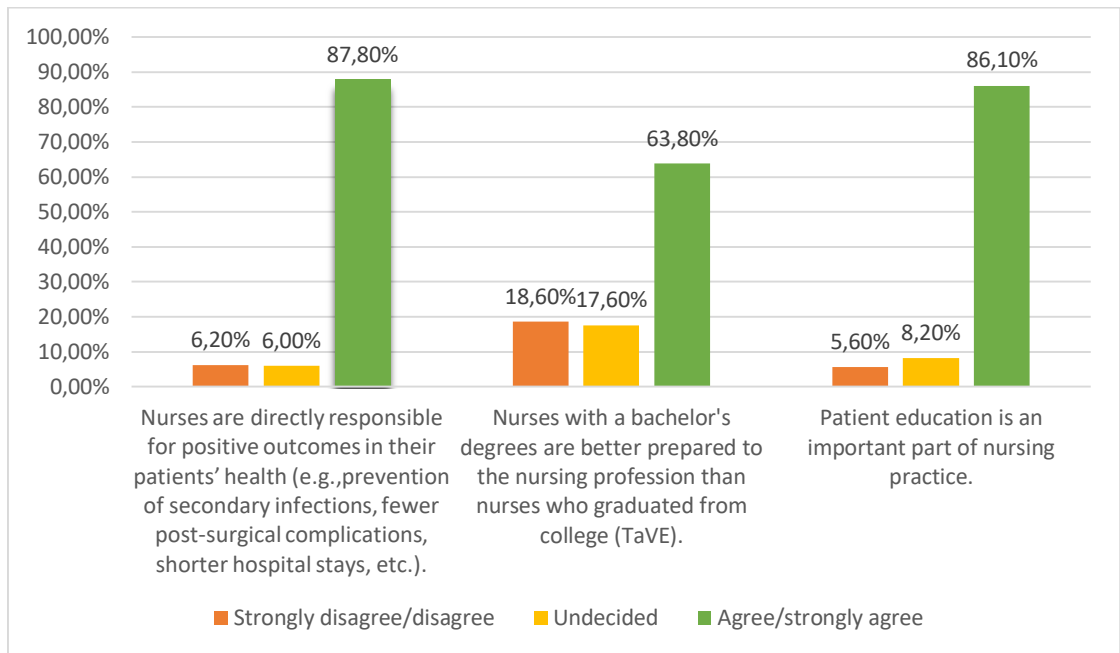


Figure 10. Nurses' opinions about the importance of the current nursing practice (n=318)

Most of respondents 93% approve that Physician/nurse collaboration improves health outcomes for patients (Mean 4,42; SD 0,825), but only 45,6% consider that Nurses have considerable autonomy in their practice (Mean 3,26; SD 1,200) (See Appendix 6, 12; Figure 11).

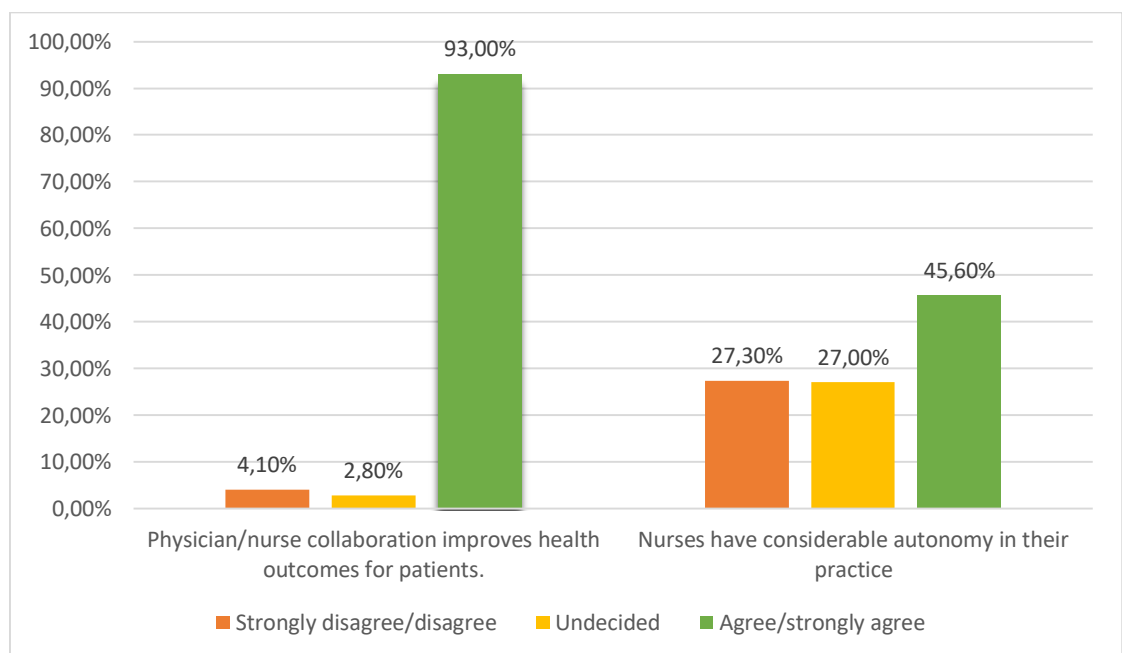


Figure 11. Nurses’ views about collaboration and professional autonomy in present (n=318)

According to Figure 12, more than half of respondents (87%) agree that Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing (Mean 4,14; SD 0,869). Also, 91,2% of respondents approve that Optimum nursing care requires regular patient assessment (Mean 4,24; SD 0,791), 88% think that Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan (Mean 4,21; SD 0,885), and 64,5% consider that Nurses make key decisions regarding their patients’ care (Mean 3,69; SD 1,118). Additionally, 77,3% of respondents agree that If possible, nurses should care for the same patients every day (Mean 3,93; SD 0,988) (See Appendix 6, 12; Figure 12).

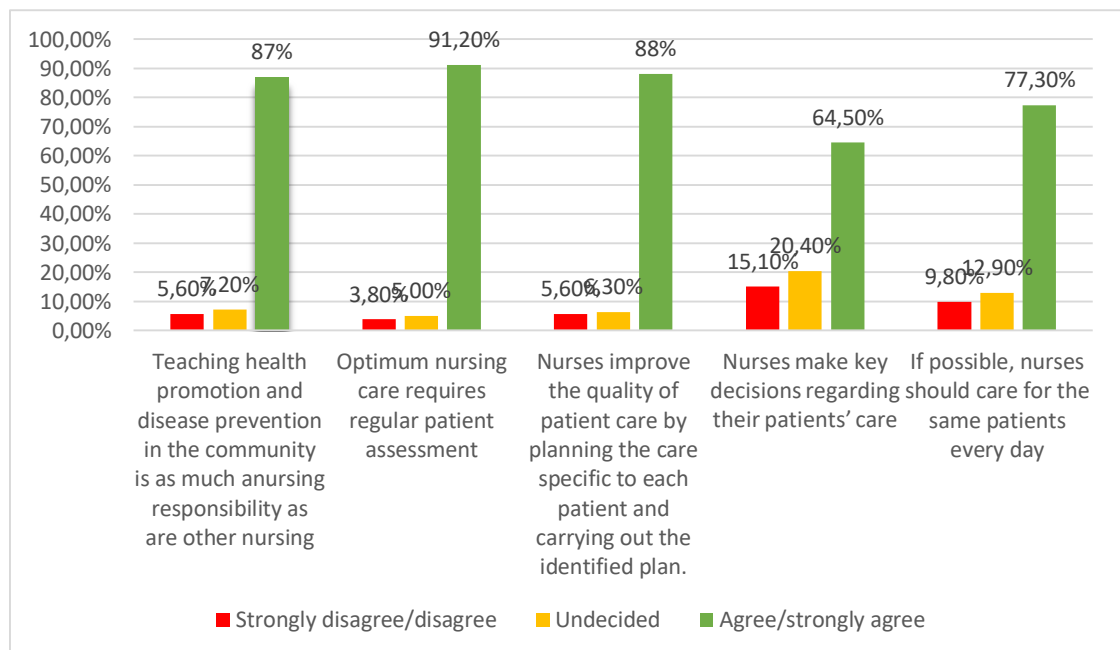


Figure 12. Nurses opinions about role of nursing care in improving quality patient care in present (n=318)

6.3 Nurses perception of nursing in future in Kazakhstan by PPNT

6.3.1 Nurses perception of the public image of nursing profession in future in Kazakhstan by PPNT

In conformity with Figure 13, a significant percentage of respondents 70,1% (Mean 3,83; SD 0,960) agree that The public thinks of nurses as professionals. Also, 68,2% (Mean 3,80; SD 1,030) of respondents believe that The public has a positive image of nursing. More than half of the participants in the questionnaire – 73,5% (Mean 3,86; SD 0,909) agree that The public believes the nurse to be an important member of the healthcare team. In addition, 70,4% (Mean 3,82; SD 0,980) of respondents agree with the statement that The public sees nursing as a challenging and rewarding healthcare career (See Appendix 7, 13; Figure 13).

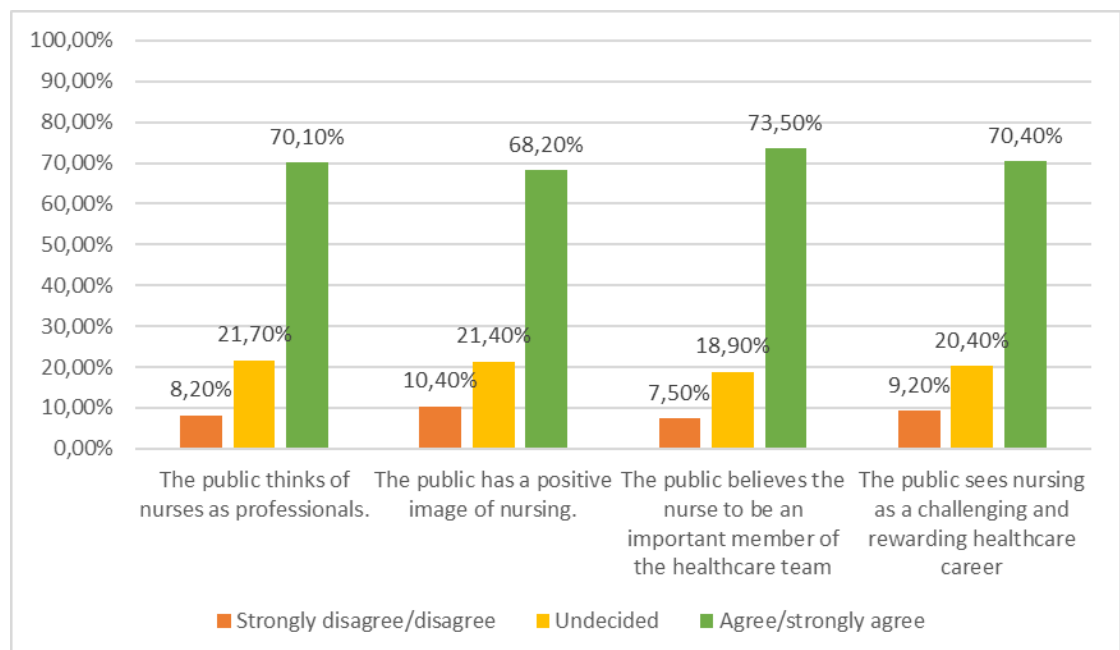


Figure 13. Nurses views about the attitude towards nursing in the future (n=318)

An analysis of the data (Figure 14) reveals that 49,7% (Mean 3,32; SD 1,242) of respondents agree with the opinion that Patients select a hospital based on nursing care. 60,7% (Mean 3,63; SD 1,054) of respondents agree with the statement that The public respects the profession of nursing as much as the profession of law. 68,2%

(Mean 3,76; SD 0,993) think that The public perceives nursing to be a diverse profession that contains many different career possibilities (See Appendix 7, 13; Figure 14).

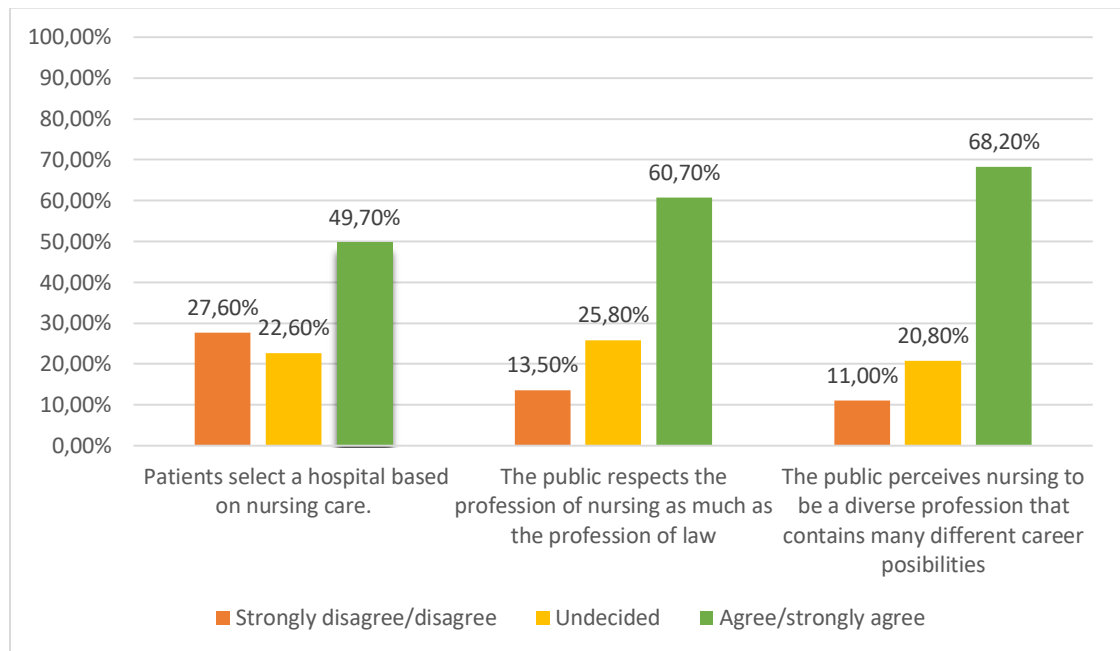


Figure 14. The nurses` perception of public image of the nursing profession in the future (n=318)

In accordance with Figure 15, the majority of the respondents expressed agreement with the statements that The public considers nursing care to be as valuable as physical therapy (75%) (Mean 3,90; SD 0,952), The public believes that nurses work hard (70%) (Mean 3,80; SD 1,006), and The public values the intelligence and creativity of nurses (72,3%) (Mean 3,86; SD 0,952) (See Appendix 7, 13; Figure 15).

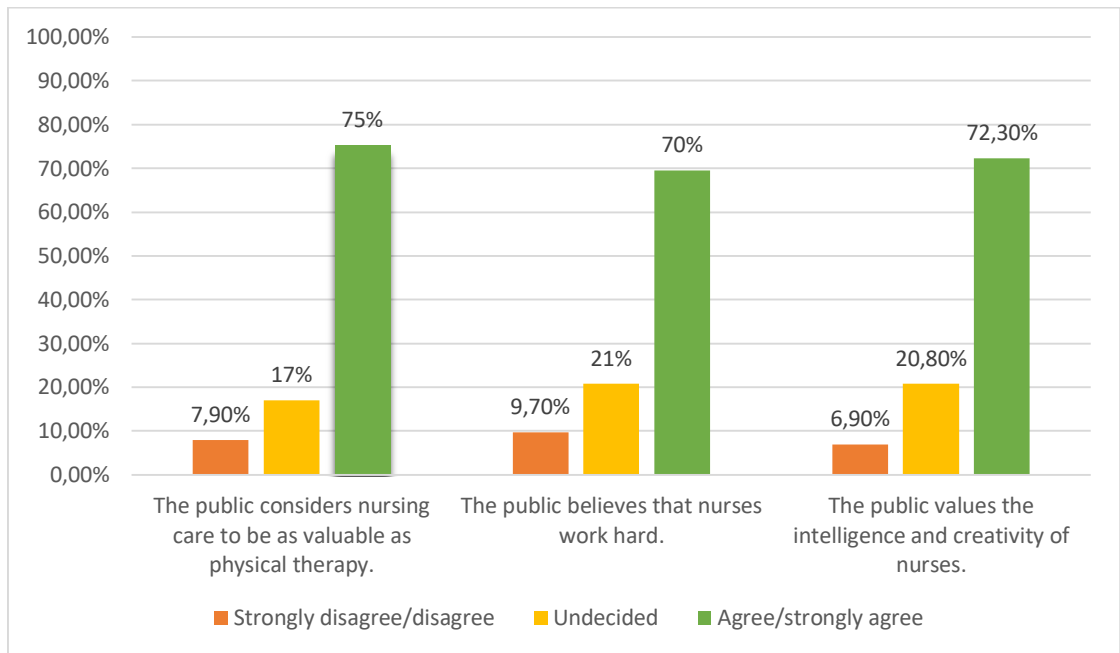


Figure 15. Nurses opinions of how the public values nursing in the future (n=318)

Figure 16 demonstrates that more than half of the respondents (66,4%) (Mean 3,74; SD 1,035) think that The public understands the complexity of nursing, also 53,1% (Mean 3,47; SD 1,142) of nurses agree that The public perceives nursing as a rapidly changing profession and 73,3% (Mean 3,87; SD 0,912) of interviewed consider that The public believes nurses are organized (See Appendix 7, 13; Figure 16).

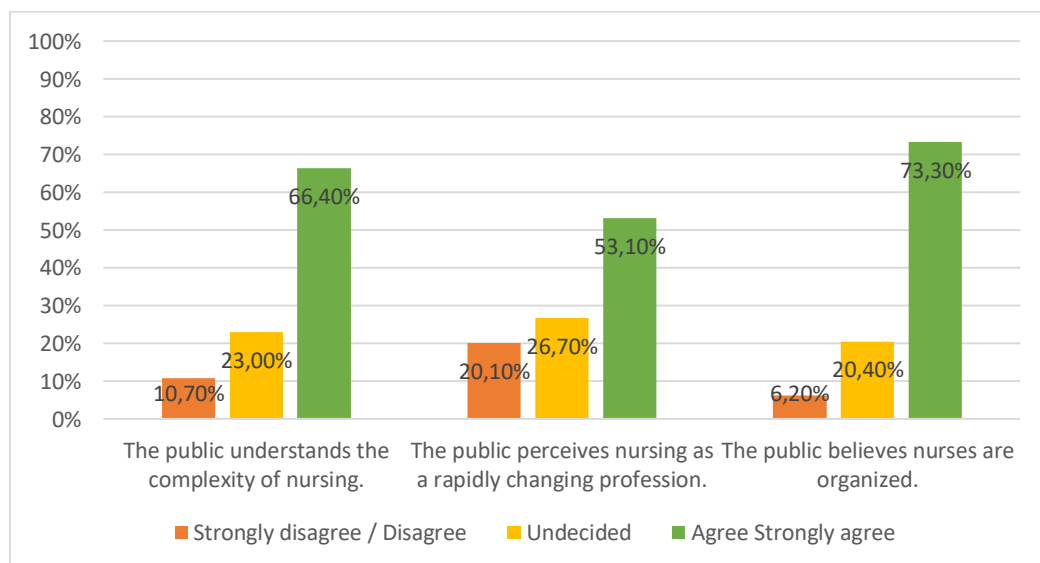


Figure 16. The nurses` views about the public sees the nursing profession in the future (n=318)

6.3.2 Nurses perception of value of nursing profession in future by PPNT

The Figure 17 shows how most of the respondents agree with the next statements of the questionnaire 85% (Mean 4,12; SD 0,924) of nurses suppose that Nursing is a profession, 55,4% (Mean 3,48; SD 1,180) think that Nursing is a rapidly changing profession and 77,3% (Mean 3,99; SD 0,946) agree that Nursing is diverse and offers many different career possibilities. However, 88,4% (Mean 4,20; SD 0,811) of nurses consider that Nursing is challenging and rewarding (See Appendix 8, 14; Figure 17).

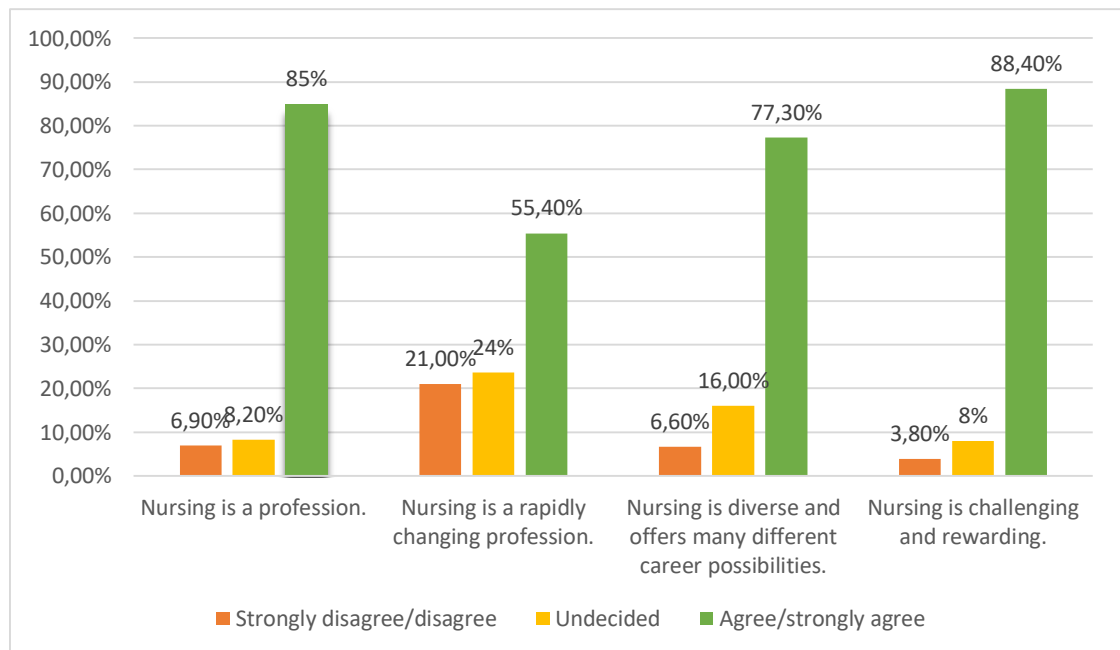


Figure 17. Nurses` opinions about the nursing profession in the future (n=318)

88,7% (Mean 4,21; SD 0,849) of respondents agree that Nursing is very complex, also 81,8% (Mean 3,98; SD 0,989) of nurses believe that Nursing care is as important as physical therapy and 77,3% (Mean 3,96; SD 0,988) consider that I respect the profession of nursing as much as the profession of law (See Appendix 8, 14; Figure 18).

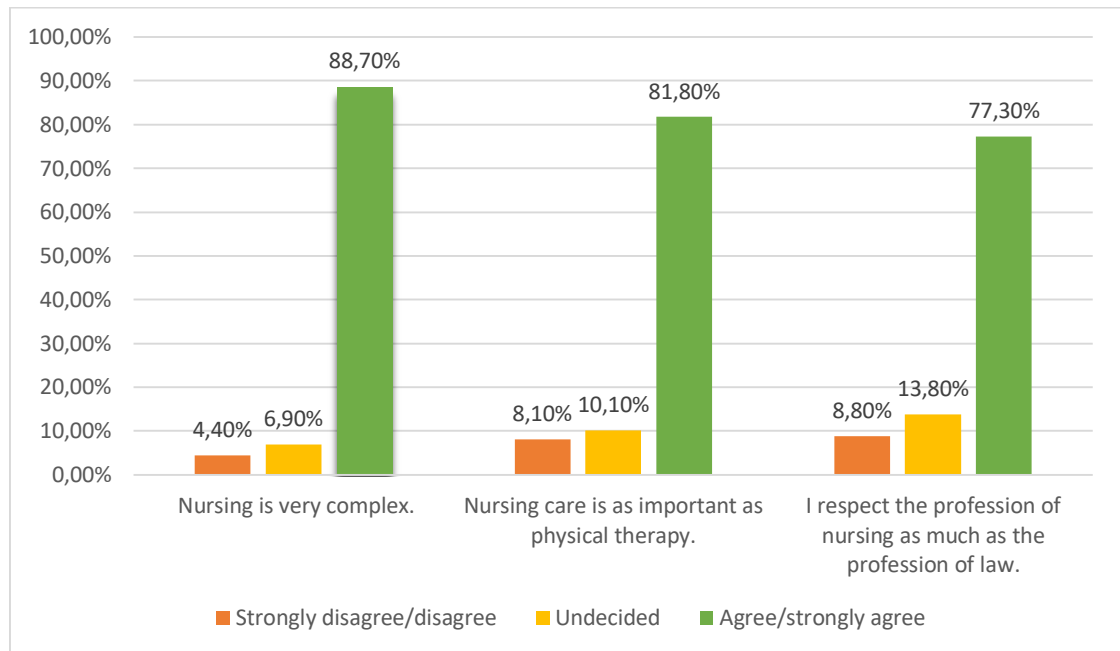


Figure 18. Nurses` views about value of the nursing profession in the future (n=318)

In addition, the Figure 19 demonstrates that 90,9% (Mean 4,27; SD 0,800) of the respondents agree with the statement Nurses work hard, 82,4% (Mean 4,04; SD 0,908) think that Nurses are intelligent and creative, 85,2% (Mean 4,12; SD 0,815) consider that Nurses are very organized and 86,8% (Mean 4,18; SD 0,880) agree that The nurse is an important member of the health care team (See Appendix 8, 14; Figure 19).

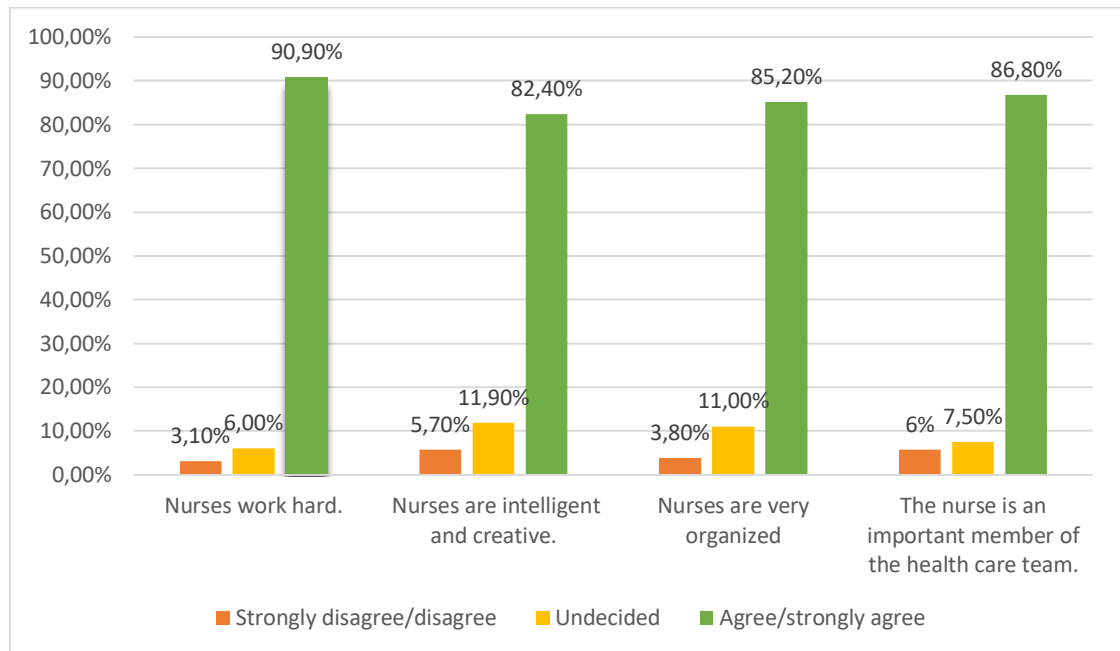


Figure 19. Nurses perception about the value of the nurses in the future (n=318)

6.3.3 Nurses perception of practice of nursing profession in future by PPNT

In accordance with Figure 20, 70,1% (Mean 3,79; SD 0,977) of the respondents think that Nurses should question medical orders that they judge to be possibly incorrect, 77,3% (Mean 3,91; SD 0,985) believe that Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.) and 88,7% (Mean 4,19; SD 0,844) consider that Most patient complications are avoided when nurses do their jobs correctly (See Appendix 9, 15; Figure 20).

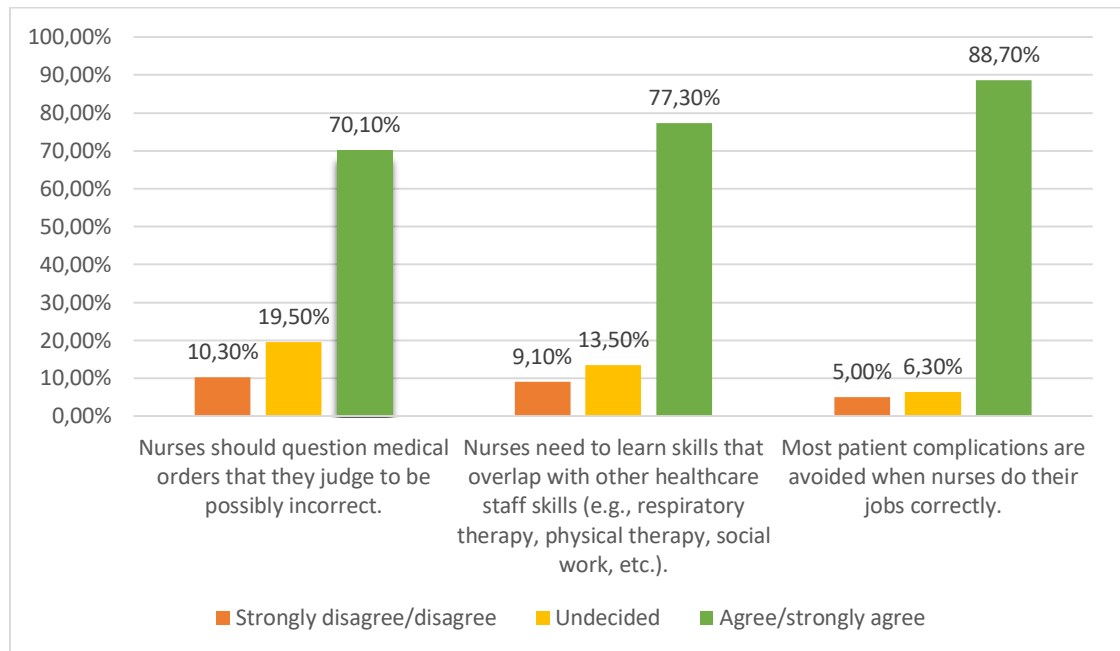


Figure 20. Nurses` views about the practice of the nursing profession in the future (n=318)

Most of respondents 83,7% (Mean 4,03; SD 0,903) express their approval of the statement that Nurses are directly responsible for positive outcomes in their patients` health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.), 4,8% (Mean 3,71; SD 1,111) of nurses agree that Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE) and 85,2% (Mean 4,06; SD 0,848) think that Patient education is an important part of nursing practice (See Appendix 9, 15; Figure 21).

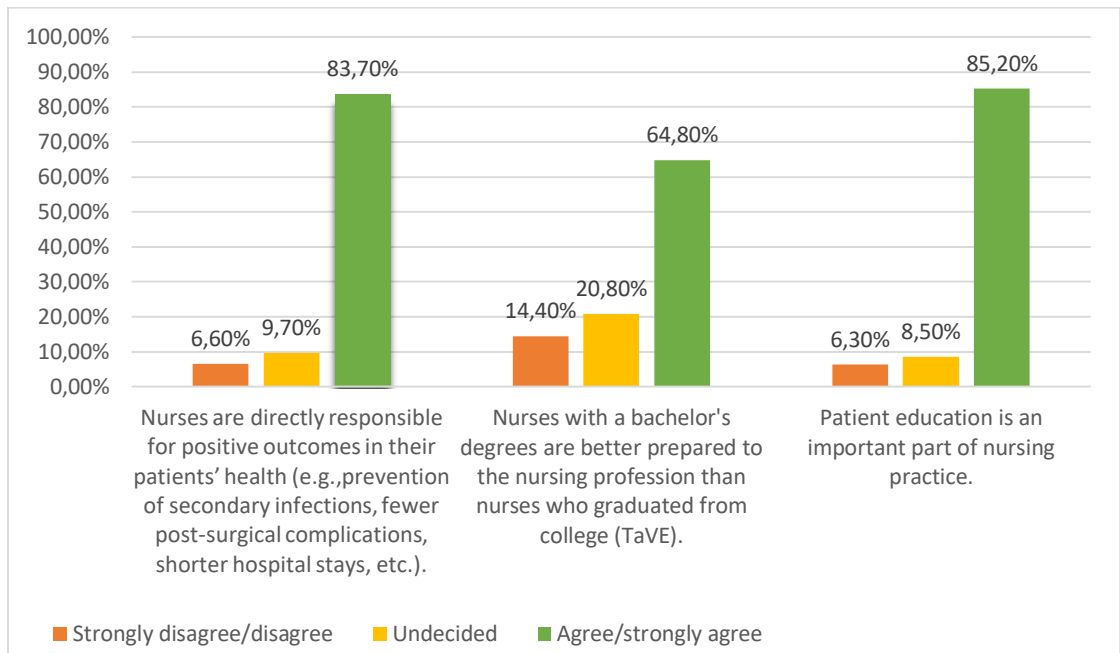


Figure 21. Nurses` opinions about the importance of the nursing in the future (n=318)

According to the Figure 22, 87,1% (Mean 4,20; SD 0,871) agree that Physician/nurse collaboration improves health outcomes for patients and 55,7% (Mean 3,52; SD 1,091) think that Nurses have considerable autonomy in their practice (See Appendix 9, 15; Figure 22).

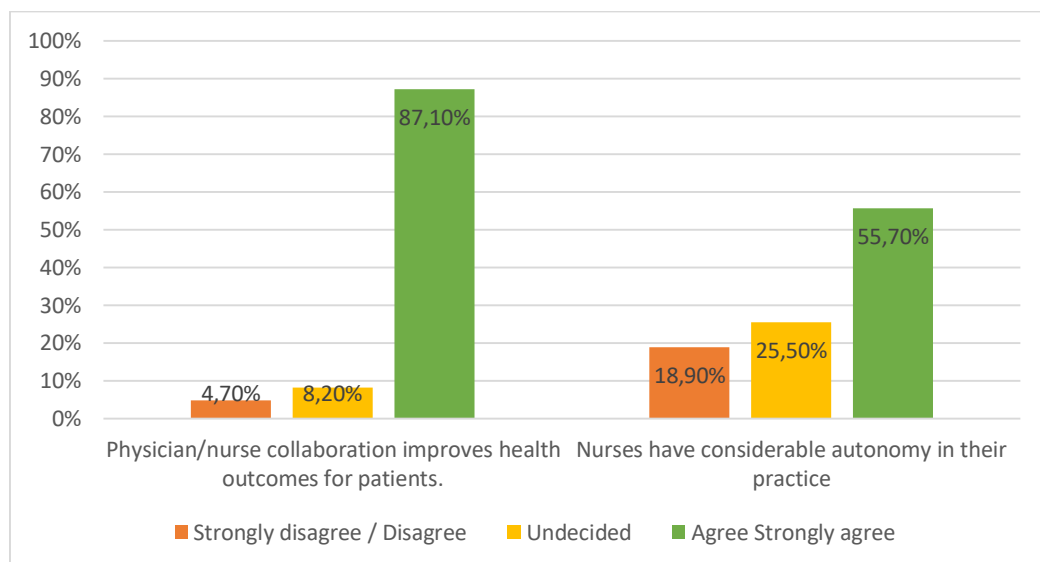


Figure 22. Nurses` views about collaboration and professional autonomy in the future (n=318)

In conformity with the Figure 23, majority of respondents (83%) (Mean 4,03; SD 0,884) consider that Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing. Also, 85,6% (Mean 4,08; SD 0,829) of respondents approve that Optimum nursing care requires regular patient assessment, 88% (Mean 4,12; SD 0,845) agree that Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan, and 68,8% (Mean 3,79; SD 1,026) think that Nurses make key decisions regarding their patients' care. Additionally, 78,7% (Mean 3,93; SD 0,917) of respondents agree that If possible, nurses should care for the same patients every day (See Appendix 9, 15; Figure 23).

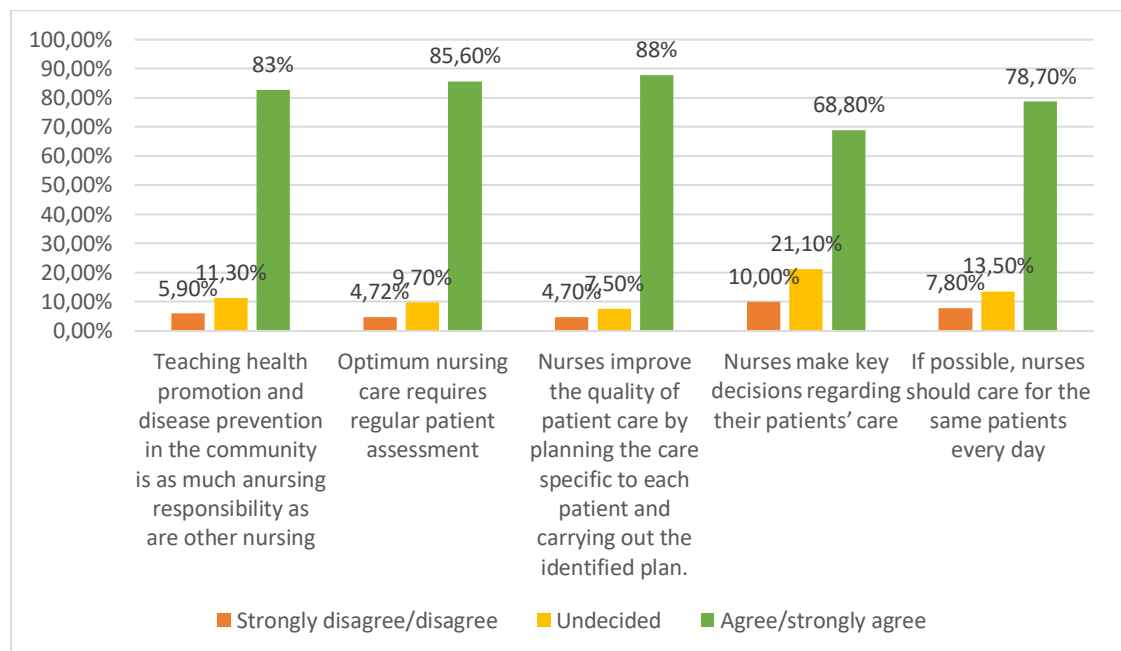


Figure 23. Nurses opinions about role of nursing care in improving quality patient care in the future (n=318)

6.4 Nurses perception on nursing profession in present Kazakhstan by NIQ

In the analysis (Figure 24) it was determined, that 77% (Mean 3,86; SD 0,994) of the respondents agree with the statement that Nurses are patient's advocates, 76,8% (Mean 3,88; SD 0,978) of nurses consider that Nurses protect patients in the health care system, and 62% (Mean 3,61; SD 1,129) think that Nurses participate in the development of health care policies. However, data from the indicated figure demonstrate that 76,5% (Mean 3,95; SD 1,057) of the respondents have opinion that Nurses should wear a white uniform in order to be identified and 73,3% (Mean 3,79; SD 1,037) of nurses believe that Nurses act as resource persons for individuals with health problems (See Appendix 16, 17; Figure 24).

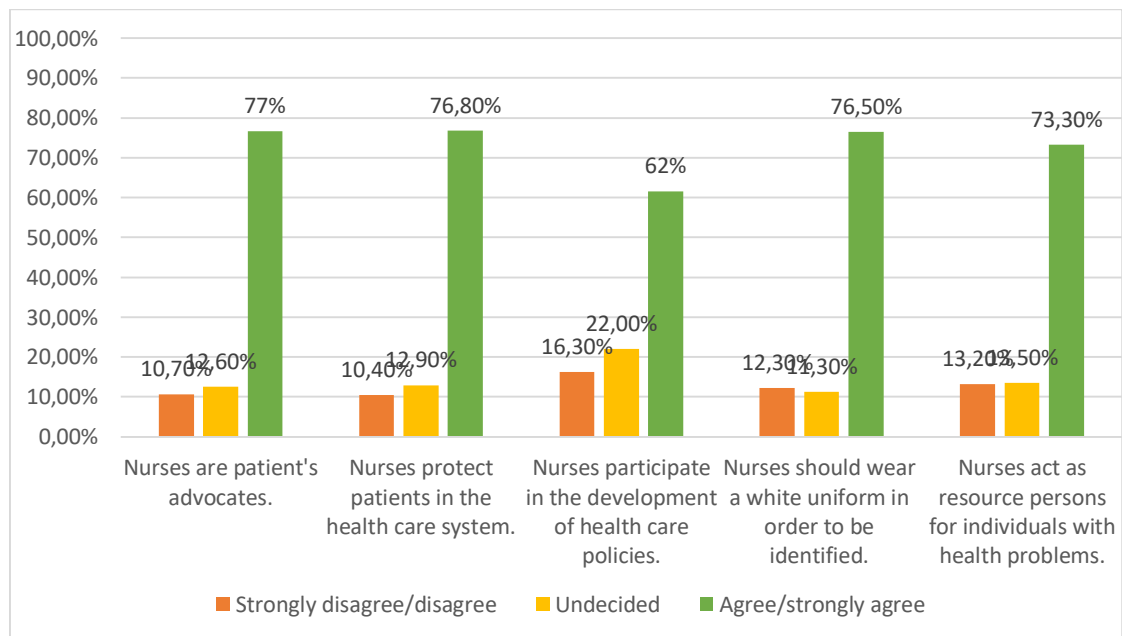


Figure 24. Nurses opinions about some aspects of nursing care in present (n=318)

Majority (89%) (Mean 4,24; SD 0,830) of the nurses think that Nurses in general are kind, compassionate human beings, and most 86,8% (Mean 4,18; SD 0,837) agree that It takes intelligence to be a nurse. 91% of respondents consider that The service given by nurses is as important as that given by physicians (Mean 4,32; SD 0,828), also 74,8% (Mean 3,91; SD 0,989) think that Everyone would benefit if nurses spent less time in school and more time caring for patients and 78% (Mean 3,94; SD 0,912) believe that Nurses integrate health teaching into their practice (See Appendix 16, 17; Figure 25).

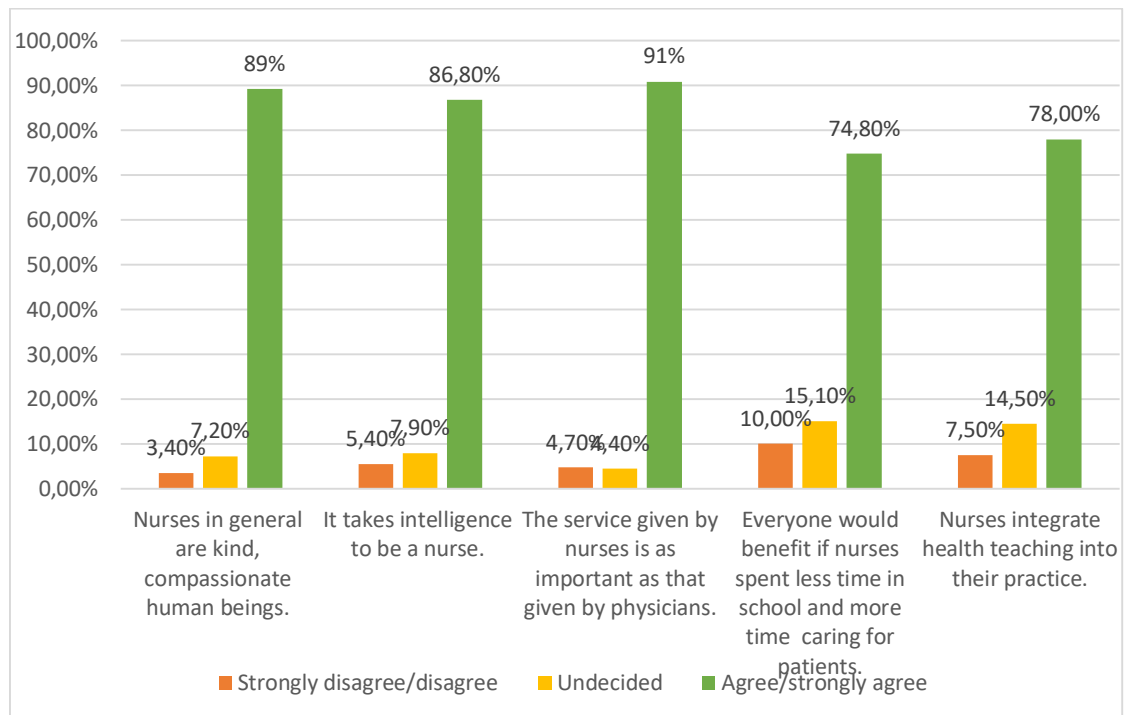


Figure 25. Nurses views about various issues of nursing care in present (n=318)

According to the Figure 26, 78% (Mean 3,97; SD 0,888) agree that Research is vital to nursing as a profession, and 62% (Mean 3,64; SD 1,059) think that Nurses are politically active. 60% (Mean 3,57; SD 1,095) of respondents consider that Nurses are capable of independent practice, 60,7% (Mean 3,58; SD 1,092) of nurses believe that Nurses speak out against inadequate working conditions, and 56,9% (Mean 3,45; SD 1,163) think that Nurses are compensated sufficiently for their work by the knowledge that they are helping people (See Appendix 16, 17; Figure 26).

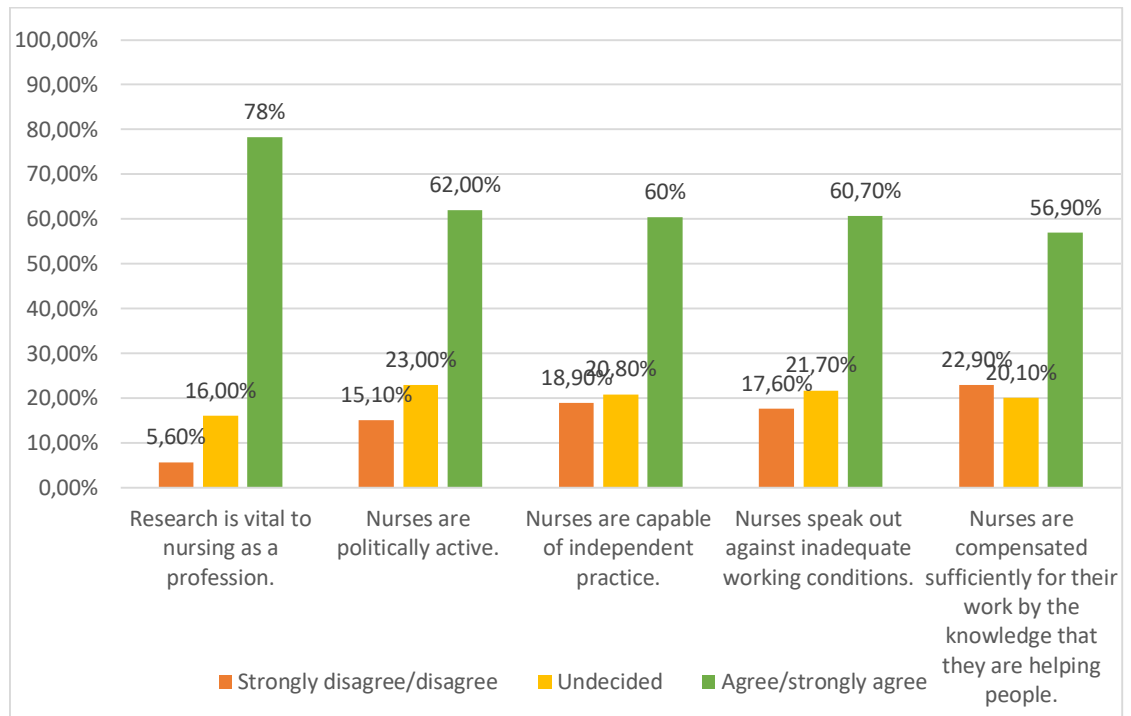


Figure 26. Nurses perception about different sides of nursing care in present (n=318)

In conformity with the Figure 27, more than half of respondents (69%) (Mean = 3,72; SD = 1,051) consider that Nurses should have a right to strike. Also, 72,6% (Mean = 3,81; SD = 1,011) of respondents think that Nurses follow the physician's orders without questions, 64% (Mean = 3,71; SD = 0,997) agree that Men make good nurses, 83,7% (Mean = 4,09; SD = 0,845) believe that Many nurses who seek advanced degrees in nursing would really rather be physicians. In addition, 82,1% (Mean = 4,03; SD = 0,921) of respondents agree that Nursing is exciting (See Appendix 16, 17; Figure 27).

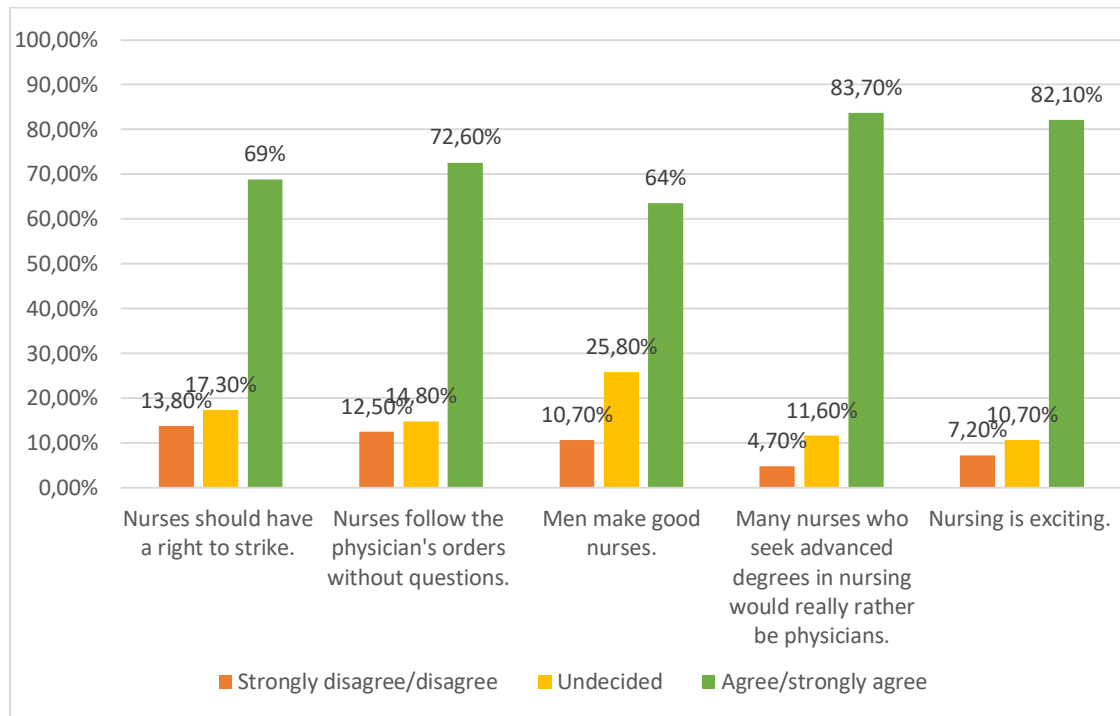


Figure 27. Nurses opinions about nursing profession in present (n=318)

Most of respondents (75%) (Mean 3,85; SD 0,943) express their approval of the statement that Nurses incorporate research findings into their clinical practice. Also 89% (Mean 4,12; SD 0,807) of nurses agree that The major goal of nursing research is to improve patient care, 80,5% (Mean 3,97; SD 0,889) of nurses think that Nurses value time at the bedside caring for patients and 56,9% (Mean 3,49; SD 1,172) consider that Nurses should have a baccalaureate degree for entrance into practice. But only 44% (Mean 3,17; SD 1,288) of respondents believe that Nurses are adequately paid for the work they do (See Appendix 16, 17; Figure 28).

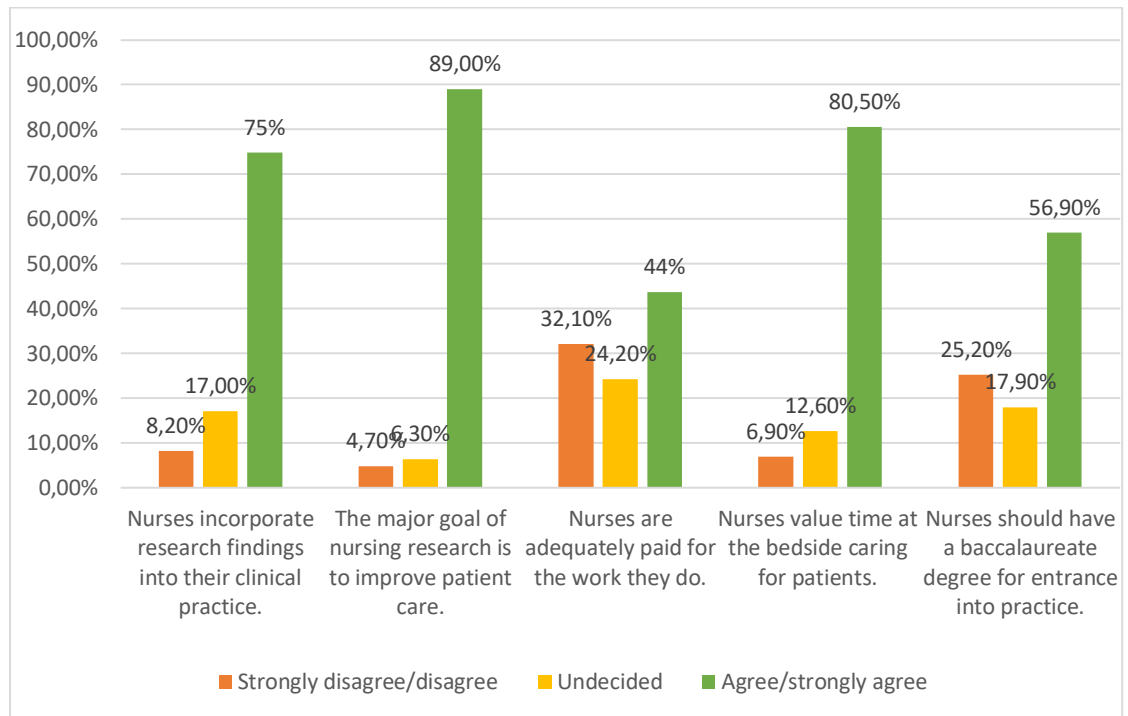


Figure 28. Nurses views about separate questions of nursing profession in present (n=318)

In the analysis (Figure 29) it was determined that 69% (Mean 3,75; SD 1,083) respondents agree with the statement Nurses with advanced degrees make important contributions to patient care. Also 77% (Mean 4,00; SD 1,079) of nurses consider that Nursing is a respected profession, 81,5% (Mean 4,02; SD 0,912) of the survey participants think that Nurses consistently update their practice in relation to current health trends, and 79,9% (Mean 4,04; SD 0,965) respondents have opinion that Nurses feel good about what they do. Almost half of the respondents 45,6% (Mean 2,90; SD 1,341) disagree with the statement that One advantage to being a nurse is to marry a physician (See Appendix 16, 17; Figure 29).

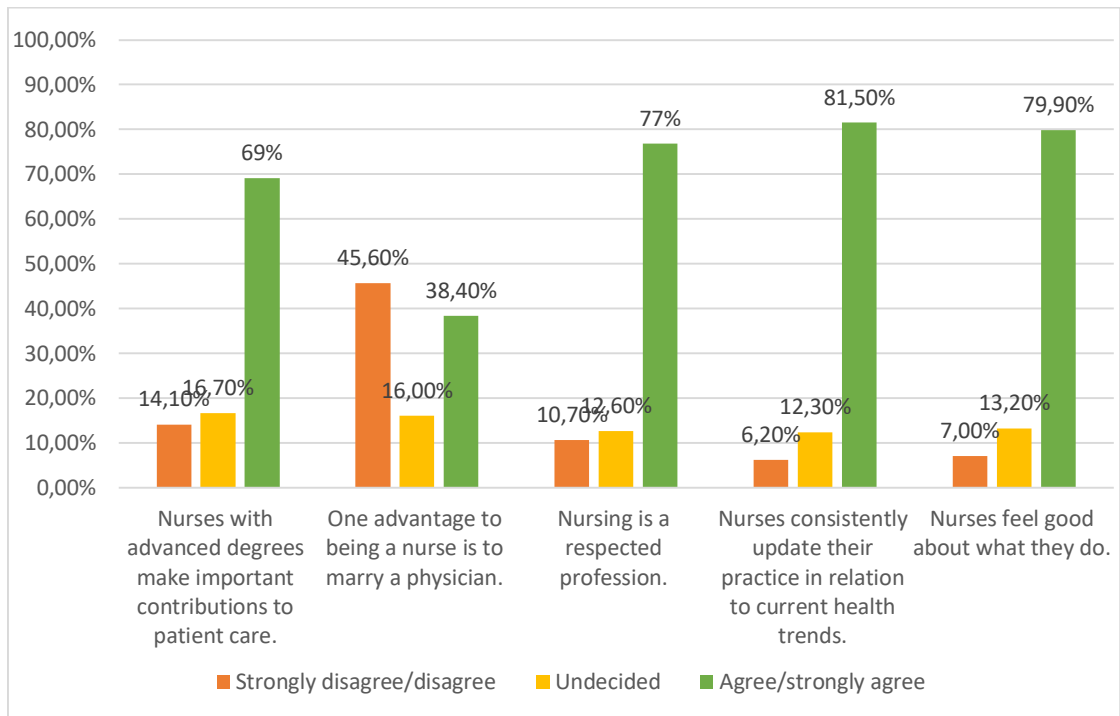


Figure 29. Nurses perception about nursing in present (n=318)

6.5 Nurses experiences and opinions on the nursing profession in present and future in Kazakhstan

6.5.1 Attitudes of nurses towards nursing and the perception of the nursing profession of a nurse in Kazakhstan

In performing analysis, two main themes were identified: Dissatisfaction with the nursing profession and Positive attitude towards the nursing profession (See table 4).

Table 4. Attitudes of nurses to nursing and the perception of the nursing profession

Themes	Dissatisfaction with the nursing profession		Positive attitude towards the nursing profession	
Categories	Dissatisfaction with the level of wages	Dissatisfaction with the social situation of the nurse	Satisfaction with improving patient condition	The need to develop nursing at the same time with

				the entire health care system.
Subcategories	Low salary	Neglect of doctors	Developing skills as a nurse from school	Improving the prestige of the nurse profession
	Large amount of work with low wages	Powerlessness before leadership	Promoting a patient attitude	Promotion of the nurse profession in the media
		Patient is always right		
		Patient humiliation		
		Nursing - as an independent discipline		

Dissatisfaction with the nursing profession consisted of two categories:

Dissatisfaction with the level of wages and Dissatisfaction with the social situation of the nurse. Respondents note inadequate wages. The experience of the perception of the profession of a nurse, as undervalued due to the minimum wage, with which is impossible to provide for the family. Nurses have to survive hard on the existing wages. They are forced to sacrifice their health and time to earn more. At the same time, there is not enough time for the family due to employment at work. Hence the perception of the nursing profession is ungrateful. In nurses` opinion, they perform 70% of the doctor`s work in reality, in other words, more authority is delegated to nurses, but the salary remains the same.

“Due to the low salaries of nurses and the consumer attitude on the part of doctors to the profession of a nurse, there is a situation of a shortage of personnel in state medical institutions.”

“This profession is not prestigious absolutely, because it does not bring income to the family.”

“To get more money you have to sacrifice your health, time.”

In social terms, nurses feel the disdainful attitude of doctors towards them, because the physicians see them as the attendants. Initially, college students have faith in the need and importance of the nursing profession, which helps and saves people.

However, at work with time comes the feeling and awareness that in reality they are surrounded by routine, poverty and lawlessness. They face a lack of real mechanisms to protect the nurse's position. Practical experience shows that the patient is always right, and the nurses have to endure the humiliation of the patients. They also feel helpless before a self-righteous leadership. According to the position of respondents, in Kazakhstan nursing is currently not an independent discipline, but develops as an auxiliary part of medicine.

Positive attitude towards the nursing profession consisted of the next categories: Satisfaction while improving the condition of patients and The need to develop nursing at the same time with the entire health care system.

According to the nurses, their profession is a vocation for the person who chooses it, without a vocation and love for this profession the person does not linger on this job. They believe that in Kazakhstan the perception of the nursing profession is positive. They feel love for the profession and joy if the patient is satisfied and his condition improves from the actions of the nurse. Respondents believe that nursing is one of the important fields in medicine. Nurses think about the need for nursing development in harmony with all healthcare.

“We love our profession as a nurse, our work gives us joy, we are very happy if the patient returns to us because we treated him kindly and his health improved from our actions.”

“If a person has chosen the profession of a nurse, then this is his vocation. Without calling and love for one’s person, one won’t stay in this profession for long.”

“I believe that nursing is one of the important branches in medicine.”

The peculiarity of the nurse’s activity, which differs from the work of a doctor, is in another concentration of the area of attention and the difference of the main interests. All the activities of the nurse concentrates on the patients and their desires - it is more to reduce suffering, to create comfort, appropriate care, to fill the psychological and physical ailments, and to resist the disease vigorously. A doctor, for example, performs amputation of a limb, but how a patient lives without her the limb, how to adapt physically, mentally and socially to a given condition is a matter of nursing.

In the interactions of the nurse and the patient, the same laws are implemented as in the activities of the doctor, but of course, in a special way. The principles of justice, ensuring and observing the autonomy of the individual, meaningful medical law "do not harm", "do good", and the condition of informed consent are equally important for the nurse. Nurses embody their assurance in selfless care for patients, in the unconditional consolidation of the doctor's work, in adequate advice to patients with regard to behavior, mode, and lifestyle based on science and nursing experience.

For nurses, as well as for doctors, such factors as the culture of communication, upbringing, sincerity, ability to empathize, high spirituality, optimism, will, and mental stability are certainly significant. All of the above determines the importance and significance of the nursing profession and the image of this specialty.

6.5.2 Changes needed to be made to improve the situation of the nurse in Kazakhstan

When performing analysis, two main themes were identified: Changes in the practice of the nurse and Changes in the Nurse Training Process (See table 5).

Table 5. Changes needed to be made to improve the situation of the nurse in Kazakhstan

Themes	Amendments to the practice of the nurse		Changes in the Nurse Training Process	
Categories	Modification of working conditions	Changing the social position of a nurse	Providing additional training for nurses	The need to enable nurses to do research.
Subcategories	The need to raise wages	Changing attitudes of doctors, management, patients	Cost reduction for training	Conducting nursing scientific work
	Reducing the load on the nurse	Media coverage of best nursing practices and nurse work	Providing distance learning opportunities	Study of the specifics of the nurse
	Revision of functional responsibilities	Improving the performance of nursing associations		
	Reduced paperwork			
	Reducing the retirement age			
	Improving regulatory documents related to nursing			

	Introduction of a nursing representative to the Ministry of Health of the Republic of Kazakhstan			
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Amendments to the practice of the nurse consisted of two categories - Modification of working conditions and Changing the social status of a nurse. Respondents believe that it is necessary to raise wages for nurses, issue quarterly bonuses, and provide official housing. This should reduce the burden on nurses, for example, they believe that one nurse should care for five patients. The functional responsibilities of nurses should also be reviewed, because according to respondents, nurses currently have many responsibilities but practically no rights. They obey doctors and various managers, but have little autonomy. According to a survey, nurses do a lot of the work of a doctor, in their opinion about 70%, while receiving low wages. Also in the work itself, a lot of time is spent on doing paper work, which negatively affects the process of patient care. The current regulatory documents governing the work of nurses are not sufficiently informative and need to be revised, and respondents indicate that these documents should be reviewed every 3-5 years. For sufficient coverage of the problems of nursing, in their opinion, a nurse should be introduced to the Ministry of Health of Kazakhstan, which would represent nursing at this high level. To carry out the reform of nursing is real, and not in words.

Given the position of respondents, there is currently a need to change the social status of nurses. As there is often a disrespectful attitude on the part of doctors, management and patients. Managers do not value their nurses enough; they do not perceive them as professionals. In connection with the above, the media should reflect the problems of nursing, cover successful nursing practices and discuss the problems of the nurse profession. At the same time, it is necessary to strengthen the work of nursing professional associations, as they work so insufficiently that many nurses do not even know about the existence of such associations.

Changes in the Nurse Training Process consisted of the next categories: Providing opportunities for additional nursing education and The need to provide opportunities for nurses to engage in research activities.

According to the respondents, much in the work of a nurse is due to education. They consider it important to provide nurses with additional training, moreover, preferably free of charge. There is a need for additional training for nurses who are sufficiently skilled in patient care. But they are not well versed in matters of disease prevention, rehabilitation medicine, home care, and palliative care. We need knowledge of the basics of psychology, pedagogy, the theory of interpersonal communication, on the issues of performing massage and so on. There is a need for master classes with the participation of foreign experts with the creation of the practice of sharing experience, and internships are needed in other countries. Nurses also wished for a possibilities for training opportunities and continuous education, passing training in a magistracy, and doctoral studies to obtain master's and Ph.D. degrees. In medical colleges, teachers-doctors are needed to be replaced by teachers-nurses which would create an opportunity for nurses to do research.

“It is necessary to change the functional responsibilities of the nurse, remove nurses from submission to a doctor, conduct master classes with the invitation of experts from abroad on the exchange of experience, introduce new models of nurse function, revise the salaries of nurses, as they perform almost 70% of medical work.”

- “1. to review the functionality, a lot of responsibilities, but no rights;*
- 2. reduce the number of patients per 1 nurse (5 patients) in a hospital, while not reducing staff;*
- 3. increase wages;*
- 4. to review to whom the nurse should obey (many managers);*
- 5. The regulatory framework very often changes; orders are not informative.*
- 6. Introduce common standards for nurses of Kazakhstan, which would change after 3-5 years;*

7. Introduce the position of a nurse in the Ministry of Health;

8. Kazakhstan should have an association of nurses and midwives.”

“1. It is necessary to change the attitude of nurses themselves to their profession.

2. Teach doctors to respect and appreciate the work of a nurse.

3. In the media talk about the best practices in the work of nurses.

4. Nurses to improve their skills, study and receive degrees from bachelor to PhD (in nursing)

5. Nurses engage in research activities.”

6.5.3 The barriers to the future development of the nursing profession in Kazakhstan

In performing analysis, two main themes regarding the barriers to the future development of nursing profession were identified: Barriers caused by the practical activities of the nurse and Barriers originating from the nurse's training process (See table 6).

Table 6. The barriers to the future development of the nursing profession in Kazakhstan

Themes	Barriers caused by the practice of the nurse		Barriers originating from the nurse's training process
Categories	Obstacles whose solution is related to the work of a nurse	Socio-psychological factors	Nursing education opportunity issues
Subcategories	Low Nurse Wages	Disrespect by doctors	High cost of education

	Lack of perception and misunderstanding of local nursing reforms	The need to improve the image of the nursing profession	Existence of fees for qualifying exams
	Lack of adequate regulatory framework and uniform standards for nursing professionals	Changing the attitude of patients to the nurse	Insufficient quality of education
	Excess paper work		Lack of time for nurses to study
	Lack of legal protection for a nurse		Insufficient number of educational institutions
	The inability to self-actualize a nurse		Lack of specializations, internships abroad
			The need to implement a distance learning system

Barriers caused by the practical activities of the nurse consisted of two categories: Obstacles whose solution is related to the work of a nurse and Socio-psychological factors. According to the respondents, the existing low level of nursing remuneration is a serious deterrent to the development of nursing. Also not quite adequate attitudes of doctors and patients do not stimulate the work of nurses, since for a long time the nurses were perceived only as an attachment to a doctor. With the high demands placed on nurses, there are practically no real legal mechanisms for the protection of nurses. Their independence is limited. Respondents note the presence of a negative public attitude towards the nursing profession, careless attitude

towards the nurses' personality, and no respect for their profession. The most significant decisions affecting the interests of all health care workers, without exception, descend from the top down, without taking special account of the interests, knowledge, aspirations and experience of specialists. The professional potential of nursing staff is not fully utilized, and the nurse's field of activity is artificially limited. Doctors continue to monitor the work of the nurses, denying their competence. At the present stage, there is practically no adequate regulatory framework and uniform standards for nursing professionals. In addition, respondents believe that the overall economic situation in the country also matters.

“Doctors consider nurses not as specialists, but as "bring-give".

“Lack of a regulatory framework, common standards for nursing professionals”.

“Low salary, excessive paperwork, 85% do not do their work, because of this we pay less attention to patients”.

“Attitude of doctors and patients. For a very long time we were taught that the nurse is an application to the doctor.”

Barriers originating from the nurse's training process has the following category: Issues of nursing education opportunities. One of the barriers to the development of the nursing profession in the future in Kazakhstan is that respondents consider education to have high costs. With the salary of a nurse it is difficult to pay for educational services. The learning process itself needs to be improved, since the material and technical provision of educational institutions is poor, and specialization courses and advanced training courses are determined by the fact that they provide knowledge at the level of medical college students. While the nurses want to learn new technologies and learn from the experiences of developed countries. According to respondents, internships abroad are needed. In domestic educational organizations, they note an insufficient level of competence of the teachers themselves. To date, there is an insufficient number of training organizations. When passing certification on qualification categories, knowledge on examinations is evaluated by doctors, and not nurses. There is a need to provide nurses with the opportunity to study for an academic bachelor's degree in the evening. The nurses

themselves do not have enough time to study due to the presence of families and heavy workload at work. It is desirable to introduce the practice of distance learning.

“I think you need to get higher education. To be comprehensively developed, unfortunately it is not very cheap. With the salary of a nurse, it is practically impossible to get additional education.”

“Low material base in specialization courses, in advanced training courses for nurses, material is given at the level of students of a medical college, but I would like to learn new standards, learn from the experience of developed countries.”

“So far, when obtaining a qualification category, knowledge is evaluated by doctors, not nurses.”

“Distance education in higher nursing education in Kazakhstan no.”

6.5.4 The future development opportunities for the nursing profession in Kazakhstan

In performing analysis, two main themes were identified: Opportunities due to the practice of the nurse and Opportunities emanating from the training process of the nurse (See table 7).

Table 7. The future development opportunities for the nursing profession in Kazakhstan

Themes	Opportunities due to the practice of the nurse		Opportunities emanating from the nurse training process
Categories	Opportunities that are related to the work of a nurse	Socio-psychological factors	Nursing education opportunities

Subcategories	Lack of opportunity	The possibility of promoting the profession of nurses	Providing nurses with higher education opportunities
	Providing opportunities to increase wages	Carrying out work on vocational guidance in order to attract young people to nursing	Qualification examinations for nursing professionals
	The possibility of improving working conditions, improving the material and technical base of medical organizations		Providing nurses with the opportunity to study abroad, exchange experience with foreign colleagues
	Providing free health resort treatment, housing and so on		Providing nursing distance learning opportunities
	The possibility of holding various conferences		Providing nurses with the opportunity to conduct their own research in nursing
	The possibility of legislative consolidation of equal participation		Providing nurses with an opportunity to improve their skills at

	of nurses in the treatment process, the empowerment of nurses		the expense of medical organizations
	The possibility of improving the material and technical bases of medical organizations in the periphery		

Opportunities due to the practice of the nurse consisted of two categories: Opportunities whose solution is associated with the work of a nurse and Socio-psychological factors. According to the respondents, today in Kazakhstan there is no opportunity for the development of the nursing profession, since the material and technical base of medical organizations is very poor, and working conditions also leave much to be desired. The opposite opinion is also expressed that there are opportunities, but for their development it is necessary to increase the wages of nurses, improve working conditions, strengthen the material and technical base. At the level of laws, securing the independence of the role of a nurse, their equal participation in the treatment process, and the expansion of their powers. Respondents believe that there is a need to provide the possibility of obtaining sanitary and resort treatment at the expense of organizations, providing housing and other privileges. Opportunities for improving the material and technical base of medical organizations on the periphery. To develop the possibility of improving the status of the nurse profession. Wider coverage of this profession in the media, especially among young people.

“In megacities, the possibility of development is high, especially in scientific centers. On the periphery, there is not much opportunity to develop.”

“1 Give an opportunity to learn

2. Conduct research in nursing

3. To conduct an independent admission (applied and academic bachelor)

4. Exchange of experience with foreign colleagues.”

Opportunities emanating from the training process of the nurse have the following category: Nursing education opportunities. Respondents believe that it is necessary to provide an opportunity for learning and to obtain a master's degree in PhD. There should be the possibility of free tuition or a reduction in tuition fees. The qualifying exams should be preserved, but the examiners should not be doctors, but nursing specialists. It is necessary to arrange internships abroad, exchange of experience with foreign colleagues. To create opportunities for the nurse for distance learning, to conduct their own research in nursing, and to train through medical organizations.

“It all comes down to money. I want to learn, but the salary does not allow !!!”

“It is necessary to enable working nurses to obtain higher nursing education. Let it be distance learning, and then we will lose highly qualified specialists. Leaving qualification categories, and taking these exams should be specialists in nursing, not doctors!”

‘Provide study abroad, exchange of experience.’

6.5.5 Improve the image of nursing in Kazakhstan

When performing analysis, two main themes concerning the improving the image of nursing in Kazakhstan were identified: Practical activities of the nurse and Outputs from the nurse's training process (See table 8).

Table 8. Improve the image of nursing in Kazakhstan

Themes	Practical activities of the nurse		Outputs from the nurse's training process
Categories	Events whose solution is related to the work of a nurse	Socio-psychological factors	Nursing Education Measures
Subcategories	Raising the level of wages for nurses, the introduction of frequent rewards for labor, recreational, community benefits	Changing attitudes on the part of doctors, patients	Provide the opportunity to study, take advanced training courses, get a master's degree, a doctor's
	Reducing the load on the nurse	Measures to improve the image of the nursing profession	Practice internships abroad, exchange of experience with foreign specialists
	Providing neat and beautiful medical uniform		
	Eliminate excess paperwork		
	Establishment of a medal for nurses		
	Conducting conferences at various levels with the participation of ordinary nurses		

	Strengthening the material and technical base of medical organizations in the periphery		
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Practical activities of the nurse consisted of two categories: Events whose solution is related to the work of a nurse and Socio-psychological factors. Respondents believe that it is necessary to increase the salaries of nurses, to practice frequent rewards for work, and to provide various benefits: community, health and medical and others. At the same time it is necessary to reduce the burden on nurses. Provide a beautiful, neat medical uniform. Eliminate excess paper work. It is possible to establish a medal for nurses. Conduct various conferences involving ordinary nurses. To improve the material and technical base of medical organizations in the periphery. Promote changes in the attitude of doctors, patients to nurses. To carry out various activities to improve the image of the nurse profession, for example, to highlight this profession in the media, to carry out the promotion of the nurse profession in schools and so on.

“I think that open events should be held for children and teenagers. Since childhood, I wanted to be a nurse, because I saw how nurses work. I think we need to show and interest. There can be no random people in medicine.”

“Remembering a nurse more than once a year on World Nurse's Day, establish a medal for nurses. hold international, republican, regional conferences, where not only middle managers, but also ordinary nurses will take part, and all this must be advertised in the media.”

“Recognizing the profession of a nurse, unfortunately, is not easy. The main task is to overcome the stereotype of domestic health care, according to which to be a nurse means to be able to perform certain manipulations, to put droppers. Everywhere requires years of work, effort, research, and best practices. Supporting the initiatives of nurses,

stimulating leadership, improving the selection system and applying diverse forms and levels of training will positively affect the future of nursing.”

Outputs from the nurse's training process has the category Nursing Education Measures. According to the survey results, respondents express the opinion that it is necessary to create conditions for nursing education, for them to complete advanced training courses, to provide them with the opportunity to get a master's degree and a doctorate. It is advisable to conduct internships for nurses abroad, to create opportunities for the exchange of experience with specialists from other countries where nursing is at a high level.

“For the image of nurses, I believe that there should be affordable training and master classes with visits to countries where the work of nurses is built at the highest level.”

“College studies must be carried out by nurses.”

“Skills development. Studying abroad. Exchange of experience with foreign colleagues.”

7 Discussion

In the thesis there was number of research objectives. The main objective was to describe how the nurses in Kazakhstan evaluate the image of nursing in present and in future. Efforts have been made to respond to the following research questions: 1. What are the attitudes of nurses towards nursing and their perception of the nursing profession in Kazakhstan? 2. What changes need to be made to improve the status of nurses in Kazakhstan? 3. What are the barriers to the development of the nursing profession in Kazakhstan in the future? 4. What are the enablers to the development of the nursing profession in Kazakhstan in the future? It should be noted that, in general, nurses perceive the nursing profession from a positive point of view at the present time and are optimistic about the image of the nursing profession in the future. However, when studying the next goal to describe what nurses in Kazakhstan

think should be done to improve the status of a nurse, it should be noted that there are certain opinions of respondents who suggest the need for changes in the level of remuneration of nurses and reforms in the social status of the profession. There are also arguments for the need to provide opportunities for additional training for nurses, the need to provide opportunities for nurses to engage in research activities, and to improve working conditions. Survey participants see existing barriers to the development of the nursing profession in Kazakhstan in the future because nurses receive inadequate salaries, have an insufficient degree of autonomy, and are too busy at work. Therefore, when examining a goal such as describing the enablers of development of nursing profession in future in Kazakhstan, it is necessary to emphasize that in the country there are potential opportunities for the development of nursing in the future. To this end, reforms are already being carried out in medicine today that set themselves the task of improving nursing. For example, the introduction of the post of extended practice nurses is relevant. In general, nurses are quite positive about the image of the nursing profession in Kazakhstan now and in the future.

Emeghebo (2006, 3) cite Boulding (1956) indicating, that “even though society makes the image and the image makes society, a person’s image is the property of that individual”. Therefore, the image of the profession of a nurse is a reflection of its essence, however, it is not always objectively evaluated by the media and, in general, by people. Although as referred Emeghebo (2006, 16) for Boulding (1956): “The image lies behind the actions of every individual. It accounts for the growth of every cause. To recognize the image is to begin to understand the scientist, the believer, the crusader, the soldier”. The increase in professionalism of nursing personnel observed today is determined by the development and improvement of the education of nurses and the introduction of various innovative techniques in the practice of nurses. Today they are professionals who have a high level of knowledge and skills. However, most of the society does not give them the appropriate attention and the public image of a nurse always corresponds to her professional image. (Hoeve, Jansen, & Roodbol 2013; Khamatova 2011.)

Hoeve, Jansen, & Roodbol (2013) cite Kalisch and Kalisch (1981, 1982a,b,c, 1983), who conducted studied the image of a nurse in the media and identified the main

types of profession of a nurse such as “(1) Angel of Mercy (1854–1919); (2) Girl Friday (1920– 1929); (3) Heroine (1930–1945); (4) Mother (1946– 1965); (5) Sex Object (1960–1982); and (6) Careerist (1983–Present)”. The respondents of this work believe that currently in Kazakhstan there is a need to discuss the image, values and practices of the profession of a nurse, which will contribute to the creation of tactics for the development of such an image of this profession in society, which would be their true education and professionalism. A similar study was conducted in Kazakhstan for the first time. It is designed to contribute to the development of nursing in the country. A quantitative method was used in the work, and answers to open questions were analyzed by a qualitative thematic method. This combination allows you to simultaneously obtain objective numerical statistical data and study the opinion, emotions, feelings of respondents.

According to Gunawan, J., Aunguroch, Y., Sukarna, A., Nazliansyah, Efendi, F. (2018) in Indonesia, a study was conducted on the image of the profession of a nurse and the authors propose to apply the results of the work with the aim of improving the understanding of this specialty through improving the level of competence of nurses and their continuous professional development. In this study, respondents express their opinion on the need to continue training and participate in the continuing educational process of nurses in Kazakhstan.

In addition, Emeghebo (2012) stated that the perception of the profession of nurses of various medical organizations is different, for example, nurses in hospitals have a negative attitude to the profession, nurses who work in the field of maternal and child health are more positive about their profession. The author also emphasizes that there is a difference in the perception of the profession by senior nurses and beginners. Fatemi and colleagues (2018) studied the professional skills of nurses at home in Iran, the authors came to the conclusion that the manifestation of professionalism by nurses in assisting patients at home is one of the urgent problems in the country's medical care and requires special attention to this issue. Perhaps there is some interest in studying the perception of the nurse profession in terms of their work at home in Kazakhstan.

I took the performance of this work as an interesting study. So the profession of a nurse requires a lot of effort from a person. Nurses provide up to 80% of direct

patient care. It is on the nurses that they realize the main burden of fulfilling a large amount of practical medical activities, including patient care. While medical specialists are increasingly going into technological specialties, it is the nurses that becomes the expression of the human side of medicine and public health. I think it would be interesting to continue this study in the direction of studying the opinions of a certain number of nurses in dynamics, that is, to find out their thoughts and feelings, for example, during college, then at the time of work, then after a certain period of time when they acquire certain experience in the profession. This will allow us to study this issue in dynamics and to track the influence of various factors on changes in the perception of nurses of their chosen profession. It would also be interesting to study the perception of the nurse profession in terms of the relationship between fellow nurses, such as senior nurses and beginners.

8 Conclusion

The nurses' perception of their activities and, in general, their profession, is determined by various factors such as their image in the eyes of society, work values, educational level, culture and specific working conditions. A factor such as an unsatisfactory image of nursing in society can help nurses strive to develop ways to improve their self-esteem and demonstrate their real significant contribution to the health system. One of the things that can contribute to the development of nursing is the possibility of giving lectures with information about the work of nurses. One of the opportunities for developing professionalism is to exchange the experience of nurses with each other, while it is desirable that more experienced staff help young nurses. Also, senior nurses and nursing managers should entice their colleagues. Hoeve, Jansen, & Roodbol (2013) cite Kalisch and Kalisch (1983) state that nurses can intervene in four steps to change public opinion: "(1) getting organized; (2) monitoring the media; (3) reacting to the media; and (4) fostering an improved image". Kazakhstan is witnessing the development of nursing, in particular, the development of a modern model of nursing was launched in 2014 with the participation of experts from the universities of applied sciences JAMK and LAMK, Finland. Factors determining the need for reforming nursing both in Kazakhstan and

around the world are such factors as an increase in the number of elderly people, an increase in the level of chronic diseases, the presence of a problem of a shortage of doctors, some of which could be performed by nurses within the framework of delegation of authority. In particular, Kazakhstan educates nurses with applied bachelors level who work in various areas of the country. These specialists receive higher wages, perform work that requires analytical thinking and involves greater freedom of action, they can also engage in scientific activities and participate in the creation of various documents and recommendations. In general, the ongoing reforms are designed to improve the healthcare system of Kazakhstan and, thus, improve the quality of medical care provided to the entire population of the state.

9 Recommendations

Based on the results of the study, the following recommendations for the Ministry of Health of the Republic of Kazakhstan were formed:

1. Economic stimulation of nurses in their workplaces is necessary.
2. Provide more autonomy to nurses based on education and competences.
3. The development of optimal standards for the load of nurses in the workplace is required
4. Various nursing studies should be conducted.
5. Provide nurses with opportunities for education and participation in continuing education

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Appendices

Appendix 1. Cover letter of the questionnaire

**Study on nurses perceptions on nursing profession in present and future
Kazakhstan**

Dear Nurse,

The purpose of this study is to study of the image of the profession of a nurse in Kazakhstan in present and in future from the point of view of nurses. It is important to get information about nurse's perspective. about the present situation to be able to enhance the professional image. The aim of the study is to develop nursing in Kazakhstan. I would kindly ask for your consent to study your opinion on the image of the profession of a nurse in Kazakhstan. Participation in the study is completely voluntary and refusal in any way will not affect you. Nurses play a significant role in the health care system. Quality care improves the health of the population. Nowadays image of nurses and leaving as a profession is of vital importance to our country. I am asking you to answer the questionnaire. Questionnaire will be electronic. The results of this study will be used to describe perceptions nurses image of nursing and the causes of this image and opportunities for improvement that will ultimately contribute to the development of nursing profession in Kazakhstan. The research material is kept in a locked closet, only the researcher has the key. The researcher undertakes to comply with the existing guidelines for retention of research material and data protection legislation. The results of the research will be master degree dissertations and articles will be published in international scientific journals. The research material will be lost by cutting appropriately after the studies have been completed.

Sincerely,
Alma Nurakhova,
Researcher e-mail: nad7788@mail.ru
Tel: +7705-9904880

Dr Johanna Heikkilä, PhD
e-mail: johanna.heikkila@jamk.fi
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University of KazMUCE
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Appendix 2. Questionnaire

Study on nurses perceptions on nursing profession in present and future**Kazakhstan**

Demographic Information

1. What is your present age?

2. Gender *

- a. Female
- b. Male

3. Marital status *

- a. Single
- b. Married
- c. Divorced/separated
- d. Leaving with partner
- e. Widower/widower

4. Who influenced you when choosing a profession *

- a. Parents
- b. Relatives
- c. Friends
- d. My own decision

5. Do you have experience in nursing practice *

- a. Yes
- b. No

6. How many years has your experience in nursing practice been *

Experience in years _____

7. Do you regret that you have studied as a nurse *

- a. Yes
- b. No

8. Do you want to continue studying in nursing (Master degree, Phd) *

- a. Yes
- b. No

9. Do you, your significant other, a family member, or a close friend work in healthcare? *

- a. Yes
- b. No

10. Do you want to your children to become nurses? *

- a. Yes
- b. No
- c. Sometimes
- d. They decide yourself

11. What has had the most influence over your perceptions of nurses and the nursing profession? *

- a. Media
- b. Role models
- c. Personal health care experiences
- d. Other _____

12. Other health care professionals (e.g., physicians, social workers, physical therapists, etc.) have respect for the nursing profession. *

- a. Strongly Disagree
- b. Disagree
- c. Undecided
- d. Agree
- e. Strongly Agree

13. Where do you think the public gets its information to form their images or opinions of nursing? *

- a. Media
- b. Role models
- c. Personal health care experiences
- d. Other _____

14. Directions: Use the following definitions to choose the best answer to the following questions. Please think about the current perception of the nursing profession from your point of view as a nurse in Kazakhstan. *

A – If you **STRONGLY DISAGREE** with the statement.

B – If you **DISAGREE** with the statement.

C – If you are **UNDECIDED** about the statement.

D – If you **AGREE** with the statement.

E – If you **STRONGLY AGREE** with the statement.

1. **(PI)** Patients select a hospital based on nursing care. **A B C D E**
2. **(V)** Nursing care is as important as physical therapy. **A B C D E**
3. **(P)** Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE) **A B C D E**
4. **(V)** Nurses work hard. **A B C D E**
5. **(V)** Nursing is a profession. **A B C D E**
6. **(V)** I respect the profession of nursing as much as the profession of law. **A B C D E**
7. **(PI)** The public has a positive image of nursing. **A B C D E**
8. **(V)** Nursing is very complex. **A B C D E**
9. **(V)** Nursing is a rapidly changing profession. **A B C D E**

10. **(P)** Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing roles in patient care. **A B C D E**
11. **(P)** Nurses have considerable autonomy in their practice. **A B C D E**
12. **(P)** Nurses are directly responsible for positive outcomes in their patients' health (e.g., prevention of secondary infections, fewer post-surgical complications, shorter hospital stays, etc.). **A B C D E**
13. **(P)** Nurses should question medical orders that they judge to be possibly incorrect. **A B C D E**
14. **(P)** Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.). **A B C D E**
15. **(P)** Optimum nursing care requires regular patient assessment. **A B C D E**
16. **(P)** Patient education is an important part of nursing practice. **A B C D E**
17. **(P)** Most patient complications are avoided when nurses do their jobs correctly. **A B C D E**
18. **(P)** Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan. **A B C D E**
19. **(P)** Physician/nurse collaboration improves health outcomes for patients. **A B C D E**
20. **(P)** Nurses make key decisions regarding their patients' care. **A B C D E**
21. **(P)** If possible, nurses should care for the same patients every day. **A B C D E**
22. **(V)** Nurses are very organized. **A B C D E**
23. **(V)** The nurse is an important member of the health care team. **A B C D E**
24. **(V)** Nursing is diverse and offers many different career possibilities. **A B C D E**
25. **(V)** Nursing is challenging and rewarding. **A B C D E**
26. **(V)** Nurses are intelligent and creative. **A B C D E**
27. **(PI)** The public considers nursing care to be as valuable as physical therapy. **A B C D E**
28. **(PI)** The public believes that nurses work hard. **A B C D E**

29. **(PI)** The public thinks of nurses as professionals. **A B C D E**
30. **(PI)** The public respects the profession of nursing as much as the profession of law. **A B C D E**
31. **(PI)** The public understands the complexity of nursing. **A B C D E**
32. **(PI)** The public perceives nursing as a rapidly changing profession. **A B C D E**
33. **(PI)** The public believes nurses are organized. **A B C D E**
34. **(PI)** The public believes the nurse to be an important member of the healthcare team. **A B C D E**
35. **(PI)** The public perceives nursing to be a diverse profession that contains many different career possibilities. **A B C D E**
36. **(PI)** The public sees nursing as a challenging and rewarding healthcare career. **A B C D E**
37. **(PI)** The public values the intelligence and creativity of nurses. **A B C D E**
38. Nurses are patient's advocates. **A B C D E**
39. Nurses protect patients in the health care system. **A B C D E**
40. Nurses participate in the development of health care policies. **A B C D E**
41. Nurses should wear a white uniform in order to be identified **A B C D E**
42. Nurses act as resource persons for individuals with health problems **A B C D E**
43. Nurses in general are kind, compassionate human beings **A B C D E**
44. It takes intelligence to be a nurse. **A B C D E**
45. The service given by nurses is as important as that given by physicians. **A B C D E**
46. Everyone would benefit if nurses spent less time in school and more time caring for patients **A B C D E**
47. Nurses integrate health teaching into their practice. **A B C D E**
48. Research is vital to nursing as a profession. **A B C D E**
49. Nurses are politically active. **A B C D E**
50. Nurses are capable of independent practice. **A B C D E**

51. Nurses speak out against inadequate working conditions. **A B C D E**
52. Nurses are compensated sufficiently for their work by the knowledge that they are helping people. **A B C D E**
53. Nurses should have a right to strike. **A B C D E**
54. Nurses follow the physician's orders without questions. **A B C D E**
55. Men make good nurses. **A B C D E**
56. Many nurses who seek advanced degrees in nursing would really rather be physicians. **A B C D E**
57. Nursing is exciting. **A B C D E**
58. Nurses incorporate research findings into their clinical practice. **A B C D E**
59. The major goal of nursing research is to improve patient care. **A B C D E**
60. Nurses are adequately paid for the work they do. **A B C D E**
61. Nurses value time at the bedside caring for patients. **A B C D E**
62. Nurses should have a baccalaureate degree for entrance into practice. **A B C D E**
63. Nurses with advanced degrees make important contributions to patient care. **A B C D E**
64. One advantage to being a nurse is to marry a physician. **A B C D E**
65. Nursing is a respected profession. **A B C D E**
66. Nurses consistently update their practice in relation to current health trends. **A B C D E**
67. Nurses feel good about what they do. **A B C D E**

Please answer the following open questions:

15. What are the attitudes of nurses towards nursing and perception of nursing profession of a nurse in Kazakhstan?
16. What changes has to be done to improve the status of a nurse in Kazakhstan? *
17. What are the barriers of development of nursing profession in future in Kazakhstan? *

18. What are the enablers of development of nursing profession in future in Kazakhstan? *

19. What do you think can be done to improve the public's image of nursing in Kazakhstan?

Dear nurse, The Ministry of Education and Social Development of the Republic of Kazakhstan in 2014 developed a comprehensive plan for the development of nursing until 2020, which includes: the introduction of new competencies and the roles of nursing specialists in the health care system; institutional development of medical colleges and universities in accordance with the reform of nursing; creating a scientific foundation for strengthening nursing education and nursing system development; marketing and raising awareness of nursing reform to form a positive image of the new nursing profession; development and implementation of mechanisms for coordinating nursing reform in the republic. "Today more than 154 thousand nursing specialists work in Kazakhstan, of which more than 39% are in rural health care. Work continues on the introduction of organizational nursing technologies for medical records, the participation of nursing staff in new organizational forms of community care - day hospitals, hospices, and consultative and diagnostic home care services is expanding. There is a positive experience in the preventive work of nurses in family planning offices", etc. Considering the development of nursing in the future I ask you answer 37 questions again. In order that in 2040 there will be many nurses in our country with applied bachelors, academic bachelors, master and a PhD in nursing. Answering each question, think now about what you think about our nurses in 2040.

20. Please think about the future perception of the nursing profession for your point of view as nurse in Kazakhstan. *

A – If you **STRONGLY DISAGREE** with the statement.

B – If you **DISAGREE** with the statement.

C – If you are **UNDECIDED** about the statement.

D – If you **AGREE** with the statement.

E – If you **STRONGLY AGREE** with the statement.

- | | |
|--|------------------|
| 1. (PI) Patients select a hospital based on nursing care. | A B C D E |
| 2. (V) Nursing care is as important as physical therapy. | A B C D E |
| 3. (P) Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE) | A B C D E |
| 4. (V) Nurses work hard. | A B C D E |
| 5. (V) Nursing is a profession. | A B C D E |
| 6. (V) I respect the profession of nursing as much as the profession of law. | A B C D E |
| 7. (PI) The public has a positive image of nursing. | A B C D E |
| 8. (V) Nursing is very complex. | A B C D E |
| 9. (V) Nursing is a rapidly changing profession. | A B C D E |

10. **(P)** Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing roles in patient care. **A B C D E**
11. **(P)** Nurses have considerable autonomy in their practice. **A B C D E**
12. **(P)** Nurses are directly responsible for positive outcomes in their patients' health (e.g., prevention of secondary infections, fewer post-surgical complications, shorter hospital stays, etc.). **A B C D E**
13. **(P)** Nurses should question medical orders that they judge to be possibly incorrect. **A B C D E**
14. **(P)** Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.). **A B C D E**
15. **(P)** Optimum nursing care requires regular patient assessment. **A B C D E**
16. **(P)** Patient education is an important part of nursing practice. **A B C D E**
17. **(P)** Most patient complications are avoided when nurses do their jobs correctly. **A B C D E**
18. **(P)** Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan. **A B C D E**
19. **(P)** Physician/nurse collaboration improves health outcomes for patients. **A B C D E**
20. **(P)** Nurses make key decisions regarding their patients' care. **A B C D E**
21. **(P)** If possible, nurses should care for the same patients every day. **A B C D E**
22. **(V)** Nurses are very organized. **A B C D E**
23. **(V)** The nurse is an important member of the health care team. **A B C D E**
24. **(V)** Nursing is diverse and offers many different career possibilities. **A B C D E**
25. **(V)** Nursing is challenging and rewarding. **A B C D E**
26. **(V)** Nurses are intelligent and creative. **A B C D E**
27. **(PI)** The public considers nursing care to be as valuable as physical therapy. **A B C D E**
28. **(PI)** The public believes that nurses work hard. **A B C D E**

29. **(PI)** The public thinks of nurses as professionals. **A B C D E**
30. **(PI)** The public respects the profession of nursing as much as the profession of law. **A B C D E**
31. **(PI)** The public understands the complexity of nursing. **A B C D E**
32. **(PI)** The public perceives nursing as a rapidly changing profession. **A B C D E**
33. **(PI)** The public believes nurses are organized. **A B C D E**
34. **(PI)** The public believes the nurse to be an important member of the healthcare team. **A B C D E**
35. **(PI)** The public perceives nursing to be a diverse profession that contains many different career possibilities. **A B C D E**
36. **(PI)** The public sees nursing as a challenging and rewarding healthcare career. **A B C D E**
37. **(PI)** The public values the intelligence and creativity of nurses. **A B C D E**

Please click the Submit button below!

Appendix 3. Demographic information of nurses (n=318)

Indicator	Answer Options	Frequency	Percent
Gender	Female	303	95,3
	Male	15	4,7
Marital status	1 Single	73	23,0
	2 Married	205	64,5
	3 Separated/divorced	27	8,5
	4 Leaving with partner	1	0,3
	5 Widow / widower	12	3,8
Who influenced you when choosing a profession	1 Parents	123	38,7
	2 Relatives	14	4,4
	3 Friends	6	1,9
	4 My own decision	175	55,0
Do you have experience in nursing practice	1 Yes	302	95,0
	2 No	16	5,0
Do you regret that you have studied as a nurse	1 Yes	41	12,9
	2 No	277	87,1
Do you want to continue studying in nursing (Master degree, Phd) *	1 Yes	215	67,6
	2 No	103	32,4
Do you, your significant other, a family member, or a close friend work in healthcare?	1 Yes	223	70,1
	2 No	95	29,9
Do you want to your children to become nurses?	1 Yes	38	11,9
	2 No	129	40,6
	3 Sometimes	6	1,9
	4 They decide yourself	145	45,6
What has had the most influence over your perceptions of nurses and the nursing profession?	1 Media	33	10,4
	2 Role models	18	5,7
	3 Personal health care experiences	216	67,9
	4 Other	51	16,0
Other health care professionals (e.g., physicians, social workers, physical therapists, etc.) have respect for the nursing profession	1 Strongly Disagree	16	5,0
	2 Disagree	38	11,9
	3 Undecided	93	29,2
	4 Agree	139	43,7
	5 Strongly Agree	32	10,1
Where do you think the public gets its information to form their images or opinions of nursing?	1 Media	141	44,3
	2 Role models	17	5,3
	3 Personal health care experiences	130	40,9
	4 Other	30	9,4

Appendix 4. Nurses perceptions about the public image on nursing profession in present Kazakhstan by PPNT (n=318)

PUBLIC IMAGE	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Patients select a hospital based on nursing care	38 (11,9)	57 (17,9)	76 (23,9)	93 (29,2)	54 (17,0)
The public has a positive image of nursing.	13 (4,1)	21 (6,6)	73 (23,0)	122 (38,4)	89 (28,0)
The public considers nursing care to be as valuable as physical therapy.	9 (2,8)	22 (6,9)	49 (15,4)	150 (47,2)	88 (27,7)
The public believes that nurses work hard.	14 (4,4)	28 (8,8)	64 (20,1)	119 (37,4)	93 (29,2)
The public thinks of nurses as professionals.	17 (5,3)	28 (8,8)	78 (24,5)	114 (35,8)	81 (25,5)
The public respects the profession of nursing as much as the profession of law.	18 (5,7)	39 (12,3)	107 (33,6)	83 (26,1)	71 (22,3)
The public understands the complexity of nursing.	20 (6,3)	29 (9,1)	100 (31,4)	100 (32,7)	65 (20,4)
The public perceives nursing as a rapidly changing profession.	27 (8,5)	69 (21,7)	105 (33,0)	66 (20,8)	51 (16,0)
The public believes nurses are organized.	11 (3,5)	24 (7,5)	72 (22,6)	130 (40,9)	81 (25,5)
The public believes the nurse to be an important member of the healthcare team.	14 (4,4)	22 (6,9)	58 (18,2)	132 (41,5)	92 (28,9)
The public perceives nursing to be a diverse profession that contains many different career possibilities.	14 (4,4)	39 (12,3)	90 (28,3)	102 (32,1)	73 (23,0)
The public sees nursing as a challenging and rewarding healthcare career.	16 (5,0)	28 (8,8)	73 (23,0)	126 (39,6)	75 (23,6)
The public values the intelligence and creativity of nurses.	18 (5,7)	24 (7,5)	78 (24,5)	129 (40,6)	69 (21,7)

Appendix 5. Nurses perceptions about value on nursing profession in present Kazakhstan by PPNT (n=318)

VALUE	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Nursing care is as important as physical therapy.	11 (3,5)	8 (2,5)	29 (9,1)	148 (46,5)	122 (38,4)
Nurses work hard.	5 (1,6)	3 (0,9)	5 (1,6)	119 (37,4)	186 (58,5)
Nursing is a profession.	15 (4,7)	14 (4,4)	17 (5,3)	133 (41,8)	139 (43,7)
I respect the profession of nursing as much as the profession of law	9 (2,8)	23 (7,2)	36 (11,3)	120 (37,7)	130 (40,9)
The public has a positive image of nursing.	13 (4,1)	21 (6,6)	73 (23,0)	122 (38,4)	89 (28,0)
Nursing is very complex.	7 (2,2)	4 (1,3)	13 (4,1)	145 (45,6)	149 (46,9)
Nursing is a rapidly changing profession.	44 (13,8)	73 (23,0)	66 (20,8)	73 (23,0)	62 (19,5)
Nurses are very organized.	6 (1,9)	5 (1,6)	27 (8,5)	146 (45,9)	134 (42,1)
The nurse is an important member of the health care team.	6 (1,9)	4 (1,3)	13 (4,1)	133 (41,8)	162 (50,9)
Nursing is diverse and offers many different career possibilities.	9 (2,8)	25 (7,9)	52 (16,4)	122 (38,4)	110 (34,6)
Nursing is challenging and rewarding.	7 (2,2)	6 (1,9)	13 (4,1)	146 (45,9)	146 (45,9)
Nurses are intelligent and creative.	8 (2,5)	8 (2,5)	37 (11,6)	165 (51,9)	100 (31,4)

Appendix 6. Nurses perceptions about practice on nursing profession in present Kazakhsatn by PPNT (n=318)

PRACTICE	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	20 (6,3)	39 (12,3)	56 (17,6)	119 (37,4)	84 (26,4)
Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing	8 (2,5)	10 (3,1)	23 (7,2)	167 (52,5)	110 (34,6)
Nurses have considerable autonomy in their practice.	29 (9,1)	58 (18,2)	86 (27,0)	92 (28,9)	53 (16,7)
Nurses are directly responsible for positive outcomes in their patients' health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.).	10 (3,1)	10 (3,1)	19 (6,0)	143 (45,0)	136 (42,8)
Nurses should question medical orders that they judge to be possibly incorrect.	22 (6,9)	28 (8,8)	47 (14,8)	144 (45,3)	77 (24,2)
Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	12 (3,8)	18 (5,7)	45 (14,2)	165 (51,9)	78 (24,5)
Optimum nursing care requires regular patient assessment.	6 (1,9)	6 (1,9)	16 (5,0)	167 (52,5)	123 (38,7)
Patient education is an important part of nursing practice.	8 (2,5)	10 (3,1)	26 (8,2)	169 (53,1)	105 (33,0)
Most patient complications are avoided when nurses do their jobs correctly.	9 (2,8)	9 (2,8)	20 (6,3)	123 (38,7)	157 (49,4)
Nurses improve the quality of patient care by planning the care	8 (2,5)	10 (3,1)	20 (6,3)	150 (47,2)	130 (40,9)

specific to each patient and carrying out the identified plan.					
Nurses make key decisions regarding their patients' care.	18 (5,7)	30 (9,4)	65 (20,4)	125 (39,3)	80 (25,2)
If possible, nurses should care for the same patients every day.	11 (3,5)	20 (6,3)	41 (12,9)	155 (48,7)	91 (28,6)

Appendix 7. Nurses perceptions about the public image on nursing profession in future Kazakhsatn by PPNT (n=318)

PUBLIC IMAGE	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Patients select a hospital based on nursing care.	30 (9,4)	58 (18,2)	72 (22,6)	96 (30,2)	62 (19,5)
The public has a positive image of nursing.	13 (4,1)	20 (6,3)	68 (21,4)	133 (41,8)	84 (26,4)
The public considers nursing care to be as valuable as physical therapy.	11 (3,5)	14 (4,4)	54 (17,0)	157 (49,4)	82 (25,8)
The public believes that nurses work hard.	13 (4,1)	18 (5,7)	66 (20,8)	143 (45,0)	78 (24,5)
The public thinks of nurses as professionals.	10 (3,2)	16 (5,0)	69 (21,7)	145 (45,6)	78 (24,5)
The public respects the profession of nursing as much as the profession of law.	15 (4,7)	28 (8,8)	82 (25,8)	127 (39,9)	66 (20,8)
The public understands the complexity of nursing.	16 (5,0)	18 (5,7)	73 (23,0)	138 (43,4)	73 (23,0)
The public perceives nursing as a rapidly changing profession.	20 (6,3)	44 (13,8)	85 (26,7)	106 (33,3)	63 (19,8)
The public believes nurses are organized.	10 (3,1)	10 (3,1)	65 (20,4)	159 (50,0)	74 (23,3)
The public believes the nurse to be an important member of the healthcare team.	8 (2,5)	16 (5,0)	60 (18,9)	162 (50,9)	72 (22,6)
The public perceives nursing to be a diverse profession that contains many different career possibilities.	11 (3,5)	24 (7,5)	66 (20,8)	147 (46,2)	70 (22,0)
The public sees nursing as a challenging and rewarding healthcare career.	11 (3,5)	18 (5,7)	65 (20,4)	146 (45,9)	78 (24,5)
The public values the intelligence and creativity of nurses.	12 (3,8)	10 (3,1)	66 (20,8)	151 (47,5)	79 (24,8)

Appendix 8. Nurses perceptions about value on nursing profession in future Kazakhsatn by PPNT (n=318)

ITEM	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Nursing care is as important as physical therapy.	16 (5,0)	10 (3,1)	32 (10,1)	166 (52,2)	94 (29,6)
Nurses work hard.	7 (2,2)	3 (0,9)	19 (6,0)	157 (49,4)	132 (41,5)
Nursing is a profession.	9 (2,8)	13 (4,1)	26 (8,2)	154 (48,4)	116 (36,5)
I respect the profession of nursing as much as the profession of law.	11 (3,5)	17 (5,3)	44 (13,8)	147 (46,2)	99 (31,1)
Nursing is very complex.	8 (2,5)	6 (1,9)	22 (6,9)	158 (49,7)	124 (39,0)
Nursing is a rapidly changing profession.	23 (7,2)	44 (13,8)	75 (23,6)	108 (34,0)	68 (21,4)
Nurses are very organized	6 (1,9)	6 (1,9)	35 (11,0)	169 (53,1)	102 (32,1)
The nurse is an important member of the health care team.	7 (2,2)	11 (3,5)	24 (7,5)	151 (47,5)	125 (39,3)
Nursing is diverse and offers many different career possibilities.	10 (3,1)	11 (3,5)	51 (16,0)	147 (46,2)	99 (31,1)
Nursing is challenging and rewarding.	6 (1,9)	6 (1,9)	25 (7,9)	163 (51,3)	118 (37,1)
Nurses are intelligent and creative.	11 (3,5)	7 (2,2)	38 (11,9)	165 (51,9)	97 (30,5)

Appendix 9. Nurses perceptions about practice on nursing profession in future Kazakhstan by PPNT (n=318)

PRACTICE	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	17 (5,3)	29 (9,1)	66 (20,8)	123 (38,7)	83 (26,1)
Teaching health promotion and disease prevention in the community is as much an nursing responsibility as are other nursing	9 (2,8)	10 (3,1)	36 (11,3)	172 (54,1)	91 (28,6)
Nurses have considerable autonomy in their practice.	14 (4,4)	46 (14,5)	81 (25,5)	116 (36,5)	61 (19,2)
Nurses are directly responsible for positive outcomes in their patients' health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.).	10 (3,1)	11 (3,5)	31 (9,7)	172 (54,1)	94 (29,6)
Nurses should question medical orders that they judge to be possibly incorrect.	10 (3,1)	23 (7,2)	62 (19,5)	151 (47,5)	72 (22,6)
Nurses need to learn skills that that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	13 (4,1)	16 (5,0)	43 (13,5)	160 (50,3)	86 (27,0)
Optimum nursing care requires regular patient assessment.	7 (2,2)	8 (2,5)	31 (9,7)	178 (56,0)	94 (29,6)
Patient education is an important part of nursing practice.	6 (1,9)	14 (4,4)	27 (8,5)	179 (56,3)	92 (28,9)
Most patient complications are avoided when nurses do their jobs correctly.	7 (2,2)	9 (2,8)	20 (6,3)	164 (51,6)	118 (37,1)
Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	9 (2,8)	6 (1,9)	24 (7,5)	177 (55,7)	102 (32,1)

Physician/nurse collaboration improves health outcomes for patients.	8 (2,5)	7 (2,2)	26 (8,2)	150 (47,2)	127 (39,9)
Nurses make key decisions regarding their patients' care.	15 (4,7)	17 (5,3)	67 (21,1)	141 (44,3)	78 (24,5)
If possible, nurses should care for the same patients every day.	9 (2,8)	16 (5,0)	43 (13,5)	170 (53,5)	80 (25,2)

Appendix 10. Distribution of statistics on nurses perceptions about the public image on nursing profession in present Kazakhstan by PPNT (n=318)

Public image	Mean	Std. Deviation
Patients select a hospital based on nursing care	3,21	1,260
The public has a positive image of nursing.	3,80	1,050
The public considers nursing care to be as valuable as physical therapy.	3,90	,977
The public believes that nurses work hard.	3,78	1,095
The public thinks of nurses as professionals.	3,67	1,109
The public respects the profession of nursing as much as the profession of law.	3,47	1,133
The public understands the complexity of nursing.	3,52	1,105
The public perceives nursing as a rapidly changing profession.	3,14	1,179
The public believes nurses are organized.	3,77	1,023
The public believes the nurse to be an important member of the healthcare team.	3,84	1,059
The public perceives nursing to be a diverse profession that contains many different career possibilities.	3,57	1,103
The public sees nursing as a challenging and rewarding healthcare career.	3,68	1,082
The public values the intelligence and creativity of nurses.	3,65	1,075

Appendix 11. Distribution of statistics on nurses perceptions about value on nursing profession in present Kazakhstan by PPNT (n=318)

Value	Mean	Std. Deviation
Nursing care is as important as physical therapy.	4,14	,933
Nurses work hard.	4,50	,727
Nursing is a profession.	4,15	1,035
I respect the profession of nursing as much as the profession of law	4,07	1,032
Nursing is very complex.	4,34	,804
Nursing is a rapidly changing profession.	3,11	1,336
Nurses are very organized.	4,25	,824
The nurse is an important member of the health care team.	4,39	,789
Nursing is diverse and offers many different career possibilities.	3,94	1,038
Nursing is challenging and rewarding.	4,31	,823
Nurses are intelligent and creative.	4,07	,869

Appendix 12. Distribution of statistics on nurses perceptions about practice on nursing profession in present Kazakhstan by PPNT (n=318)

Practice	Mean	Std. Deviation
Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	3,65	1,175
Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing	4,14	,869
Nurses have considerable autonomy in their practice.	3,26	1,200
Nurses are directly responsible for positive outcomes in their patients' health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.).	4,21	,924
Nurses should question medical orders that they judge to be possibly incorrect.	3,71	1,134
Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	3,88	,970
Optimum nursing care requires regular patient assessment.	4,24	,791
Patient education is an important part of nursing practice.	4,11	,869
Most patient complications are avoided when nurses do their jobs correctly.	4,29	,918
Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	4,21	,885
Physician/nurse collaboration improves health outcomes for patients.	4,42	,825
Nurses make key decisions regarding their patients' care.	3,69	1,118
If possible, nurses should care for the same patients every day.	3,93	,988

Appendix 13. Distribution of statistics on nurses perceptions about the public image on nursing profession in future Kazakhstan by PPNT (n=318)

Public image	Mean	Std. Deviation
Patients select a hospital based on nursing care	3,32	1,242
The public has a positive image of nursing.	3,80	1,030
The public considers nursing care to be as valuable as physical therapy.	3,90	,952
The public believes that nurses work hard.	3,80	1,006
The public thinks of nurses as professionals.	3,83	,960
The public respects the profession of nursing as much as the profession of law.	3,63	1,054
The public understands the complexity of nursing.	3,74	1,035
The public perceives nursing as a rapidly changing profession.	3,47	1,142
The public believes nurses are organized.	3,87	,912
The public believes the nurse to be an important member of the healthcare team.	3,86	,909
The public perceives nursing to be a diverse profession that contains many different career possibilities.	3,76	,993
The public sees nursing as a challenging and rewarding healthcare career.	3,82	,980
The public values the intelligence and creativity of nurses.	3,86	,952

Appendix 14. Distribution of statistics on nurses perceptions about value on nursing profession in future Kazakhstan by PPNT (n=318)

Value	Mean	Std. Deviation
Nursing care is as important as physical therapy.	3,98	,989
Nurses work hard.	4,27	,800
Nursing is a profession.	4,12	,924
I respect the profession of nursing as much as the profession of law	3,96	,988
Nursing is very complex.	4,21	,849
Nursing is a rapidly changing profession.	3,48	1,180
Nurses are very organized.	4,12	,815
The nurse is an important member of the health care team.	4,18	,880
Nursing is diverse and offers many different career possibilities.	3,99	,946
Nursing is challenging and rewarding.	4,20	,811
Nurses are intelligent and creative.	4,04	,908

Appendix 15. Distribution of statistics on nurses perceptions about practice on nursing profession in future Kazakhstan by PPNT (n=318)

Practice	Mean	Std. Deviation
Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	3,71	1,111
Teaching health promotion and disease prevention in the community is as much a nursing responsibility as are other nursing	4,03	,884
Nurses have considerable autonomy in their practice.	3,52	1,091
Nurses are directly responsible for positive outcomes in their patients' health (e.g. prevention of secondary infections, fewer postsurgical complications, shorter hospital stays, etc.).	4,03	,903
Nurses should question medical orders that they judge to be possibly incorrect.	3,79	,977
Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	3,91	,985
Optimum nursing care requires regular patient assessment.	4,08	,829
Patient education is an important part of nursing practice.	4,06	,848
Most patient complications are avoided when nurses do their jobs correctly.	4,19	,844
Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	4,12	,845
Physician/nurse collaboration improves health outcomes for patients.	4,20	,871
Nurses make key decisions regarding their patients' care.	3,79	1,026
If possible, nurses should care for the same patients every day.	3,93	,917

Appendix 16. The nurses perceptions on nursing profession in present Kazakhstan by NIQ (n=318)

ITEM	Strongly disagree f (%)	Disagree f (%)	Undecided f (%)	Agree f (%)	Strongly agree f (%)
Nurses are patient's advocates.	13 (4,1)	21 (6,6)	40 (12,6)	166 (52,2)	78 (24,5)
Nurses protect patients in the health care system.	11 (3,5)	22 (6,9)	41 (12,9)	164 (51,6)	80 (25,2)
Nurses participate in the development of health care policies.	21 (6,6)	31 (9,7)	70 (22,0)	126 (39,6)	70 (22,0)
Nurses should wear a white uniform in order to be identified.	11 (3,5)	28 (8,8)	36 (11,3)	135 (42,5)	108 (34,0)
Nurses act as resource persons for individuals with health problems.	14 (4,4)	28 (8,8)	43 (13,5)	159 (50,0)	74 (23,3)
Nurses in general are kind, compassionate human beings.	8 (2,5)	3 (0,9)	23 (7,2)	154 (48,4)	130 (40,9)
It takes intelligence to be a nurse.	4 (1,3)	13 (4,1)	25 (7,9)	157 (49,4)	119 (37,4)
The service given by nurses is as important as that given by physicians.	5 (1,6)	10 (3,1)	14 (4,4)	138 (43,4)	151 (47,5)
Everyone would benefit if nurses spent less time in school and more time caring for patients.	9 (2,8)	23 (7,2)	48 (15,1)	146 (45,9)	92 (28,9)
Nurses integrate health teaching into their practice.	8 (2,5)	16 (5,0)	46 (14,5)	165 (51,9)	83 (26,1)
Research is vital to nursing as a profession.	8 (2,5)	10 (3,1)	51 (16,0)	162 (50,9)	87 (27,4)
Nurses are politically active.	13 (4,1)	35 (11,0)	73 (23,0)	130 (40,9)	67 (21,1)
Nurses are capable of independent practice.	14 (4,4)	46 (14,5)	66 (20,8)	129 (40,6)	63 (19,8)
Nurses speak out against inadequate working conditions.	16 (5,0)	40 (12,6)	69 (21,7)	131 (41,2)	62 (19,5)
Nurses are compensated sufficiently for their work by the knowledge that they are helping people.	22 (6,9)	51 (16,0)	64 (20,1)	123 (38,7)	58 (18,2)
Nurses should have a right to strike.	15 (4,7)	29 (9,1)	55 (17,3)	150 (47,2)	69 (21,7)
Nurses follow the physician's orders without questions.	10 (3,1)	30 (9,4)	47 (14,8)	153 (48,1)	78 (24,5)
Men make good nurses.	11 (3,5)	23 (7,2)	82 (25,8)	133 (41,8)	69 (21,7)
Many nurses who seek advanced degrees in	6 (1,9)	9 (2,8)	37 (11,6)	164 (51,6)	102 (32,1)

nursing would really rather be physicians.					
Nursing is exciting.	9 (2,8)	14 (4,4)	34 (10,7)	163 (51,3)	98 (30,8)
Nurses incorporate research findings into their clinical practice.	12 (3,8)	14 (4,4)	54 (17,0)	167 (52,5)	71 (22,3)
The major goal of nursing research is to improve patient care.	7 (2,2)	8 (2,5)	20 (6,3)	187 (58,8)	96 (30,2)
Nurses are adequately paid for the work they do.	40 (12,6)	62 (19,5)	77 (24,2)	81 (25,5)	58 (18,2)
Nurses value time at the bedside caring for patients.	8 (2,5)	14 (4,4)	40 (12,6)	173 (54,4)	83 (26,1)
Nurses should have a baccalaureate degree for entrance into practice.	14 (4,4)	66 (20,8)	57 (17,9)	111 (34,9)	70 (22,0)
Nurses with advanced degrees make important contributions to patient care.	16 (5,0)	29 (9,1)	53 (16,7)	141 (44,3)	79 (24,8)
One advantage to being a nurse is to marry a physician.	55 (17,3)	90 (28,3)	51 (16,0)	75 (23,6)	47 (14,8)
Nursing is a respected profession.	14 (4,4)	20 (6,3)	40 (12,6)	121 (38,1)	123 (38,7)
Nurses consistently update their practice in relation to current health trends.	10 (3,1)	10 (3,1)	39 (12,3)	164 (51,6)	95 (29,9)
Nurses feel good about what they do.	11 (3,5)	11 (3,5)	42 (13,2)	143 (45,0)	111 (34,9)

Appendix 17. Distribution the nurses perceptions on nursing profession in present Kazakhstan by NIQ (n=318)

ITEM	Mean	Std. Deviation
Nurses are patient's advocates.	3,86	,994
Nurses protect patients in the health care system.	3,88	,978
Nurses participate in the development of health care policies.	3,61	1,129
Nurses should wear a white uniform in order to be identified.	3,95	1,057
Nurses act as resource persons for individuals with health problems.	3,79	1,037
Nurses in general are kind, compassionate human beings.	4,24	,830
It takes intelligence to be a nurse.	4,18	,837
The service given by nurses is as important as that given by physicians.	4,32	,828
Everyone would benefit if nurses spent less time in school and more time caring for patients.	3,91	,989
Nurses integrate health teaching into their practice.	3,94	,912
Research is vital to nursing as a profession.	3,97	,888
Nurses are politically active.	3,64	1,059
Nurses are capable of independent practice.	3,57	1,095
Nurses speak out against inadequate working conditions.	3,58	1,092
Nurses are compensated sufficiently for their work by the knowledge that they are helping people.	3,45	1,163
Nurses should have a right to strike.	3,72	1,051
Nurses follow the physician's orders without questions.	3,81	1,011
Men make good nurses.	3,71	,997
Many nurses who seek advanced degrees in nursing would really rather be physicians.	4,09	,845
Nursing is exciting.	4,03	,921
Nurses incorporate research findings into their clinical practice.	3,85	,943
The major goal of nursing research is to improve patient care.	4,12	,807
Nurses are adequately paid for the work they do.	3,17	1,288
Nurses value time at the bedside caring for patients.	3,97	,889
Nurses should have a baccalaureate degree for entrance into practice.	3,49	1,172
Nurses with advanced degrees make important contributions to patient care.	3,75	1,083
One advantage to being a nurse is to marry a physician.	2,90	1,341
Nursing is a respected profession.	4,00	1,079
Nurses consistently update their practice in relation to current health trends.	4,02	,912
Nurses feel good about what they do.	4,04	,965