

Applied bachelor nursing graduates' perceptions of nursing profession in Kazakhstan

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<p>Abstract</p> <p>In 2014, an applied bachelor nursing program that corresponds to the international requirements for registered nurses was launched in six higher medical colleges in Kazakhstan. This new generation of nurses will have a significant role in the development of nursing in Kazakhstan, however, it has been unknown how they see their profession now and in the future.</p> <p>The purpose of this study was to describe nursing graduates' current perception of the profession in Kazakhstan as well as in the future to support its development. The objective was to identify the medical college applied bachelor nursing graduates' perception of the nursing profession in Kazakhstan at present and in the future. Quantitative research approach was employed, and an electronic questionnaire was used for data collection. The participants consisted of 105 graduates. The Perceptions of Professional Nursing questionnaire, which measured perceptions of nursing Practice, Values, and Public Image, was used. The data was analyzed by using descriptive statistics. Open-ended questions were analyzed with thematic analysis.</p> <p>Results showed that nursing graduates perceive that the public image of the nursing profession is currently unsatisfying, but respondents believe that in the future the public image will improve. In the values section, 50.5% of the graduates said that they currently perceived nursing as a rapidly changing profession, and 72.4% believe it will be more so in the future. Nursing graduates agree that the image of nursing practice, such as health promotion and disease prevention, competence, accountability, and physician/nurse collaboration, is good now and will be even better in the future. It was concluded that nursing profession is developing in Kazakhstan today, and the profession is perceived positively and even more so in the future.</p>		
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1 Introduction

In Kazakhstan, nursing is developing intensively at the moment. If previously a nurse was considered only a physician's assistant and provided care as prescribed by a doctor, now nursing practice is based on a scientific approach and utilizes evidence-based practices. The nurse is a doctor's partner who can make decisions, plan, and provide evidence-based nursing care. (Comprehensive nursing development plan in the Republic of Kazakhstan until 2019.)

Great attention is paid to the prevention of diseases worldwide. The strengthening of public health, the availability and cost-effectiveness of medical care, efficient use of resources in health care, and the rational use of nursing personnel leads to a significant improvement in the quality of nursing care. Nursing practice is characterized by the diversity of activities for family and society as well. (Altynbekova, Ramazanova, Kasiev & Abdimuratova 2018.)

On September 1, 2014, it was ordered to introduce an applied bachelor program in nursing corresponding to the international requirements for registered nurses, in six higher medical colleges in Kazakhstan on an experimental basis for nurses to conduct independent receptions (Order of the Ministry of Health of the Republic of Kazakhstan "On the Implementation of the Educational Program of an Applied Bachelor's Degree in Nursing in the Experimental Mode"). This was also formalized by state order in 2016. The training of applied bachelors of nursing plays a large role in Kazakhstan since this is a new generation of nurses. (Sitkazinova 2016.)

According to the Order of the Minister of Health of the Republic of Kazakhstan No.43, dated December 19, 2018, applied nurses will conduct an individual reception within their competence with patients who suffer from acute respiratory viral infections and the most common non-communicable diseases. They have competency to carry out the patronage of children, pregnant women and women after childbirth, dispensary patients, and the elderly. In addition, nurses with extended practice carry out nursing examinations, determine nursing diagnosis, plan nursing, and educate patients and their families on general nursing and disease management activities. They will also work as senior and head nurses. However, from January 1, 2025, head nurses must have a master's degree. (Order of the

Ministry of Health of the Republic of Kazakhstan « The list of regulatory legal acts of the Ministry of Health of the Republic of Kazakhstan, in which amendments and additions are made».)

The main part of a profession where the person appears to others is the image. The profession's self-identity, education funding for nurses and relationships with healthcare administrators are impacted by the image and the perception of the profession. Professionals feel as depressed and less successful as individuals if they are considered negatively or less effectively. (Santos & Cox 2002).

The purpose of this research is to describe medical college applied bachelor in nursing graduates' perceptions of the nursing profession at present and in the future in Kazakhstan in order to support the development of the nursing profession in Kazakhstan.

2 The perception of the nursing profession from the point of view of graduates and nursing values, public image, and practice

Safadi, Saleh, Nassar, Amre and Froelicher (2011) referred to Mason-Whitehead and others (2008) who noted that nursing is more than definition because according to Mason-Whitehead and others it's a professional reflection of nursing professionals, framework of communication and language, and it also includes the perception of the person's perception. However, according to Safadi and colleagues (2011), Gregory (2004) stated that perception is the understanding and awareness of information that interacts with the past experience of culture and the interpretation of the perceived. Perception of professional identity can be changed during nursing education. (Ewens 2013; Manninen 1998; According to Safadi et al. 2011.)

According to Tawash, Cowman & Anunciacion (2012), students' perception about the nursing profession varies. Tawash and colleagues (2012) refer to the study of Bauerhaus, Donelan, Norman and Dittus (2005) noting that American nursing students perceive nursing as a physically difficult profession and patients do not respect the nurses. (Tawash, et al. 2012.)

To understand how students perceive the nursing profession at admission, a study was conducted on American students. In the course of this study, students' views on public image, values and practice were studied in the beginning and again after 6 months of their studies in the nursing profession. This research gave results such as the understanding of students' perception during and after their training that will help nursing educators to be aware of possible differences in student predictions and the reality of the nursing practice. In addition, properly informing students and society about the importance, functions, and opportunities of the nursing profession will help students be satisfied with their career choices and stay in this field and to continue to work in practice along the same path. (Sand-Jecklin & Schaffer 2006.)

To improve the opinion of the public image of nurses, or any profession, requires motivation. In addition, the historical opinion of nurses as assistants to doctors did not allow the profession to openly express the image. When the medical profession and the nursing profession were mentioned together, the image of nurses remained in the shadows. Improving the public image, preserving the knowledge of experienced nurses, and recruiting new employees has lifted professional organizations. It turns out that nurses do pay attention to what the public is saying of them. In order to improve nurses' image, a lot depends on their careers, motivation, education, the education system change, multi-professional education, and promotion. In the opinion of nurses, they should be leaders in the eyes of the public, intellectually and professionally, in order to improve the image of nurses and nursing practice. (Sridevy & Baby 2010.)

In other studies, it was reported that students perceive nursing as a decent and respectful profession, which should serve humanity and receive the blessing of the people. In this profession, it is also possible to develop the opportunity for personal growth. In addition, the professional image of nurses and midwives continues to be a problem for them as they are faced with problems associated with building an image. At this stage, they must take responsibility and have the courage to enhance their professional image. Previously, the image was presented as irresponsible and merely as doctors' assistants and so on, but today, nurses and midwives are becoming an independent profession. By obtaining licensing or registration in order to be allowed to practice, nurses and midwives provide high standard of service to the public.

Moreover, the profession requires professionalism with the purpose to provide society with highly trusted medical services. (Oware-Gyekye 2015.)

Although, research that was conducted in Bahrain showed that nursing is a highly respected profession and patient care has a positive image. In addition, concerning students' perception of nursing as a career choice, the results showed that they were highly motivated to study care. The result of the study concluded that the enrolled nursing students in Bahrain have a positive understanding of the nursing profession in their future careers. (Sanad & Awadhalla 2016.)

According to a review in Qatar, bachelor student researchers, supporting the nurse's image, concluded that nurses could strengthen the link between education, research, and practice. Nurses work with health technologies to ensure the provision of coordinated patient services and their families. In addition, the image that only doctors have knowledge and professional skills is a myth. Nurses play a vital role in global advocacy efforts to address health inequalities around the world. The profession of nurses influences all these experiments and observations. This adds to the importance of a solid education based on science, ethics, research, pathophysiology, and caring for a person. Nurses acquire valuable organizational, leadership, communication, and problem-solving skills. The profile of a nurse entails leadership, knowledge, compassion, technical skills, and cultural competence, based on actual justification of the data. (Hassan, Hassan & King 2012.)

In addition, there was a study conducted in Turkey about the way students' perceptions changed during the period of the undergraduate studies. The results showed that students' positive perception continues throughout their education and they positively perceive the professional qualities of the nursing profession. The analysis showed that the positive opinion of graduates on professional qualities has increased in the last year of study compared to the initial perception of the first years of study. These changes in the perception of students will help to revise the training plan for other candidates to enter the nursing profession in the future. (Denat, Gürol Arslan & Şahbaz 2016.)

In addition, a study was conducted in Lithuania among nursing students aimed at "Being a Good Nurse". The study showed that in the future, nursing students should

strive to be a good nurse. "Being a Good Nurse" is an indefinable concept. Being a good nurse requires constant effort. To become the best students will have to use all the capabilities and abilities they possess. Work experience is also important in order to be the best nurse. In the future, when they become the best, they should be taught from this stage to apply their past experience to educate them and develop their practical intellect. Nursing students who hold the values of the nursing profession and are practically trained will be the best nurses after graduation. (Bagdonaitė-Stelmokienė & Žydžiūnaitė 2017.)

Likewise, similar research about the perception of graduates has been conducted a lot, but the perception of the nursing profession in the future was first studied using Indian nursing students. It was also reported that students' perceptions of the nursing profession showed that they mostly perceive nursing as an opportunity to serve humanity; some noted that they perceive the nursing profession as a caring profession. (Karnataka, Shaheen & Jamadar 2018.)

In USA, students participating in a study had other opinions: many of them wrote that they wanted to help people and therefore chose this profession, while others said that they have a big heart and a lot of kindness. Some said that the nursing profession in the outfit is a great place played for intelligence. Intelligence helps nurses to be competent. In addition, students noted that the choice of this profession is associated with the "love of science." In addition, students stated that basic knowledge of the nursing profession has served them as one of the motivating factors that helped them to decide when choosing a profession. The results of this research is that the students do not give up the image of "white angels", and they confirm that the image has become more positive than before. Competence and intelligence help to improve the image of nurses. Care and competence are traits that should be present in students, which will help develop the nursing profession in the future. (Rhodes, Morris & Lazenby 2011.)

However, the lack of nurses is a common problem throughout the world and this international shortage will continue until radical measures are taken. The perception of nursing students can both facilitate and prevent the possibility of becoming a professional nurse, making it important that institutions provide a well-informed, cutting-edge experience and a positive nursing recruitment strategy. According to

Tawash et al. (2012), Sand-Jecklin and Schaffer (2006) identified that educators could be more aware of the potential differences in student ideals, expectations, and the reality of nursing practice if they understood their perception before, during, and after the educational program. Further research is needed to determine whether the perceptions occupied by this first cohort of Bahrain nursing students represent other general care students in this field. (Tawash et al. 2012.)

In addition, studying the influence of the professional impediment of the nursing profession in women and to increase the awareness in health care about politics will help keep nurses in the profession. Teachers should work closely with high school students of nursing as well, since they are future candidates who will study in the nursing profession and it is important to keep a positive perception of nursing. (Tawash et al. 2012.)

In Zambia, a study was conducted to find out the image of the nursing profession students to further strengthen the positive image of nursing and retention of the profession at a high level. Students' perceptions helped to evaluate the nursing activity to identify the strengths and weaknesses of the educational program. In addition, it affects the future career of nurses. The results showed that 70% of students have a positive perception of their profession and 30% have a negative perception of the image of nursing. There are many dangerous diseases such as Ebola, HIV / AIDS, etc. in the world, and nurses have saved many lives. Throughout the world, mainly in developing countries, there is a shortage of nurses and questions about nurses related to their image. Moreover, with the help of studies of students' perception, evident reasons were found for why enrollees do not choose the nursing profession. Furthermore, all students do not proceed to work in this field even if they choose nursing and graduate from nursing school. This problem is not only the problem of one but all countries. (Zulu & Ngoma 2015.)

Furthermore, in Nigeria, multichannel linear pathways to nursing education have been proposed. This nursing education will ensure that nurses working in practice will acquire the competencies necessary to continuously improve quality and safety by using evidence-based practices. It will promote the career development of nurses in the workplace. The increase of candidates and doctors in nursing in Nigeria and behind the page treasures will help universities and prepare nursing students for

clinical areas of education. Higher education will be of great benefit to nurses as well as for those working together with nurses and patients who receive nursing services. (Makata, Ilo & Agbapuonwu 2016.)

Another study conducted by nursing students described that when undergraduate students acquired skills and knowledge during studies, their attitudes changed. Students get a practical image of nursing through their studies, and it helps them to acknowledge the professional value of nursing. Students also approach nursing with an idealistic perception that is necessary for perception in society. (Cukljek, Juresa, Gorged Bile & Rezek 2017.)

In addition, there is an urgent need to adopt appropriate strategies in society to raise awareness of the positive image of nurses. In order for patients to be able to receive all the possibilities of quality nursing care, some people who have a multivariate understanding of the nursing profession must take into account the importance, complexity, and deeper meaning of nursing. (Norman 2015.)

Moreover, when students started studying in the first year, working with the image of nursing students is important for supporting the nursing profession. The authors also identified three aspects that teachers can refer to in order to improve nursing among students as well as nursing science. This is the willingness of students to take care of patients, the desire for independence, and lifelong learning. In addition, nursing science is the same science as the level set for medical training. (Dahlborg Lyckhage & Pilhammar 2008.)

However, all professions should be as standard as possible, nursing included. England as the rest of the UK move towards graduates of the profession. It is very important that nurses should be educated and trained. The image and credibility depend on the status of the graduate. Besides, it is also a plus for nurses. A standardized program will help nurses gain and use clinical skills in the future. (Thomas 2009.)

Furthermore, a study that was conducted in Punjab showed that among nursing students, perception of the nursing profession changes in a positive way. In addition, nursing students understand that the purpose of the profession is to help people, to receive a blessing, to do a good deed. There are also opportunities for career growth and work abroad. Nevertheless, some of them disagree and do not perceive the

profession as a respectful and worthy profession. Only a small part was ready to get a higher education. Therefore, Punjab was recommended by the authorities to pay decent wages to nurses and initially motivate nursing students in order to prevent a shortage in the nursing profession. (Patidar, Kaur, Sharma & Sharma 2011.)

Also according to WHO's report on health care, 50% of the workforce are nurses, and such a problem as a shortage of nurses exists throughout the world. Already by 2030, around 9 million nurses and midwives are needed. Moreover, as is known, nurses play an important role in preventing disease and helping with primary and social assistance. (World Health Organization 2018.)

3 The international views of applied bachelor nursing graduates on the image of nursing as a profession

Sillasen (2000) refers to Tabor's (1993) definition of an image as a mental picture. Image is an image of a profession. In this study about the nursing image, it is an opportunity or a curse. Historically, this profession has been moved from curse to opportunity. A curse because nurses work hard and someone is always watching them, and if they were to make a mistake, it would affect everyone in the profession. They work without rest, but they always manage to do their job because they understand that if they do something wrong, it is reflected in the image. On the other hand, the image of nursing is an opportunity because it opens the way to the future and the ability to fulfill a passion for the profession. The image of nursing is not limited. The image of nursing is an opportunity to achieve a professional career. The image of nursing consists of continuous learning. (Sillasen 2000.)

In a study made in Poland, the results showed nursing students with two basic opinions: first, nurses need skills and abilities only for them to use for therapeutic purposes and not to develop the nursing profession into an independent profession; and second, nurses must be professionals and have good skills as well as possess such qualities as polite and amicable. (Marcinowicz, Owlasiuk, Slusarska, Zarzycka, & Pawlikowska 2016.)

In addition, Kahmaran (2016) sums up several studies (Baykal et al. 2002; Karakus et al. 2005; Kaya et al. 2004; Conk et al. 1990; Dinc et al. 2007) and presents that nowadays it is often found that nursing education has an important role in nursing since it helps perform nursing services efficiently. The main goal in education is to help students gain professional skills, prepare them for the future, and improve their nursing skills. Nursing education can be obtained as a secondary and higher degree. However, in youth, people face such problems as the choice of profession.

This choice will affect their future. Kahraman (2016) referred to Baykan (1998) noting that young people who choose nursing often leave the profession. The reason for this may be problems such as the lack of money and family problems. At present, it is often so that young people have chosen a career in the nursing profession by chance or without desire and do not have the abilities required. This is all reflected in the training. When there is a balance between the student's personal abilities and their career choice has been made correctly and deliberately, the student will be realized in this profession. Those who understand nature and have love for this profession should also choose nursing. This will help develop nursing and raise the status of nurses. (Kahraman 2016.)

In the framework of the Bologna Process, a study was conducted in Turkey. The aim of the study was to determine the independent functions of a nurse in society. Since in the community, many patients and people did not understand the independent functions of nursing care, many people thought that nurses are doctors' assistants, and their care is mostly in second place. In this study, an external analysis was conducted to show what the public expected from the nurse's profession and from the nurses themselves towards the school for the state of the Bologna process. In addition, in this study some participants noted that they think that nurses remain physician assistants and most of them said that they perform care tasks. (Kececi, Durmus, Oruc & Oner Kapisiz 2014.)

To describe the image of a nurse in South African society, the study showed a positive public outcry for nurses despite the negative image. In this quantitative study, 80.0% of the respondents indicated that nurses are hardworking and 43.5% indicated that they want their children to become nurses. Despite the good reviews about nurses, the public does not see it as a career choice for their children. The

society can not understand the complexity of the work of nurses. (Meiring & Van Wyk 2013.)

In addition, Keshkl, Fathia and Mersal (2016) refer to Lundberg, Johnson, Corbet and Thompson (2011) stating that most students misunderstand the direction of the nursing profession and this leads to wrong decisions that have an impact on their careers. Keshkl and colleagues (2016) referred to Annelie (2010) noting that the status of nurses has an important role to ensure that there is no shortage of personnel in health care. Furthermore, Keshkl and others (2016) referred to MistriKinjal (2013) that the opinion of high school students plays a very important role since they constitute a part of our society. This will help the successful recruitment of nurses in the future and can be one of the beneficial factors that will prevent the lack of nurses in health care. (Keshkl et al. 2016.)

What is more, it was researched why people choose the nursing profession. Over this question, 400 people were interviewed using a telephone interview. The results showed that students are focused on the theory of "happiness in work" and adults are interested in a good salary, interaction with people, and a flexible schedule. Most students do not think that nurses like critical or creative thinkers. In addition, when teenagers and students heard about nursing from the media over the past 6 months, they chose the profession 3 times more often. In conclusion, researchers recommended that people choose this profession. It is necessary to explain the role and significance of the nursing profession to find the best motivational factors. (Erickson, Holm, Chelminiak & Ditomassi 2005.)

According to some reports, there is professional talk about the fact that nursing was better in the past than in the future. This is due to the opinion that training was better in the past, and there is lack of confidence for the future. To create a new identity for our profession, we must change our thoughts and our prospects for the future and think about it with confidence. In addition, the nursing profession will have to be perceived for what it is, although media has had an important role in its distribution. Even though there is still such an assumption that nursing has been better in the past than it is now, we can now destroy such stereotypes and hope that the best is waiting in the future. (MacCallum 2012.)

4 The state of nursing with the introduction of applied bachelor in Kazakhstan

The Ministry of Health of the Republic of Kazakhstan strives to transfer the system of nursing to the European model. As it was said earlier, a pilot project was started in 2014 with the Universities of Applied Sciences of Finland. The first graduates of applied baccalaureate in nursing completed their studies in 2018. In the future, the graduates will increase in large amounts as the number of educational institutions providing this education will increase every year. The goal is to develop a new generation of nurses to conduct independent receptions and solve the problems that were previously solved by doctors with knowledge of specific chronic diseases. (Skilled nurses with an enhanced practical base are trained as part of a new model of nursing service 2018.)

In comparison to traditional theory-based education with only eight weeks of practice, the novel applied bachelor program in nursing is focused on “practice-oriented learning”. The curriculum consists of 50% of clinical practice and of the theoretical studies, 20% is independent work. Many nursing courses are held in clinical bases and simulation centers. (Osanova & Altynbekova 2018.)

Clinical practice plays a large role in the development of a professional attitude and helps graduate students achieve clinical competence. (Skilled nurses with an enhanced practical base are trained as part of a new model of nursing service 2018.) Interactive and active teaching methods develop critical thinking and the ability to work independently, and in addition, improve communication skills. Furthermore, the new approach and education programme motivates to continue learning. (Osanova & Altynbekova 2018.)

In addition, applied bachelors in nursing will have high theoretical and deep practical knowledge and will be ready for practical work at the end of their studies. For Kazakhstan, there is a great need for nurses who will care for patients on their own and will strive for a high status of nurses. Sometimes nurses have problems such as disrespect from patients and colleagues in Kazakhstan. Applied nurses will help solve these problems and improve the state of public health. Furthermore, applied

baccalaureates are important for the employer since they will help solve the shortage of personnel and prospects in the organization. A graduate of applied bachelor's in nursing will have all the competencies required in modern health care and may continue to a master's degree and do research in the future, so they have the opportunity for career growth. Applied baccalaureate is a new approach for Kazakhstan to prepare nurses. This new approach will increase the prestige of nurses and help transform nursing into an independent profession in Kazakhstan. (Abdrakhmanova, Baygozhina & Kaliyeva 2014.)

5 Purpose, Objectives, and Research Questions

The purpose of this thesis research is to describe medical college applied bachelor nursing graduates perceptions of the nursing profession at present and in the future in Kazakhstan in order to support the development of nursing profession in Kazakhstan.

The objectives of this thesis research is to identify the medical college applied bachelor nursing graduates' present perceptions of the nursing profession in Kazakhstan and identify the nursing graduates perceptions on the future image of nursing professionals in Kazakhstan.

Research questions

1. What is the perceptions of nursing among medical college graduates at present?
2. What is the perceptions of the nursing profession in the future among medical college graduates?

6 Implementation of the research

6.1 Research methodology

In this study, quantitative and qualitative research were used. Quantitative research is a broad research term. It is based on a positivist position and uses numerical data collection methods that require proof. Basically, numeric data is statistically

processed or examined by a question. The main and final goal of the research is to be sure that the results are reliable and valid. (Topping 2015, 163.)

In a quantitative study, the focus should be on components that can be easily identified and measured. This provides greater confidence in the fact that the results are the product of a consistent, reproducible measurement that describes what the researcher sought to understand. Another feature of quantitative research is that it aims towards objectivity, and therefore, different approaches are used to support the subject (participants) at some distance from the researcher. Separation is used as a strategy to reduce bias and minimize any intervention that may contaminate the results or affect the results. (Topping 2015, 164-165.) The quantitative approach gives clear and exact results.

Qualitative research is primarily exploratory research. It focuses on the behavior, experience, and feelings of the people in which they live. It also provides insights and hypotheses for potential quantitative research. An interpreted approach in a society that describes people's experiences is the basic approach of qualitative research. (Holloway & Wheeler 2010, 3.) In this study, the qualitative approach was used in order to describe open-ended questions.

6.2 Data collection method

For the data collection method, a questionnaire was chosen because it is a research instrument consisting of a series of questions for the purpose of gathering information from respondents. Questionnaires provide a relatively cheap, quick, and efficient way of obtaining large amounts of information from a large sample of people. It is convenient for both researcher and participant. Questionnaires can be an effective means of measuring the behavior, attitudes, preferences, opinions, and intentions of relatively large numbers of subjects more cheaply and quickly than other methods. (Jones & Rattray 2015, 413 - 414.)

In this study, an electronic questionnaire was used due to the need to eliminate the costs associated with printing and distributing paper-based questionnaires and in order to collect data in electronic format, reducing time and costs required for data processing. An electronic questionnaire was also used to increase student confidence

in the anonymity of their responses (Edwards, Roberts, Clarke, DiGuseppi, Wentz, Kwan, Cooper, Felix & Pratap 2009). In addition, the Webropol system (Version 2.0) was used. Webropol is the most widely used Scandinavian online survey tool. It has automatics (Webropol offers automatic submission of questionnaires, automatic addition of data to the questionnaire, as well as automatic movement of responses), strong authentication, data security log (Webropol users can ensure that other users do not have access to their data without authorization), users can also manage and analyze data quickly and efficiently, and conduct a fast survey.

The questionnaire used can be seen in Annex 3. - **The Perceptions of Professional Nursing Tool (PPNT)**. Sand-Jecklin and Schaffer (2004) developed PPNT. Permission was granted from the authors for the researcher to use and to translate the questionnaire to the Kazakh and Russian languages. The questionnaire consists of 37 items and has questions on three areas:

Public image (13 items): included the public opinion, such as nurses are hard workers, professional, valuable, intelligent and creative, important members of the healthcare team, the public has a positive image, and other descriptors.

Values (11 items): explored perceptions regarding whether nurses are very organized, nursing is very complex, the importance of nursing, and their opinion of the profession in general, and the characteristics of nurses.

Practice (13 items): explored perceptions regarding the importance to make decisions, nursing care, nursing care plan, diseases prevention, teaching health promotion and autonomy, accountability, nurse and physician collaboration, and competence.

This instrument has been used by several researchers and tested for reliability. El Rahman & Abou Shousha (2013) used this instrument. The tool was tested for reliability using Cronbach Alpha and Coefficient test, which value was (0.89). Sand-Jecklin & Schaffer (2006) have used this tool for its reliability and validity. The tool used in this study was tested for reliability using Cronbach Alpha Coefficient test, in which the overall alpha was .89 for the first time and .96 for the second. The coefficient alpha for the practice was .78 and .94, for the first and second time.

Reliability for the Value was .91 and .95; for the Public Valuing subscale, it was .91 and .92. According to these tests, the tool is reliable.

Responses to items are measured on a 5-point Likert rating scale ranging from (1) strongly disagree, (2) disagree, (3) undecided, (4) agree, and (5) strongly agree.

This questionnaire was chosen because it has been used by several researchers, such as El Rahman & Abou Shousha (2013) and Sand-Jecklin & Schaffer (2006).

This questionnaire was used twice for this study, first time to identify the image of nursing among graduates of medical college at present and second time in order to describe the image of the nursing profession in the future (2040 years) among the graduates. Also, demographic questions were added, such as age, gender, marital status, profession, experience in nursing, regret of choosing this profession, wish to continue education etc. (See Annex 3).

In addition, to use this tool a cross-cultural adaptation process has been introduced. The cross-cultural tool adaptation process is very important in the usage if the tool is in a different language. Also, comparing the same tool between cultures and groups can be a problem, so an adaptation process needs to be done. If the adaptation process is done incorrectly, the comparison will be difficult to do. Therefore, each element must be made correctly. In addition, a properly translated tool increases the confidence that it accurately reflects what it measures. Otherwise, the results can lead to confusion. (Gjersing, Caplehorn & Clausen 2010.)

According to the cross-cultural adaptation process, an expert group of 5 people was composed. The group included researchers who also used this tool and an expert from the JAMK University of Applied Sciences. The original tool was translated by a researcher who is fluent in the target language and understands the original language well. He synthesized version was transferred back from the Kazakh and Russian languages to the original version. Then the synthesized translated version and the synthesized reverse translation of the version were reviewed by the expert committee. The expert commission evaluated the translation and made note of specific individual words. The instrument was adjusted accordingly after consensus was reached, and the last version of the questionnaire was approved in both languages.

Kazakh and Russian version for question N 34 was translated according to these languages. The *health care team* would not have been correctly understood, if the translation would have been word by word as “health care team“, “Команда в здравоохранении”. The term used here, which better corresponds to the meaning, is “medical team”. In addition, demographic question in the original English version was changed because question number 3 was not suitable for our country. The original question N 3 was: Nurses with bachelor’s degrees (BSNs) are better prepared to enter the nursing profession than nurses with associates degrees or diplomas. The question was changed to: Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).

6.3 Research ethics

The main ethical issues that require attention in planning and carrying out studies are such as responding to the needs of vulnerable individuals and groups, obtaining consent, and maintaining confidentiality. Strategies for carrying out these studies include balancing potential deficiencies. Participation in studies should include probable benefits for participants, minimizing the risk of harm to participants, formal ethical review of research proposals, and individual responsibility. (Johnson & Long 2017, 31.)

According to KazMUCE ethical committee, the study was accepted by the committee. Cover letters and informed consent forms were given to participants. In addition, a letter was sent to the Main director of the Association of Medical Colleges of the Republic Kazakhstan. When the research plan was accepted by the supervisor and the ethical committee, cover letters were sent to six Higher Medical colleges, in order to ask permission for research and get students’ e-mail addresses.

Permission from the students was asked. The participation to this study was voluntary and anonymity was guaranteed. Students could refuse from research at any moment. The data is stored in the researcher’s own computers to which the researcher has an individual password. Researcher can guarantee the safety of the data. After the research is finished, the data will be destroyed.

6.4 Participants and data collection

According to the Order of the Ministry of Health of Kazakhstan, a pilot project was launched on September 1, 2014 in Kazakhstan. These included 6 Higher Medical Colleges that received a license to issue applied bachelors:

1. Medical College of Astana
2. Kokshetau Medical College
3. Pavlodar Medical College
4. West Kazakhstan Medical College from nursing colleges
5. Republican College for Training and Retraining of Medium Medical and Pharmaceutical Workers
6. Kyzylorda Medical College

In 2018, the first applied bachelor nursing graduates finished their studies in the Higher Medical Colleges. The first graduation of applied bachelors included 303 students. The Higher Medical Colleges were contacted and asked permission to get students' e-mails. After that, an information letter (see Annex 3) was sent to the students and they were asked to answer the Webropol questionnaire. The link to the questionnaire was sent in the same e-mail. The questionnaire was open from November 18 to the end of December. The questionnaire was sent to WhatsApp and e-mail addresses. Respondents could answer at any time. One week later, a reminder was sent to respondents about the questionnaire

6.5 Data analysis

Data was analyzed using the "Statistical Package for the Social Sciences" Windows (SPSS) version 25. Statistical analysis was performed using appropriate statistical methods such as percent, frequencies, standard deviation (SD), and arithmetic mean (X). For reliability as well as to ensure the internal consistency of the questionnaire, Chronbach Alpha was used. (Muijs 2004, 85-100.)

In addition, open questions were used in order to describe open-ended questions. Researcher used thematical analysis. Thematic analysis is related to qualitative research. Like all qualitative research, thematic analysis describes human experience

and answers questions about what a person feels and wants to say. It also describes a research question. Thematic analysis is more reliable. As a result of the process, it leads the researcher to form the topics and open the thoughts of the respondents. It allows the researcher to combine the analysis of their meaning in their specific context. (Vaismoradi, Turunen & Bondas 2013.)

Thematic analysis consists of several stages. Stage 1 is to become familiar with the data (Javadi & Zarea 2016). At this stage, it is very important to understand the entire text. It takes a lot of time and is very difficult but also very valuable. The researcher must read until he understands the depths of human thought. A re-read is recommended. It is necessary to read the entire text completely and several times. If read selectively, other parts may be ignored. In fact, reading the entire text several times will help reveal the basic laws and meaning of labor. (Javadi & Zarea 2016.) At this stage, the researcher read the answers of the respondents several times to understand the main idea and the deeper meaning of the respondents' opinions.

Stage 2. Condensed meaning unit

At this stage, the researcher reduces the same message that was in the semantic unit (stage 1) without changing the basic meaning. This stage requires more caution since if the researcher cuts incorrectly, this may lead to the fact that he will move to another direction. (Erlingsson & Brysiewicz 2017.) In this part, the researcher summarized the respondents' sentences without changing their meaning into concise pieces of text and created a table for them.

Stage 3. Generating Initial Codes

Describes exactly what was in the condensed meaning unit. The code should consist of 1–3 words. There may be many or few codes depending on the researcher. Codes can be explicit or implicit to have hidden values. (Javadi & Zarea 2016.) A list of ideas was further created from the data and codes compiled that have appeared due to the semantic value of the data. The work was done systematically and several codes were created that responded to the content of the text. This was all written in the table.

Stage 4. Developing categories and themes.

A category is made by combining several codes that are related in their content or context. The topic describes the hidden meaning, which is in 2–3 categories. The researcher identifies further topics. There may be several topics and they should answer the research question. (Erlingsson & Brysiewicz 2017.) Several categories of combining codes were identified. From the categories, the themes were created. There were also several topics. The topics corresponded with the meaning of the categories and answered the research question.

Stage 5. Producing the Report

This stage begins when the researcher has several topics and is ready to write an analysis. At this stage, the most important factor is to avoid repetition and describe clearly and accurately the content. (Javadi & Zarea 2016, 38.) An analysis of logical and non-repeating thoughts was written. Also, some of the words of respondents were described without changing their thoughts. From all the topics, the most valuable and interesting one was created. The analysis captured all open and hidden thoughts of the respondents.

6.6 Reliability and Validity

In quantitative studies, it is important to determine the reliability and authenticity of the study. In addition, enhancing the reliability and validity of an extension is significant in reusing validated questionnaires, particularly when constructing shortened scales. The process of demonstrating the reliability and validity of a questionnaire is not easily accomplished. Nevertheless, it should be used relevant questionnaires with vindicated reliability and validity. (Jones & Rattray 2015, 413 – 415.) This section provides information on the validity of the construction of PPNT subscales Practice, values, and public image. Cronbach's factor analysis and alpha (for reliability) were also calculated.

Cronbach's alpha is a measure of internal consistency, that is, how closely related a set of items are as a group. It has values from 0 to 1, though the maximum indicator is considered to be 0.9. It is considered to be a measure of scale reliability. A "high" value for alpha does not imply that the measure is unidimensional. If, in addition to measuring internal consistency, it wishes to provide evidence that the scale in

question is unidimensional, additional analyses can be performed. Alpha is a wide indicator used to measure reliability. (Tavakol & Dennick 2011.)

In this study, Cronbach's Alpha for all of questionnaire PPNT was measured. According to Cronbach's Alpha, the all-37 items considered 0,944. This indicator shows that Cronbach Alpha is very good in this questionnaire. First, the present situation concerning the perception of applied bachelors was calculated in structured 3 subareas such as the Public image (of 13 items) which composed of 0,957, Value (of 11 items) which resulted in 0,824, and In Practice (of 13 items) which calculated as 0,866. Next, answers from applied bachelors perception of the future were measured, in which total Cronbach Alpha of 37 items resulted in 0,968. Public image measured at 0,974, Value at 0,902, and In Practice at 0,931. In this research, Cronbach Alpha ranged from 0.824 to 0.974, showing very good accuracy and reliability of the instrument. According to table 1, Cronbach alpha indicators in the future are higher than present (see Table 1).

Table 1. General Cronbach's Alpha indicators

Cronbach's Alpha at Present	Cronbach's Alpha in the Future (2040)
Total (of items 37) - 0,944.	Total (of items 37) 0,968
Public image (of items 13) – 0.957	Public image (of items 13) – 0.974
Value (of items 11) – 0.824	Value (of items 11) – 0. 902
Practice (of items 13) – 0.866	Practice (of items 13) – 0. 931

In this study, participants responded to the survey with a very small percentage at the beginning. The problem was that many of the participants refused to participate in the study. The reason was that it is a cultural mentality, nurses are not used to participating and do not understand the importance of research, despite the fact that they were sent a letter which fully described the importance of the study. Also, some simply refused for no reason.

In addition, graduates of the higher Kyzylorda Medical College could not answer the questionnaire in the Kyzylorda region due to poor Internet connection. Also, some of the participants may not have had the ability to use the electronic program

Webropol, despite the instructions that were attached to the questionnaire. In addition, many application graduates do not have an e-mail address, or simply do not use it, given that the questionnaire was sent to them through WhatsApp and e-mail. Reminders were also sent.

However, in the Questionnaire, in addition to the main questions, open-ended questions were added that described a qualitative study. The study was conducted among graduates of applied bachelor in Kazakhstan, only in 6 medical colleges that received the highest status, which limits the generalizability of data. However, written descriptions of the open-ended questions in the Webropol program provided graduates of applied bachelor the opportunity to openly express and fully describe opinions about the image of the nursing profession. In addition, participants had sufficient time and access to write their own opinions about the image of the nursing professions at the moment and in the future (2040). This may have had a positive effect on their participation in the description. In this open-closed study, written data questions revealed detailed and rich descriptions with valuable and important aspects of the image of the nursing profession in Kazakhstan through the eyes of applied bachelor graduates in nursing.

7 Results

7.1 Description of the graduates of applied bachelor in nursing

In Kazakhstan, 305 applied bachelors in nursing graduated in 2018 of which 105 took part in this research. In this study, most of the respondents were between 20–35 years old (53.6%), and 97 (92.4%) were women. The majority of the respondents were married (53.3%). (See Table 2.)

Table 2. Demographic data of the respondents (N = 105)

		Frequency	Percent
Age	20-35	56	53.6
	36-59	49	46.4
Gender	female	97	92,4
	male	8	7,6
Marital status	single	49	46,7
	married	56	53,3
Total		105	100

Most of the respondents were from Almaty Higher Medical College (23.8%) and Pavlodar Higher Medical College (22.9%), the least represented were graduates from West Kazakhstan (5.7%) and respondents from Kyzylorda Higher Medical College (8.6%). (See Table 3.) Moreover, 6 (5.7%) respondents were unknown.

Table 3. Higher Medical Colleges from where respondents (N = 105) graduated

College	Frequency	Percent
Almaty HMC	25	23,8
Pavlodar HMC	24	22,9
Kokshetau HMC	18	17,1
Astana HMC	17	16,2
Kyzylorda HMC	9	8,6
West Kz HMC	6	5,7
Unknown	6	5,7
Total	105	100

Most of the applied graduates (97.1%) have experience in nursing practice and only 11.4% regret that they studied to become a nurse. On the other hand, 74.3% want to continue their studies in nursing (master's degree, PhD). Also, 72.4% of respondents have people such as a significant other, family member, and friends who work in healthcare. (See Figure 1.)

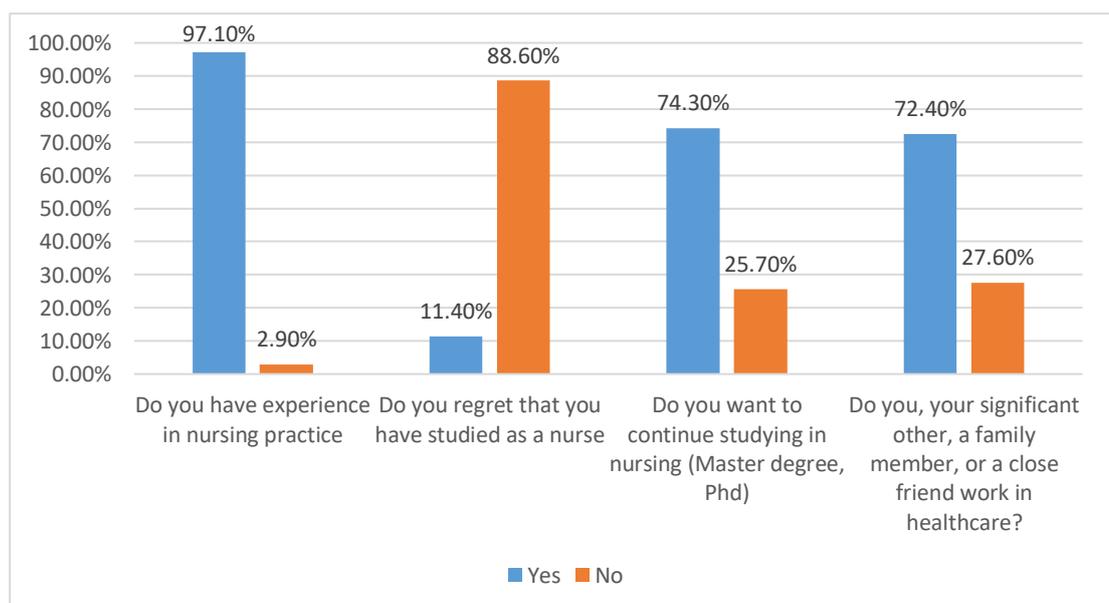


Figure 1. Applied bachelor of nursing graduates' background information

Reasons for choosing nursing profession as a career

There were two main reasons for choosing the nursing profession– “Vocation for nursing” and “Nursing care is more important than treatment”. The main theme of “Vocation for nursing” consisted of three categories: “Desire to help people”, “Develop nursing care”, and “Request of parents”. The main theme “Nursing Care is more important than treatment” consisted of two categories: “Importance of care” and “Dream profession”.

Respondents noted that they want to help people, society, and relatives. In addition, many respondents said that they entered and chose the nursing path because they like the nursing profession very much, and for some it was a childhood dream. They love and value the profession. Respondents also said that they like the medical field because it inherently consists of helping, kindness, mercy, and compassion for people.

A nurse is a competent, independently working specialist who performs her functional duties. Many respondents want to contribute to society and want to develop nursing because they think that our country greatly needs it. Although, a small part of them said that they chose a profession on the advice of their parents. However, the majority stated that nursing profession is the vocation of many, and that they had made the right choice. Some of them said:

“Firstly, this is my profession and I have been working on it for more than 35 years. I like to be needed in society. Given my experience, sometimes I have to substitute for doctors. And this is the best I can do.”

“I like this job, helping people, sympathize, empathize”,

“I really like the profession of a nurse. I consider it very important to help people suffering from various diseases. I appreciate the work of nurses. I love my major ”.

The theme “nursing care” consists of categories “Importance of care” and “Dream profession”. According to respondents, care is more important than treatment. Proper care helps to improve the condition of patients. When medical care is provided without proper nursing care, it can lead to complications or deterioration of

the patient's condition. In addition, this profession remains a dream occupation for many. According to respondents, nursing care is more important than treatment.

One respondent noted:

“The nurse plays a very large role in the field of healthcare. Only a nurse works closely with patients, more so than doctors.”

Another respondent also put it that:

“In my understanding, nursing is an integral part of treating a disease. An operation will have no result if there is no professional nursing care in the postoperative period.”

“Some noted that not only treatment but also care is very important in medicine. Therefore, many have chosen the nursing profession, realizing that it has a high role in health care.”

Most of graduates decided to graduate from an applied bachelor’s programme at their own volition (64.8%), and 58 graduates (55.2%) want their children to decide for themselves which profession they will choose in the future. (See Table 4.)

Table 4. Nursing graduates views on choosing nursing as a profession (N = 105)

		Frequency	Percent
Who influenced you when choosing a profession?	Family	37	35,2
	my own decision	68	64,8
Do you want to your children to become nurses?	Yes	10	9,5
	No	32	30,5
	Sometimes	5	4,8
	They decide themselves	58	55,2
Total		105	100

The main goals of applied graduates in the nursing profession

The graduates defined two topics as their main goals in the nursing profession:

“Desire to continue learning and make a career as nurse” and “To be a professional in nursing and raise the image of nurses”.

Desire to continue learning and making a career as a nurse was characterized by “Desire to learn and make a career” and “Independence”. Many respondents answered that they want to continue their studies at the level of academic undergraduate, graduate, and doctoral studies (Phd) as well as study abroad to compare international and domestic experience.

“I want to continue my studies and go abroad and compare medicine in foreign countries and Kazakhstan...”

“To continue training in the magistracy, to get the position of chief nurse”.

“To raise the level of self-education and to prove to myself I chose the right profession.”

“To be a professional in nursing and raise the image of nurses” consisted of two categories: “Improve image” and “Do professional work”. Many also answered that they want to improve their knowledge and skills constantly to be useful in society. In addition, they want to work efficiently, professionally, and with all their hearts. Some of them want to advance in their careers, to be leaders in nursing. Moreover, some want to teach. Many are also interested in a decent salary. Half of the respondents want to be professionals in their field and elevate the image of nurses, as well as develop nursing and nursing science in Kazakhstan. They also note that they want to be independent, and have doctors trust them.

“I want more confidence from doctors...”

“I want to contribute to the development of nursing in Kazakhstan, and I want to help patients in need of nursing care...”

“I want to develop nursing and improve the image of nurses...”

“Be a professional in their field.”

Positive nursing image

The graduates defined a main theme, such as “Positive nursing image”, and two topics: “Nursing profession is claimed” and “Nurses need a positive image and respect from the community”. “Nursing profession is claimed” consisted of two categories: “Nurse

is an independent employee and professional” and “The nursing profession is in demand”. “Nurses need a positive image and respect from the community” consisted of two categories: “Positive image” and “Respect nurses”.

Many respondents answered that the nursing profession is very much in demand. They are confident that nurses are professionals and they do an excellent job with their work. Nurses are communicative, creative, self-sufficient, competent, and able to make their own decisions and have critical thinking. In addition, they consider the nurse as a crucial member of the medical team.

“A nurse is an independent employee (independent from the doctor)”.

“The profession of a nurse has great importance in the eyes of the public...”

Many respondents want and demand that the nursing profession must be respected. They want the nurses to be treated with respect like physicians. Some say that doctors are respected more than nurses, and they want the profession to be of high status. Nurses are not satisfied with the fact that the profession is not respected. Many respondents said that a more positive image is needed. In addition, some want to study abroad, and some want nurses to be paid more.

Ways to improve the image of the nursing profession in Kazakhstan

There were two main ways to improve the image of the nursing profession: “Nurses should be trained constantly and have a good salary” and “Enhance the image of nurses, and physicians should respect them”. “Nurses should be trained constantly and have a good salary” consisted of two categories: “Salary increase” and “Train nurses”. “Enhance the image of nurses, and physicians should respect them” consisted of two categories: “Improve the image of nurses” and “Doctors should respect nurses”.

Respondents proposed various options for improving the image, such as promoting the importance of nursing through media, changing the public opinion about the nursing profession through conversation, making a good work environment, delegating doctor’s powers to nurses, making the profession independent, changing the health care system, breaking the stereotype that the nurse is only a performer, reduce the load of nurses, strengthen the cooperation of the doctor and nurses, and

give the opportunity to nurses to act on their own. In addition, most of them say that doctors should respect nurses and see them as a member of the medical team, since some of them say that doctors look down on nurses and do not respect them. Some respondents suggest that in order to raise the status, it is necessary to develop medical colleges, a master's degree in nursing, and an association of nurses. In addition, one respondent says:

“Introduce a nursing reception in the clinic with delegation of authority. Developing and implementing mechanisms for the coordination of nursing reform in the Republic of Kazakhstan and the development of medical colleges in accordance with the needs of nursing reform. Also, the introduction of educational programs at the master's level.”

Most respondents said that nurses should constantly learn to participate in various conferences, circles, and to improve their skills. Some of them want educational programs to be improved in addition to studying abroad. Most importantly, they should have a better salary since many respondents say that nurses earn very little. Raising wages would help them work better. Many of them believe that wages have an impact on enhancing the image of nurses in Kazakhstan. In addition, many people want the nursing education in Kazakhstan to be more accessible or free.

“Increased wages to reduce staff turnover, then there will be better work, and the results of working capacity will be higher, and nurses should have decent wages. Such that banks could give a mortgage. Many nurses are without their own housing. Then the young nurses will remain in their profession and will not leave the nursing profession.”

7.2 The image of nursing among graduates of nursing profession at present

7.2.1 Nursing graduates perception of current public image of nursing profession

Most (55.2 %) of the graduates of the applied bachelor's in nursing programme agreed or strongly agreed that the public has a positive image of nursing. Most

(54.3%) agreed that the public believes the nurse to be an important member of the healthcare team. That the public sees nursing as a challenging and rewarding healthcare career, 49.5% of the graduates agreed or strongly agreed. The public thinks of nurses as professionals according to 53.4% of the respondents. (See Annex 4, Table 5, Figure 2.)

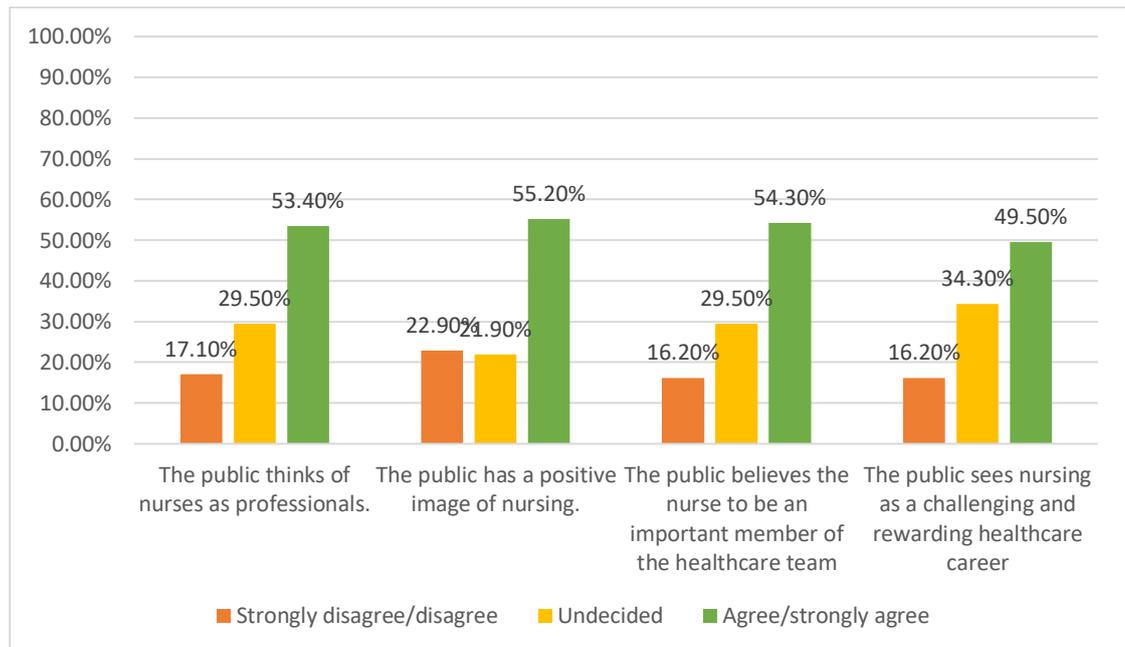


Figure 2. Nursing graduates' perceptions of the public's attitude to the nursing profession at present

In addition, 29.5% of respondents agreed or strongly agreed that patients select a hospital based on nursing care. Majority (43.8%) of the graduates of the applied bachelor's in nursing though that the public respects the profession of nursing as much as the profession of law. Also, 43.8% of the graduates agreed or strongly agreed that the public perceives nursing to be a diverse profession that contains many different career possibilities, although 35.2% were undecided. (See Annex 4, Table 5, Figure 3.)

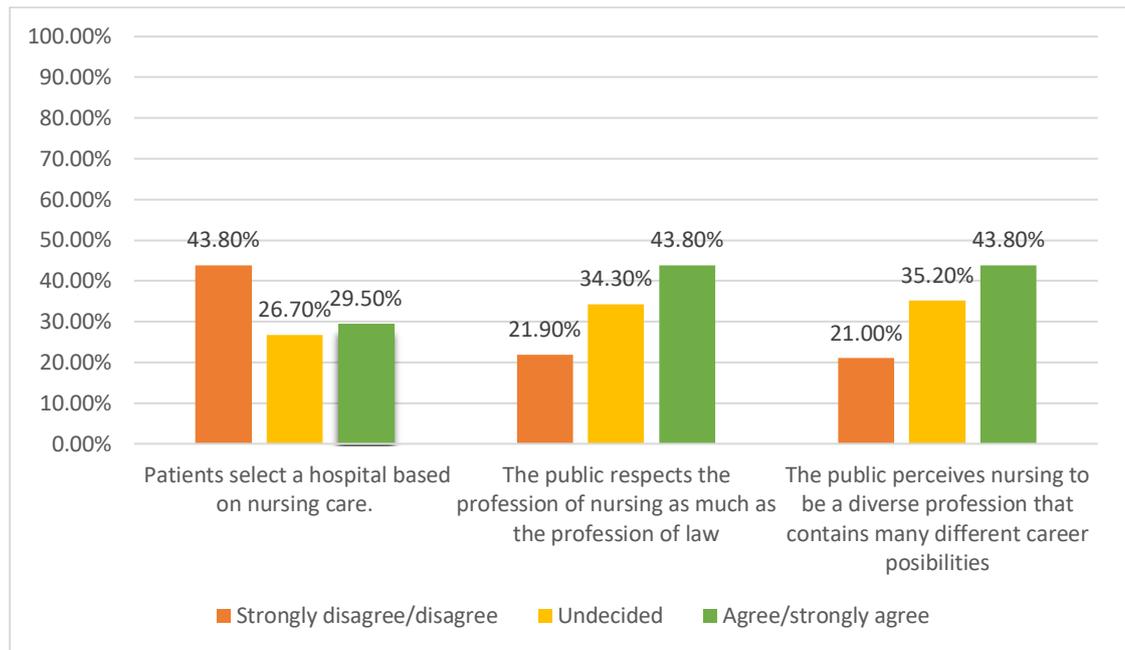


Figure 3. The nursing graduates' perceptions of the public image of nursing profession at present

Moreover, 54.3% of respondents agreed or strongly agreed that the public considers nursing care to be as valuable as physical therapy. In addition, 53.3 % of them agreed or strongly agreed that the public values the intelligence and creativity of nurses.

(See Annex 4, Table 5, Figure 4.)

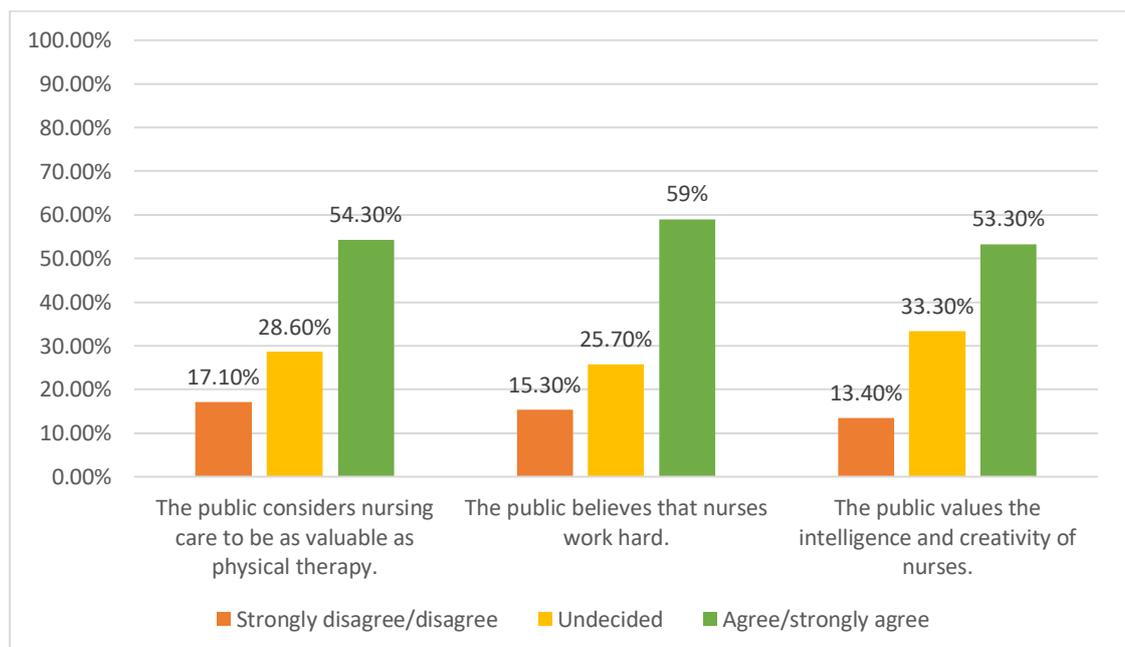


Figure 4. The nursing graduates' perceptions of how the public values nursing profession at present

Most of graduates (53.3%) agreed or strongly agreed that the public believes nurses are organized and 33.4% agreed that the public perceives nursing as a rapidly changing profession, however, 44.7% were undecided. In addition, 42.9% of respondents agreed that the public understands the complexity of nursing. (See Annex 4, Table 5, Figure 5.)

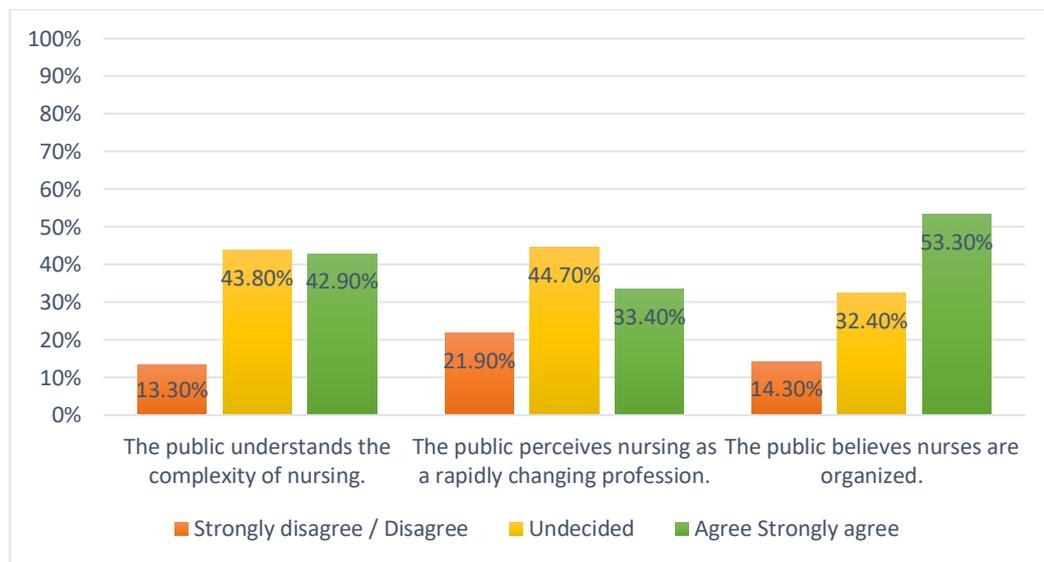


Figure 5. The nursing graduates' perceptions of how public sees the nursing profession at present

When examining the results of graduates' perception of the current public image of the nursing profession, most agreed with the statement that the public believes that nurses work hard (Mean = 3.60, SD = 1.025). In addition, the respondents thought that the public believes the nurse to be an important member of the healthcare team (Mean = 3.58, SD = 1.072). Most of respondents strongly agreed that the public values the intelligence and creativity of nurses (Mean = 3.56, SD = 1.064). In addition, majority of them agreed that the public sees nurses as professionals (Mean = 3.53, SD = 1.084). In addition, most agreed that the public believes nurses are organized (Mean = 3.52, SD = 0.991). Nevertheless, applied graduates were not sure if the public has a positive image of nursing (Mean = 3.45, SD = 1.118) or considers nursing care to be as valuable as physical therapy (Mean = 3.48, SD = 1.020). Moreover,

applied graduates showed a significantly lower mean for the statement “the public respects the profession of nursing as much as the profession of law” (Mean = 3.33, SD = 1.115) than for the statement “the public sees nursing as a challenging and rewarding healthcare career” (Mean = 3.45, SD = 1.047). The nursing graduates were not sure if the public perceives nursing to be a diverse profession that contains many different career possibilities (Mean = 3.31, SD = 1.077), or if the public understands the complexity of nursing (Mean = 3.36, SD = 0.992). Moreover, applied graduates do not think that patients select a hospital based on nursing care (Mean = 2.85, SD = 1.269). (See Annex 6, Table 11.)

7.2.2 Nursing graduates perception of current value of nursing profession

Most of graduates perceive nursing as a profession (94.2% agreed or strongly agreed). Of the graduates, 67.6% also agreed or strongly agreed that nursing is diverse and offers many different career possibilities. In addition, 90.5% of the respondents agreed or strongly agreed that nursing is challenging and rewarding. That nursing is a rapidly changing profession, 50.5% agreed or strongly agreed (See Annex 4, Table 6, Figure 6.)

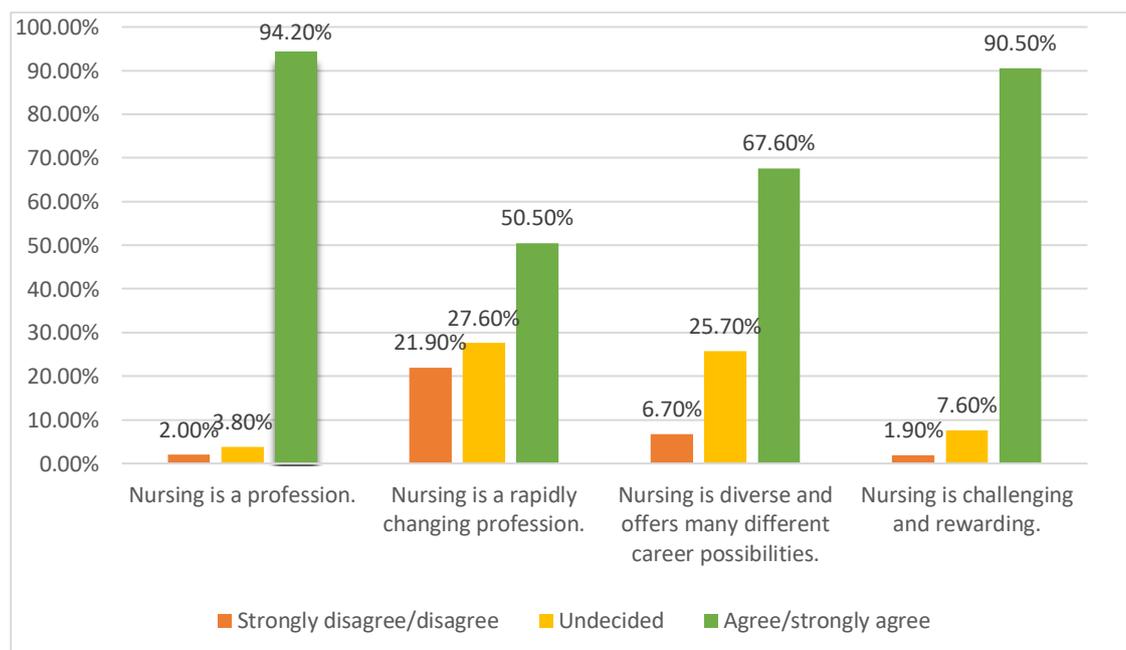


Figure 6. The nursing graduates' perceptions of the nursing profession at present

In addition, majority of participants think (90.4% agreed or strongly agreed) that nursing care is as important as physical therapy, and 89.6% agreed that nursing is very complex. Moreover, 80.9% agreed or strongly agreed that they respect the profession of nursing as much as the profession of law. (See Annex 4, Table 6, Figure 7.)

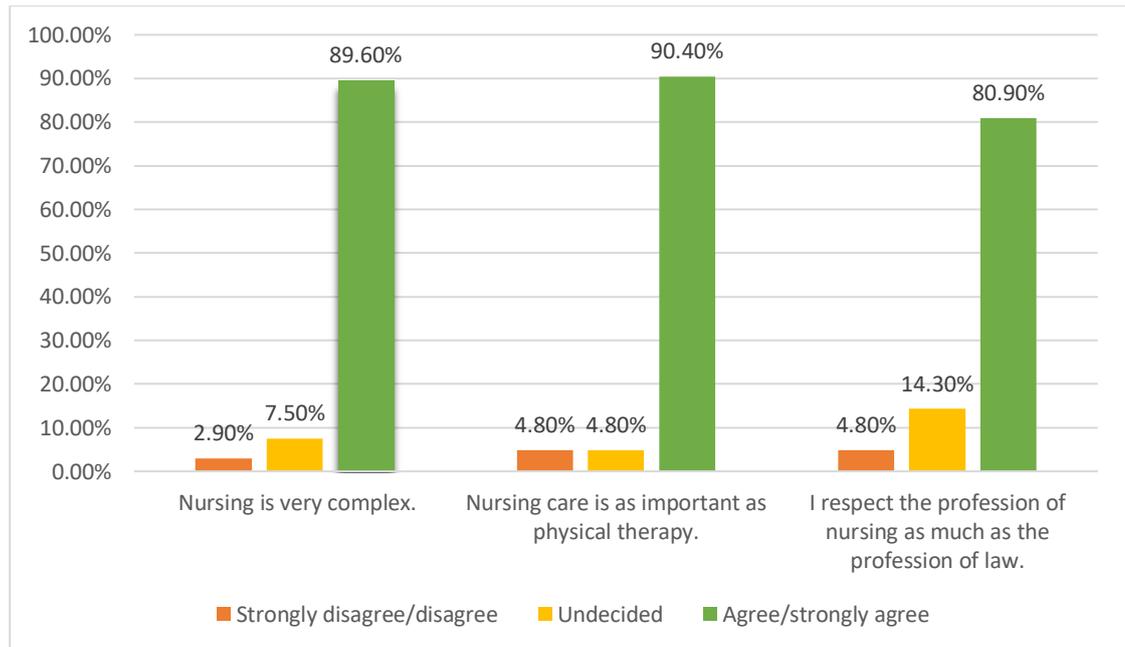


Figure 7. The nursing graduates' perceptions of the value of nursing profession at present

Most of graduates (98%) agreed or strongly agreed that nurses work hard. Furthermore, 81.9% agreed that nurses are intelligent and creative and 87.6% think that nurses are very organized. Also, 85.7% of respondents agreed or strongly agreed that the nurse is an important member of the health care team. (See Annex 4, Table 6, Figure 8.)

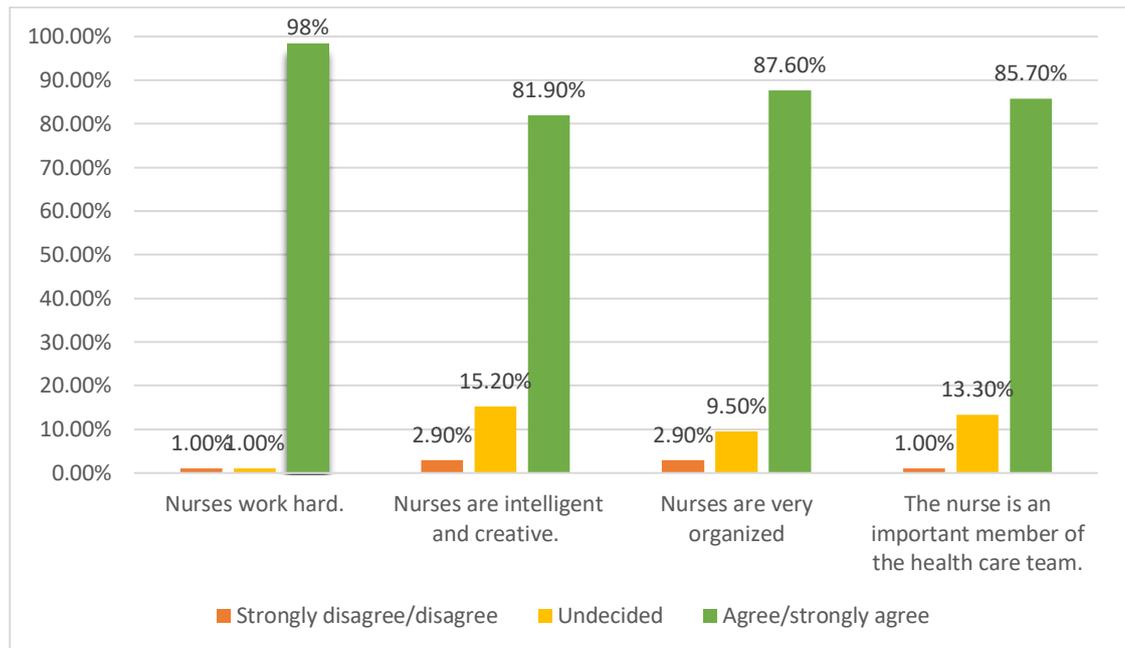


Figure 8. The nursing graduates' perceptions of nurses at present

According to the value of applied bachelors' perception of the nursing profession, it is agreed that nursing care is as important as physical therapy (Mean = 4.28, SD = 0.776). The respondents strongly agreed that nurses work hard (Mean = 4.59, SD = 0.567). In addition, applied bachelor graduates agreed that nursing is a profession (Mean = 4.47, SD = 0.708). They also agreed that they respect the profession of nursing as much as the profession of law (Mean = 4.10, SD = 0.854) and that nursing is very complex (Mean = 4.31, SD = 0.738). Moreover, respondents agreed that the nurse is an important member of the health care team (Mean = 4.33, SD = 0.780). Furthermore, they agreed that nursing is diverse and offers many different career possibilities (Mean = 3.87, SD = 1.001) and that nursing is challenging and rewarding (Mean = 4.29, SD = 0.689). Respondents agreed that nurses are intelligent and creative (Mean = 4.06, SD = 0.732). (See Annex 6, Table 12.)

7.2.3 Nursing graduates perception of practice of current of nursing profession

Most of applied bachelors (85.7%) agreed or strongly agreed that nurses need to learn skills that overlap with other healthcare staff skills (e.g. respiratory therapy,

physical therapy, social work, etc.). Also, 94.3% of the graduates agreed or strongly agreed that most patient complications are avoided when nurses do their jobs correctly. Whether nurses should question medical orders that they judge to be possibly incorrect, 69.5% of the graduates agreed or strongly agreed. (See annex 4, Table 7, Figure 9.)

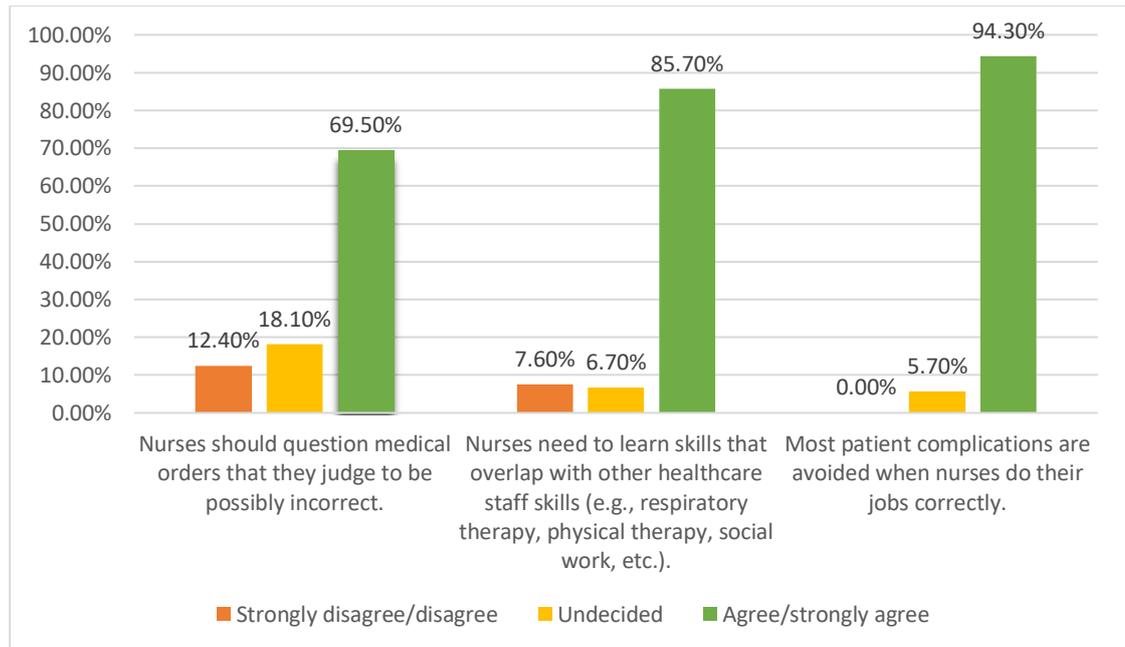


Figure 9. The nursing graduates' perceptions of the nursing practice at present

Majority of the graduates (88.5%) strongly agreed or agreed that 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.). Most (87.6%) approved the statement that nurses with bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE) and 96.1% agreed that patient education is an important part of nursing practice. (See Annex 4, Table 7, Figure 10.)

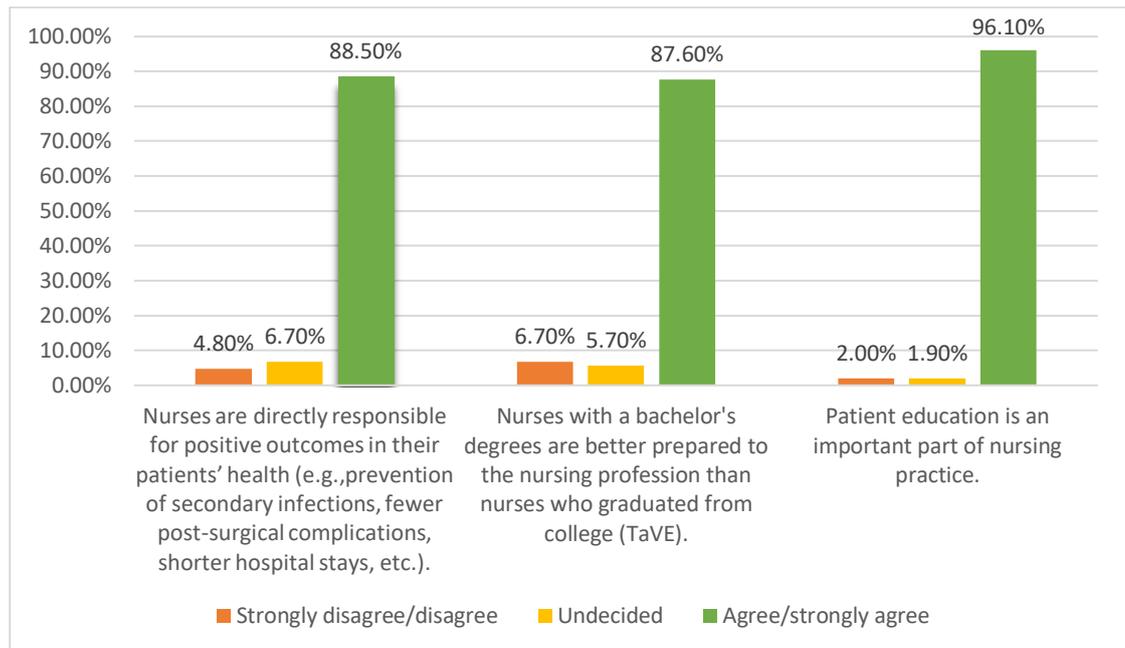


Figure 10. The nursing graduates' perceptions of the importance of nursing profession at present

Most of graduates (95.2%) agreed or strongly agreed that physician/nurse collaboration improves health outcomes for patients. Although 40% thought that nurses have considerable autonomy in their practice, 23.8% were undecided and 37% disagreed. (See Annex 4, Table 7, Figure 11.)

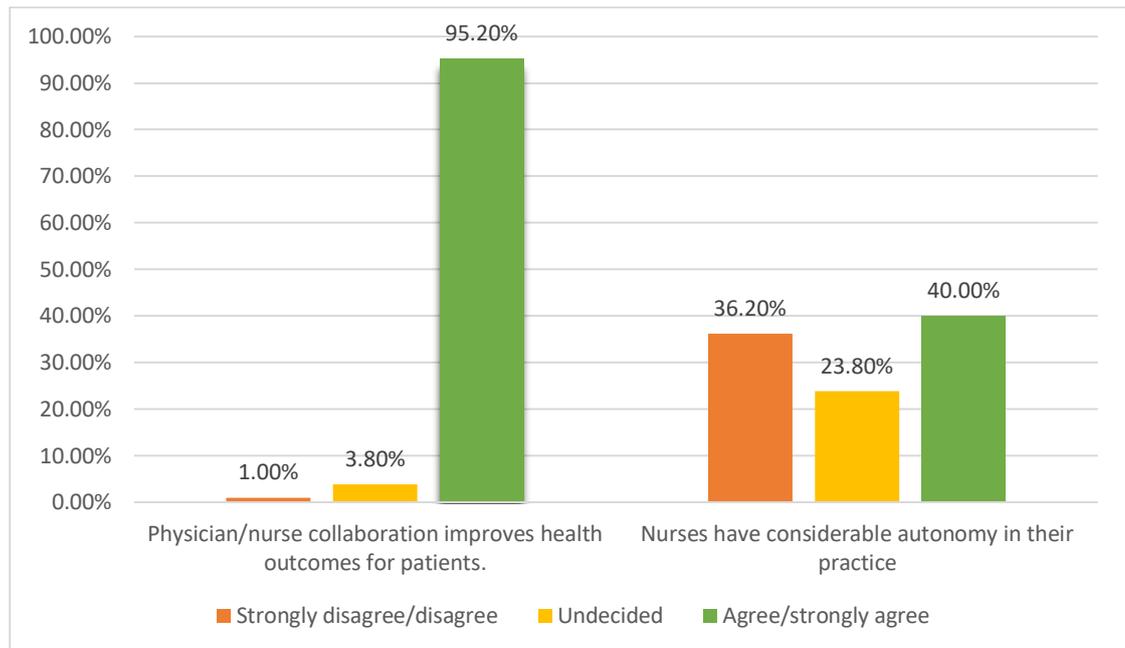


Figure 11. The nursing graduates' perceptions of collaboration and professional autonomy of nurses at present

Most (94.2%) of the graduates of the applied bachelor's in nursing programme perceived that optimum nursing care requires regular patient assessment. Of the respondents, 92.4% agreed or strongly agreed that teaching health promotion and disease prevention in the community is as much a nursing responsibility as other nursing and 91.5% said that nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan. Moreover, 84.7% strongly agreed or agreed that if possible, nurses should care for the same patients every day. In addition, 69.5% of the respondents thought that nurses make key decisions regarding their patients' care. (See Annex 4, Table 7, Figure 12.)

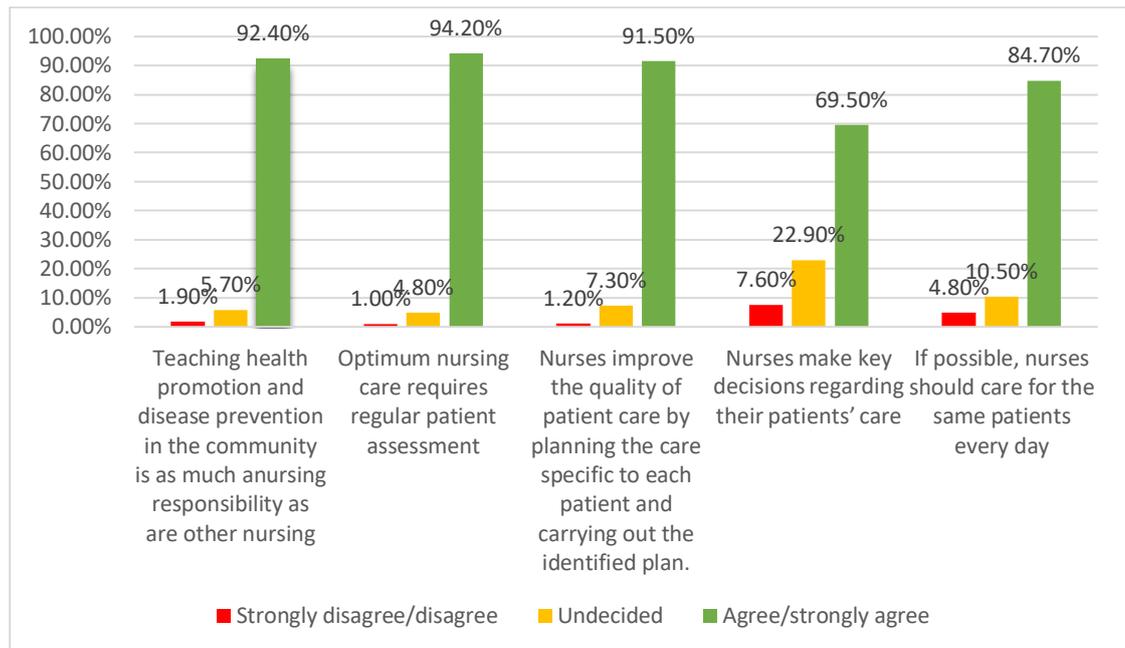


Figure 12. The nursing graduates' perceptions of responsibilities of nurses in healthcare system at present

According to this research, applied bachelor graduates agreed that teaching health promotion and disease prevention in the community is as much a nursing responsibility as other nursing (Mean = 4.28, SD = 0.915). In addition, they agreed that nurses have considerable autonomy in their practice (Mean = 4.42, SD = 0.690). Furthermore, graduates agreed that nurses should question medical orders they judge to be possibly incorrect (Mean = 4.30, SD = 0.831). Likewise, most agreed that nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.) (Mean = 3.67, SD = 0.977), that optimum nursing care requires regular patient assessment (Mean = 4.10, SD = 0.898), and that patient education is an important part of nursing practice (Mean = 4.41, SD = 0.675). Furthermore, the applied bachelors agreed that most patient complications could be avoided when nurses do their jobs correctly (Mean = 4.39, SD = 0.596). What is more, they agreed that nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan (Mean = 4.35, SD = 0.693). Moreover, they strongly agreed that physician/nurse collaboration improves health outcomes for patients (Mean = 4.53, SD = 0.621). Respondents agreed that nurses make key decisions regarding their patients' care (Mean = 3.93, SD = 0.983). Applied bachelors agreed that if possible, nurses should

care for the same patients every day (Mean = 4.12, SD = 0.817). (See Annex 6, Table 13.)

7.3 The image of nursing among graduates of nursing profession in the future

7.3.1 Nursing graduates perception of public image of nursing profession in the future

Concerning the future, most (79.9%) of the applied bachelors of nursing perceived that the public has a positive image of nursing, and that the public believes the nurse to be an important member of the healthcare team (80%). In addition, 81% of the respondents agreed or strongly agreed that the public thinks of nurses as professionals. Of the graduates, 79% agreed or strongly agreed that the public sees nursing as a challenging and rewarding healthcare career. (See annex 5, Table 8, Figure 13.)

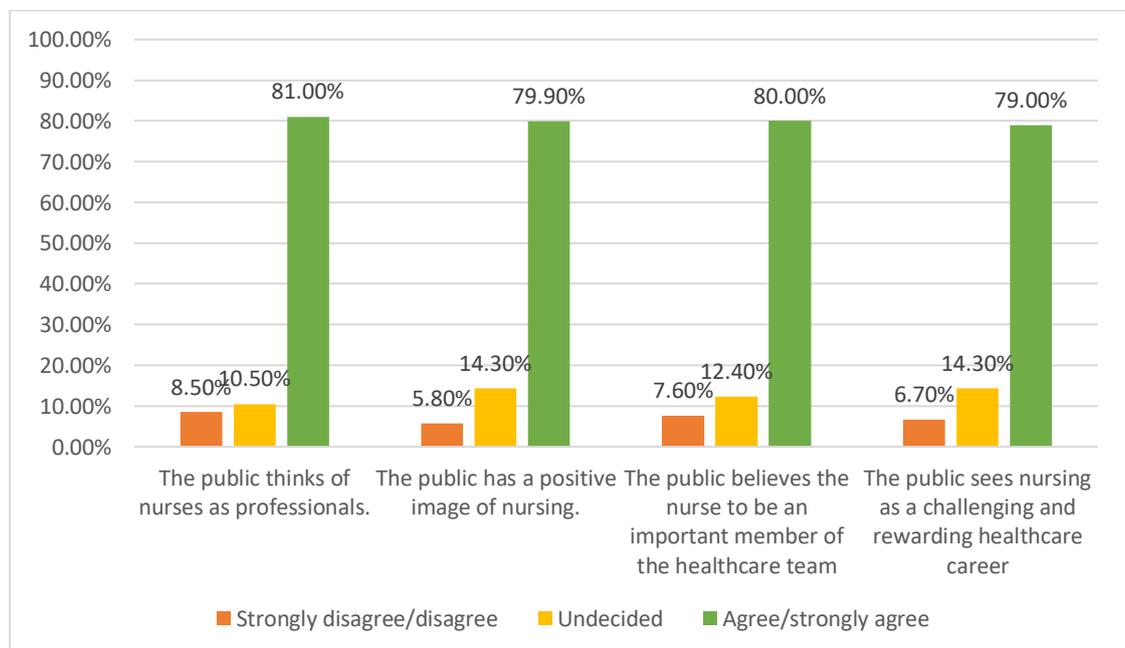


Figure 13. Nursing graduates' perceptions of the public's attitude of the nursing profession in the future

Majority (74.3%) of the applied bachelor nursing graduates thought that the public will respect the nursing profession as much as the profession of law. Also, 75.2% of the graduates agreed or strongly agreed that the public perceives nursing to be a diverse profession that contains many different career possibilities, however, 14.3% were undecided. In addition, 66.6% of respondents agreed or strongly agreed that patient select a hospital based on nursing care. (See Annex 5, Table 8, Figure 14.)

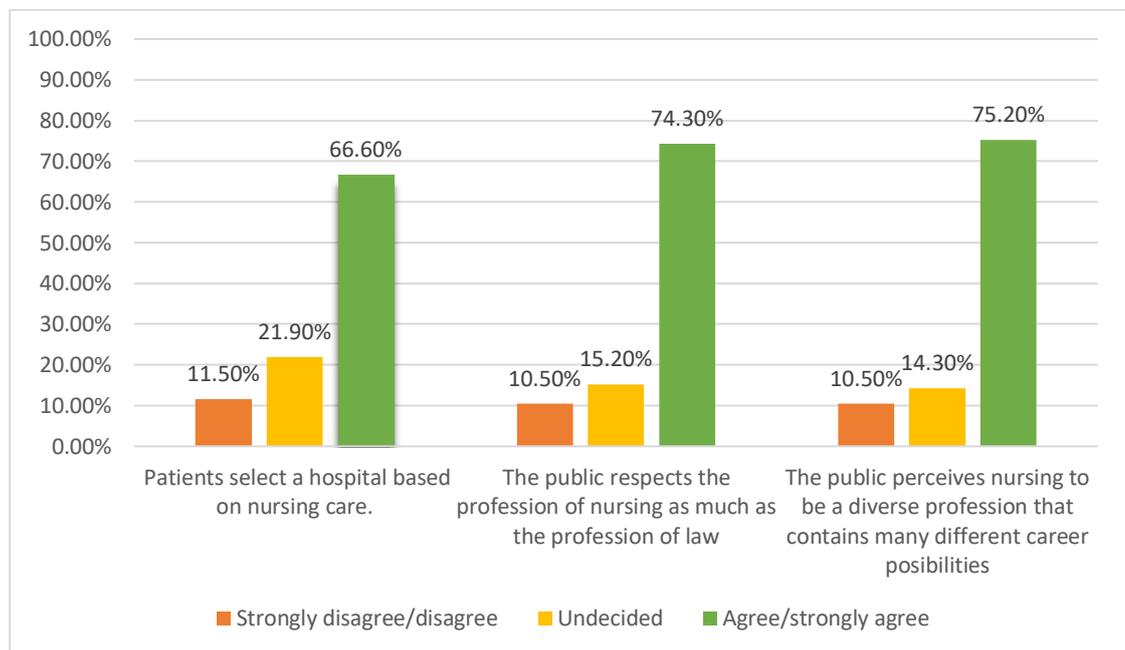


Figure 14. The nursing graduates' perceptions of the public image of nursing profession in the future

Of the respondents, 78% agreed or strongly agreed that the public believes that nurses work hard, and 78% agreed or strongly agreed that the public considers nursing care to be as valuable as physical therapy. Also, 80% strongly agreed or agreed that the public thinks of nurses as professionals and the public values the intelligence and creativity of nurses. (See Annex 5, Table 8, Figure 15.)

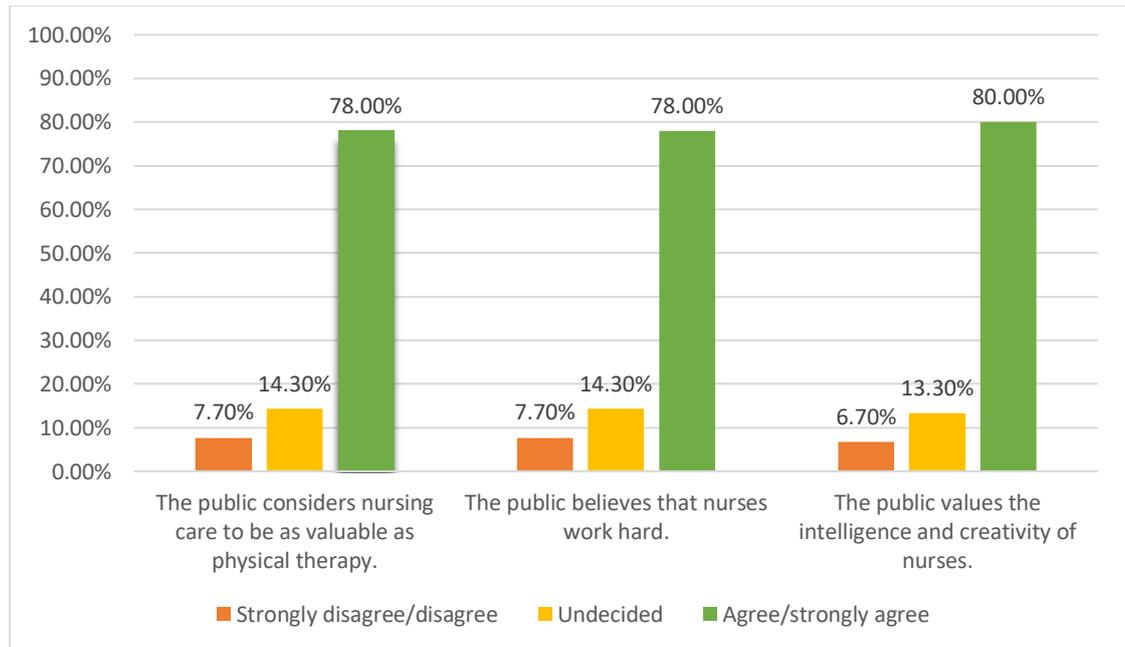


Figure 15. The nursing graduates' perceptions of how the public values the nursing profession in the future

Most of graduates (81%) agreed or strongly agreed that the public believes nurses are organized, and 68.5% concurred that the public perceives nursing as a rapidly changing profession whereas 19% were undecided. In addition, 75.2% respondents agreed that the public understands the complexity of nursing. (See Annex 4, Table 8, Figure 16.)

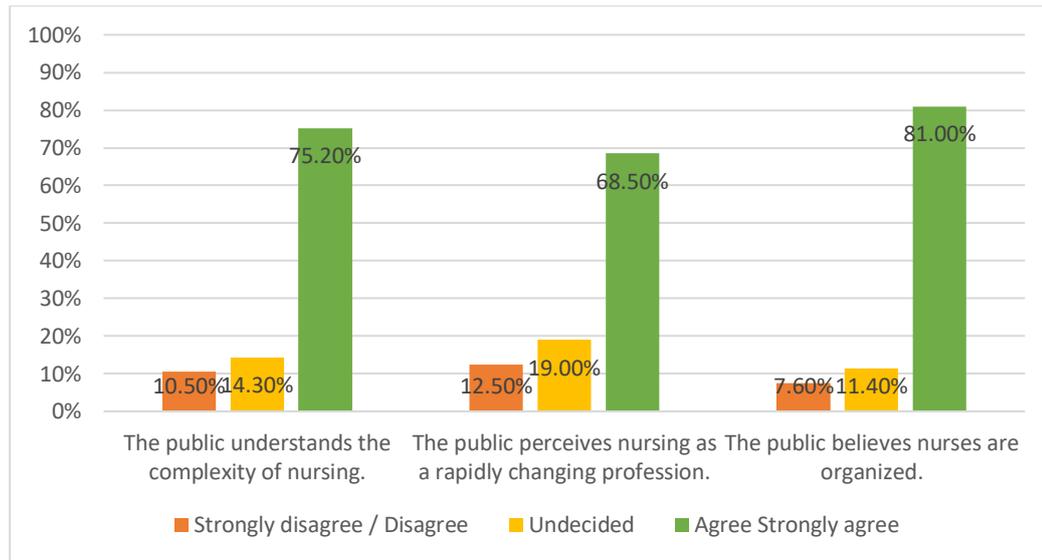


Figure 16. The nursing graduates' perceptions of how public sees the nursing profession in the future

When applied bachelors of nursing described the perception of future public image of the nursing profession, it can be concluded that they agreed that the public thinks of nurses as professionals (Mean = 4.10, SD = 0.970). In addition, many of them thought that the public believes the nurse to be an important member of the healthcare team (Mean = 4.10, SD = 0.960). Likewise, nursing graduates concurred that the public sees nursing as a challenging and rewarding healthcare career (Mean = 4.10, SD = 0.946), that the public values the intelligence and creativity of nurses (Mean = 4.10, SD = 0.936), and that the public believes nurses are organized (Mean = 4.09, SD = 0.972). In addition, they agreed that the public considers nursing care to be as valuable as physical therapy (Mean = 4.08, SD = 0.968), that the public has a positive image of nursing (Mean = 4.07, SD = 0.869). What is more, graduates agreed that the public believes that nurses work hard (Mean = 4.04, SD = 0.980). They agreed

that the public perceives nursing to be a diverse profession that contains many different career possibilities (Mean = 4.01, SD = 1.024). In addition, they agreed that the public understands the complexity of nursing (Mean = 3.97, SD = 1.033) and that the public respects the profession of nursing as much as the profession of law (Mean = 3.92, SD = 1.071). Furthermore, applied bachelors agreed that the public perceives nursing as a rapidly changing profession (Mean = 3.88, SD = 1.053) and that patients select a hospital based on nursing care (Mean = 3.83, SD = 1.051). (See Annex 7, Table 14.)

7.3.2 Nursing graduates perception of value of nursing profession in the future

Concerning the future, most of graduates (91.4%) strongly agreed or agreed that nursing is a profession. Also, 86.7% agreed that nursing is diverse and offers many different career possibilities, and 93.4% agreed that nursing is challenging and rewarding. Moreover, 72.4% concurred that nursing is a rapidly changing profession. (See Annex 5, Table 9, Figure 17.)

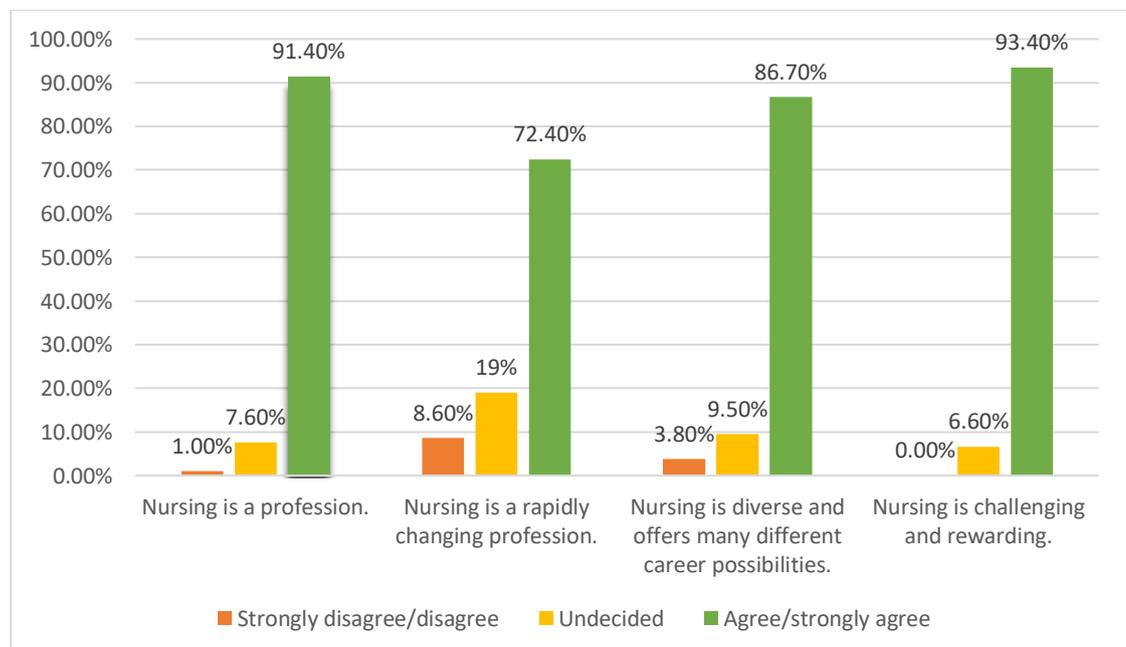


Figure 17. The nursing graduates' perceptions of the nursing profession in the future

In addition, 89.5% of respondents agreed that nursing care is as important as physical therapy, and 89.5% said that nursing is very complex. Furthermore, 84.8% concurred with the statement that they respect the profession of nursing as much as the profession of law. (See Annex 5, Table 9, Figure 18.)

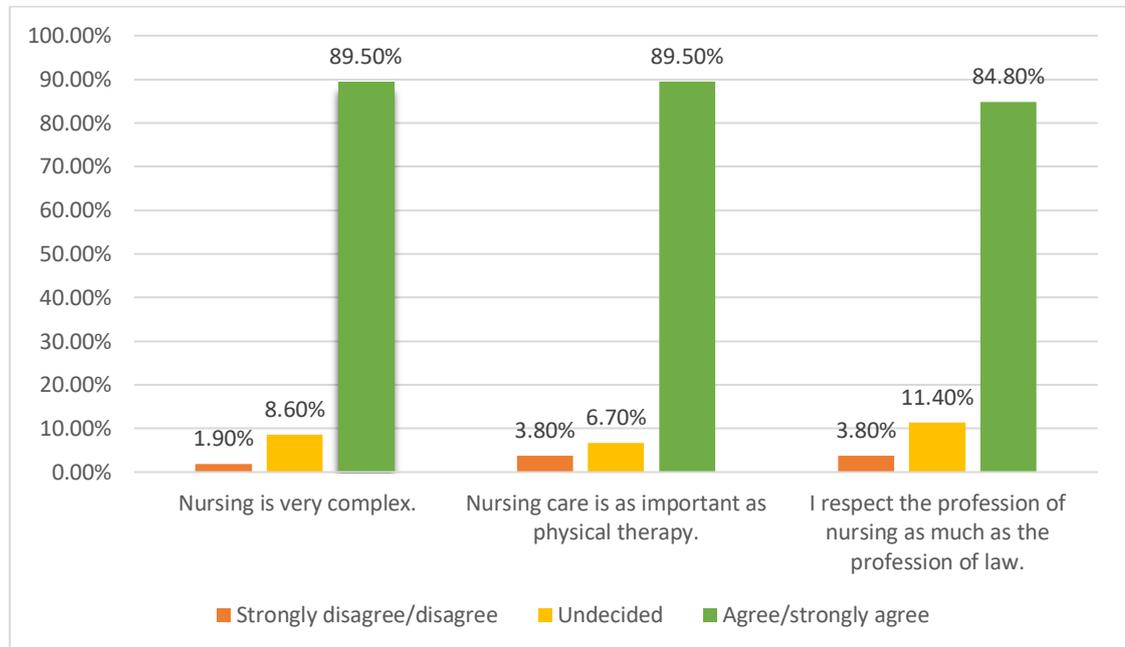


Figure 18. The nursing graduates' perceptions of the value of nursing profession in the future

Most of graduates (90.5%) agreed or strongly agreed that nurses work hard, are intelligent and creative (90.5%) and very organized (91.4%). Also, 93.3% of respondents approved that the nurse is an important member of the health care team. (See Annex 5, Table 9, Figure 19.)

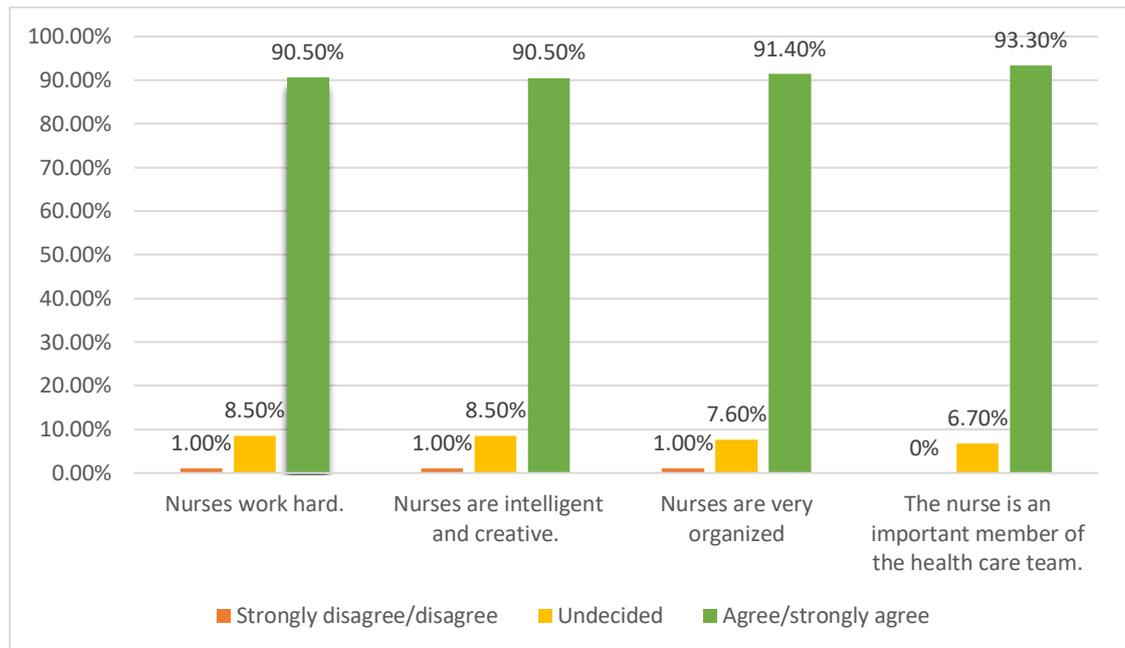


Figure 19. The nursing graduates' perceptions of nurses in the future

Nursing graduates agreed that the nurse is an important member of the health care team (Mean = 4.47, SD = 0.621) and that nursing is challenging and rewarding (Mean = 4.44, SD = 0.619). Most agreed that nursing is a profession (Mean = 4.43, SD = 0.677). Moreover, applied bachelor graduates agreed that nurses are very organized (Mean = 4.36, SD = 0.667), that nurses are intelligent and creative (Mean = 4.34, SD = 0.677), that nurses work hard (Mean = 4.33, SD = 0.716). Furthermore, half of the applied graduates agreed that nursing is very complex (Mean = 4.28, SD = 0.700). Concerning the perception of future value of nursing profession, applied bachelors agreed that nursing care is as important as physical therapy (Mean = 4.27, SD = 0.788). They also agreed that they respect the profession of nursing as much as the profession of law (Mean = 4.20, SD = 0.825). In addition, graduates agreed that nursing is a rapidly changing profession (Mean = 3.92, SD = 0.968). (See Annex 7, Table 15.)

7.3.3 Nursing graduates perception of practice of nursing profession in the future

Concerning the future, most of graduates (92.3%) strongly agreed or agreed that nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.). Also, 95.2% of the graduates agreed or strongly agreed that most patient complications are avoided when nurses do their jobs correctly, and 80% of the graduates agreed or strongly agreed that in the future, nurses should question medical orders that they judge to be possibly incorrect. (See Annex 5, Table 10, Figure 20.)

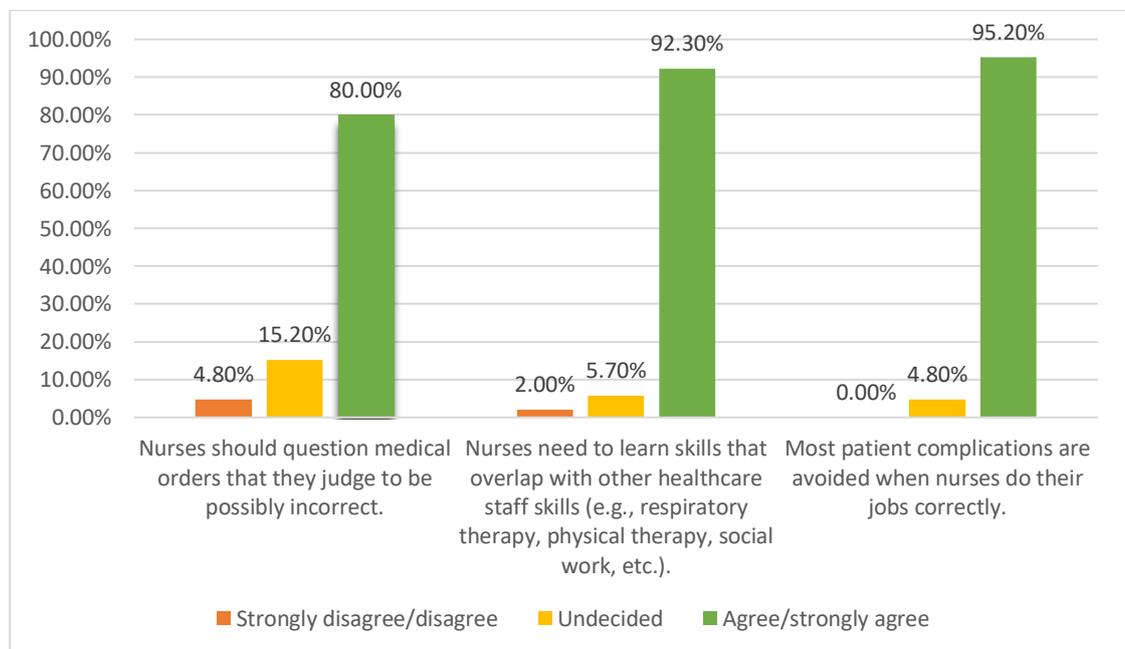


Figure 20. The nursing graduates' perceptions of the nursing practice in the future

The majority (93.4%) of the graduates of the applied bachelor's programme agreed that 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.). Most (91.4%) believed that nurses with bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE), and 96.2% agreed that patient education is an important part of nursing practice. (See Annex 5, Table 10, Figure 21.)

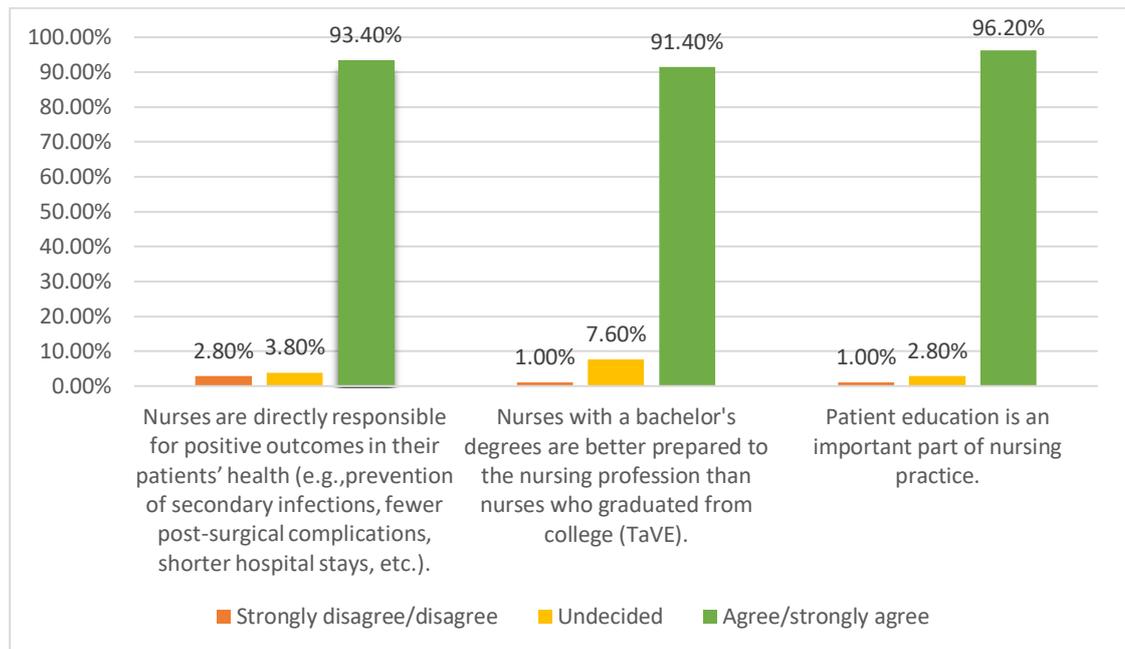


Figure 21. The nursing graduates' perception of the importance of nursing profession in the future

Most of graduates (96.2%) agreed or strongly agreed that physician/nurse collaboration improves health outcomes for patients. Although 73.3% concurred that nurses have considerable autonomy in their practice, 17.2% were undecided. (See Annex 5, Table 10, Figure 22.)

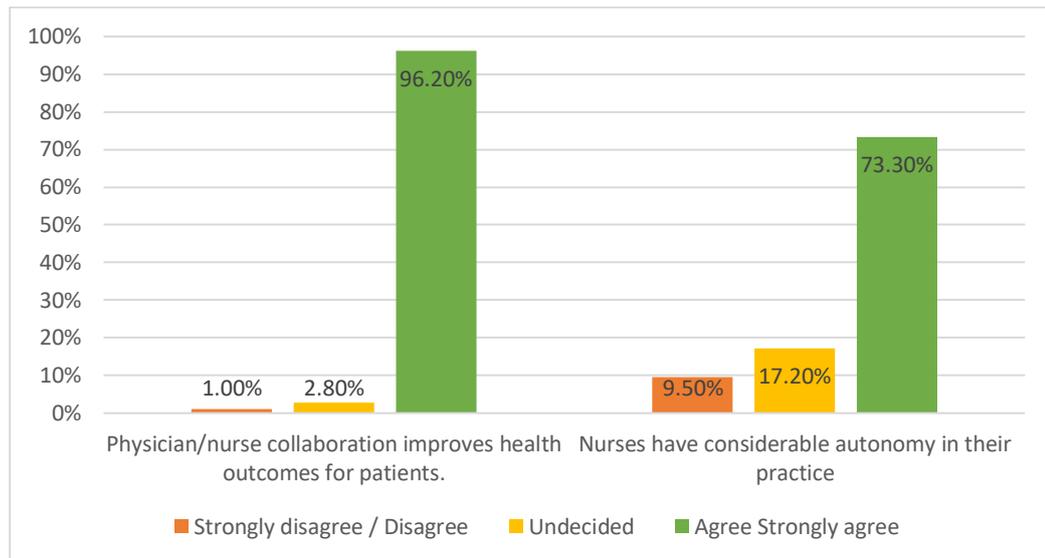


Figure 22. The nursing graduates' perception of collaboration and professional autonomy of the nurses in the future

Most (93.3%) of the graduates of the applied bachelor's in nursing programme perceived that optimum nursing care requires regular patient assessment. Of the respondents, 91.4% agreed or strongly agreed that teaching health promotion and disease prevention in the community is as much a nursing responsibility as other nursing, and 96.2% agreed that nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan. Moreover, 89.5% concurred that if possible, nurses should care for the same patients every day. In addition, 91.5% of the respondents agreed that nurses make key decisions regarding their patients' care. (See Annex 5, Table 10, Figure 23.)

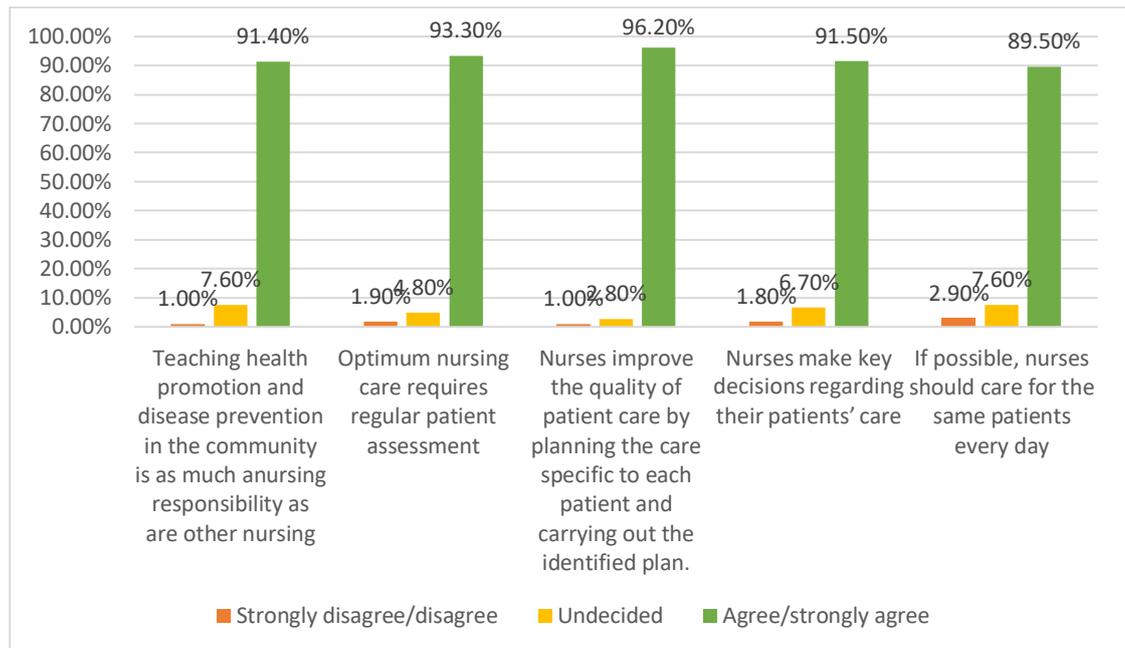


Figure 23. The nursing graduates' perception of the responsibilities of nurses in healthcare system in the future

Furthermore, graduates agreed that physician/nurse collaboration improves health outcomes for patients (Mean = 4.55, SD = 0.604), that nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan (Mean = 4.50, SD = 0.606), and that most patient complications are avoided when nurses do their jobs correctly (Mean = 4.49, SD = 0.590). Likewise, applied bachelor graduates agreed that patient education is an important part of nursing practice (Mean = 4.47, SD = 0.606). In addition, they agreed that 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.) (Mean = 4.43, SD = 0.705). The graduates agreed that optimum nursing care requires regular patient assessment (Mean = 4.35, SD = 0.665) and only a few were undecided or disagreed. Moreover, they agreed that nurses make key decisions regarding their patients' care (Mean = 4.35, SD = 0.707). Furthermore, when applied bachelor graduates described perception of future practice of the nursing profession, they agreed that teaching health promotion and disease prevention in the community is as much a nursing responsibility as other nursing (Mean = 4.35, SD = 0.707). In addition, they agreed that nurses need to learn skills that overlap with other healthcare staff skills (e.g. respiratory therapy, physical therapy, social work, etc.)

(Mean = 4.31, SD = 0.711). Applied bachelor graduates agreed that if possible, nurses should care for the same patients every day (Mean = 4.31, SD = 0.776). Also, they agreed that nurses should question medical orders that they judge to be possibly incorrect (Mean = 4.09, SD = 0.822), and that nurses have considerable autonomy in their practice (Mean = 3.93, SD = 1.040). (See Annex 7. Table 16.)

The assumption of a career road in the future

The opinion of applied graduates' perception of the image of the nursing profession in the future was described. The main theme was defined as "The assumption of a career road in the future". Also, topics were defined: "Nursing science as driving force" and "Nurse-leader, manager, and PhD". "Nursing science as driving force" consisted of two categories: "Doing science" and "I wish to be a PhD". "The assumption of a career road in the future" consisted of three categories: "I will be the head nurse", "Regular nurse", and "I will be a teacher".

Most respondents think that they will be ordinary nurses and remain in places where they are now, but some want to occupy a management position and be a head nurse. Many of them suggested that they will be a teacher of nursing, as well have a master's degree, a PhD, and do nursing science and even work in the ministry. In addition, some stated that they will leave the country to study in foreign universities and work in other countries. Some respondents will already be in retirement and some did not know and did not respond. Some said they would be doctors. A small part of the graduates said that they will no longer work in the health care system. One respondent said that he will be "in a leadership position", also "Nursing teacher", and "In the position of chief nurse",

"I would like to be a doctor of medical sciences in nursing."

The state of the image of nursing in Kazakhstan in 2040

The graduates defined the future state of the image of nursing. Two topics were defined: "The state of the image of nursing in Kazakhstan in 2040" and "Increase prestige and nursing image improvement in the future".

The state of the image of nursing in Kazakhstan in 2040 was characterized by “Nursing profession independent and respected” and “Nurses will have a good characteristic”.

Many respondents thought that in 2040 in Kazakhstan, the image of nurses will be positive. In addition, most believed that nursing will be an independent and respected profession in society. Moreover, there will be very educated, creative, hardworking, and professional people working in this area. There will be many masters and doctors, and the level of education of nurses will be high. In addition, they will independently conduct receptions without the help of doctors and conduct consultations, work in nursing homes, hospices, polyclinics, etc. The status of nurses will rise both in foreign developed countries, and by 2040, nurses will be respected and valued as in Europe.

However, some stated that nothing will change, and some did not believe that there will be improvements and were confident that the situation will be the same as now. Thanks to the reform that is now happening, specialty nursing will take its rightful place.

“The nursing profession will become one of the most sought-after and highly paid profession,”

“Patients will respect nurses, listen to their professional opinion, follow their recommendations along with medical ones.”

“I think in 2040 in Kazakhstan, nursing will acquire a new level, self-sustained and independence.”

“A nursing case will be an important part of patient care, restoring and maintaining his health.”

“The image of a nurse will be as important as the profession of a doctor”.

Increase in prestige and nursing image improvement in the future was characterized by “Increase the image of nurses” and “Nursing at the physicians’ level”. According to the respondents, nursing care in Kazakhstan will improve by 2040 and they hoped that it will also develop in stages. Many pointed out different facts such as nurses should develop and constantly improve their professional and theoretical skills. In addition, everything will develop through the reform of education and extended

practice. Some graduates believe that nursing will develop slowly, over the years, the authority of the nurses will grow, and this in the end will lead to the fact that the nursing profession will become a highly paid profession. Although, some said that the level of nursing care in the future depends on the nurses themselves. However, some are not sure that nursing will improve for the better. Some doubt that doctors will respect them, and they think that until doctors accept them as valuable health care personnel in the profession, nothing will change. Still, respondents say that in 2040, there will be many applied bachelors in Kazakhstan who will develop and raise the status of the profession. In addition, both undergraduates and PhD's will make maximum efforts to improve nursing. Respondents thought that ongoing practice and work experience influences development.

In addition, the exchange of experience with foreign experts is a key goal in the development of nursing. Many agreed that by 2040 the status of nurses would be higher than today. In addition, some of them are confident that nursing will be at the level of medicine. In addition, nursing will become an independent profession in developed countries.

"The nurses' work will be valued as well as the doctor's work, or the ambulance doctor."

"Gradually, they will become not a physician's assistant like many people at this point, they will become partner and the same valuable employee as the doctors themselves and others in this field".

"Everything will be very difficult for nurses and the public, but eventually it will come to a conclusion about the importance of the nursing profession",

"In 2040 some already become PhD in nursing careers and because of this, people respect themselves, and the old-fashioned opinion changes."

"Nurses will be treated with respect, and those in turn will perform their duties at a high level, demonstrating their high professional training".

7.4 Summary of main results

1. The nurse graduates perceived that currently, the public considers nurses as professionals (53.4%), hard workers (59%), intelligent and creative (53.3%) and organized (53.3%). Of the graduates, 33.4% thought that currently the public sees the nursing profession as a rapidly changing profession. The graduates perceived that in the future, the public will consider nurses as professionals (81%), hard workers (78%), intelligent and creative (80%), and organized (81%). Of the graduates, 68.5% believed that the public will see nursing as a rapidly changing profession in the future. In conclusion, nursing graduates perceived that the public image of the nursing profession is currently unsatisfying, but respondents believe that in the future the public image will improve.

2. In the values section, applied bachelors expressed their opinion about their profession. Of the graduates, 50.5% said that they currently perceived nursing as a rapidly changing profession. Also, 67.6% of them stated that nursing is diverse and offers many different career opportunities. In addition, they perceived nurses to possess good characteristics (intelligent and creative 81.9%, very organized 87.6%, important member of healthcare team 85.7%). 72.4% of the graduates thought that in the future, nursing will be perceived as a rapidly changing profession, and 86.7% thought that nursing will be a diverse profession offering many different career opportunities. Perception of nursing characteristics will also improve in the future (intelligent and creative 90.5%, very organized 91.4%, important member of healthcare team 93.3%).

3. The survey results of respondents about the nursing practice, such as health promotion and disease prevention, competence, accountability, and physician/nurse collaboration, currently show that the nursing graduates agree that the image of nursing is good now and will be even better in the future. The statement regarding nurses' autonomy in their practice was seen negatively by the respondents, for only 40% agreed that nurses have autonomy today. However, 73.3% of the respondents had trust that nurses will have more autonomy in the future. Considering everything, nursing practice in the future is perceived positively by respondents, in the light of the ongoing reforms in the nursing system of Kazakhstan.

4. The analysis of bachelor graduates' replies to open questions allows us to accentuate the currently unsatisfactory aspects regarding the nursing profession, such as low salaries, insufficient working conditions, heavy workload of nurses at workplaces, limited independence in nursing activities, lack of opportunities for training and carrying research activities, and the lack of an adequate document base for nursing practice. The above-mentioned obstacles to reforming nursing require certain changes.

5. Of the applied bachelor graduates, 74.3% desired to continue their academic studies to earn a bachelor's degree, nursing master's or a PhD.

8 Discussion

This study was directed to describe applied bachelor nursing graduates' perceptions of the image of the nursing profession in Kazakhstan now and in the future. Based on the results, we can say that the new graduates of the applied bachelor's programme perceives the nursing profession positively, even improving in the future.

Applied bachelor nurse graduates perceive that the public image of the nursing profession is currently unsatisfying, for only a little more than 40% of the bachelors thought the public image is currently positive. However, the majority of the respondents believe the image is going to improve in the future. This has also been predicted in previous studies which state that the public image of nursing will be better in the future (Mervat et al. 2018, Sanad and Awadhalla 2016, Yun et al 2010). In addition, in Zulu and Ngoma's study (2015), the majority (69.7%) of students had a positive perception of nursing profession. In this respect, El Rahman and Abou Shousha (2013) stated that the importance of a positive image of nurses has been noted to support the work and to cope with the high expectation of the public for nursing care.

Moreover, Tawash and colleagues' (2012) study was the first to describe the perceptions of the bachelors of nursing profession (Tawash et al. 2012). In addition, their study showed that the nursing profession is perceived positively, which is confirmed by this present research, even though they differ in cultural and traditional issues. Previous studies of nursing students (Manpreets et al. 2007)

confirm that nursing students perceive nursing positively and 90% of them said that nursing is an opportunity to apply humanity, and the majority of participants accepted nursing as an opportunity to help society. Another study (Poreddi et al. 2012) found the opposite stating that the public image of nurses among students is perceived negatively and the public image must be raised in society in order to attract more students to this profession. It is also mentioned that the image of the nursing profession does not have a positive acceptance by society (Tawash et al. 2012).

This study found that today, the value of the nursing profession is positively perceived, and the majority of the respondents believe that the value will be perceived more positively in the future. In a previous study by Chauke (2014), it was reported that nursing students valued themselves and hypothesized that the nursing students confirmed a positive change in the image of nursing as a valuable profession. Nursing is considered a caring and humanitarian profession (Tawash et al. 2012) .

The analysis of the answers of the graduates to open questions allows to emphasize the currently unsatisfactory aspects of the nursing profession, such as low wages. In a study conducted by Sanad and Awadhalla (2016), one of the results was that sufficient wages will help nurses motivate them and stay in the profession. Although, the research result of Abdikarim and colleagues (2004) contradicted this result in Egypt. They learned that about two-thirds of the students choose the profession since the nursing profession is more well paid. In addition, Polish graduates perceive nurses to be polite and friendly; they also noted that in the future Polish nurses would have greater respect for the nursing profession and the attitude of nurses to their own behavior (Marcinowicz et al. 2016). They also hope that in the future nurses will receive good salary. However, in Kazakhstan nurses do not earn enough money.

In this study, it was found that applied graduates wish to continue their studies in the nursing profession. In comparison to Norwegian nurse graduates willingness to continue their studies (80%) (Rognstad et al. 2004), it was somewhat less (74.3%) in Kazakhstan for applied bachelor graduates. In addition, all nurses must have higher education to practice nursing, study abroad and undergo internships, to continuously

study and do nursing science. While it was unexpected that the nurses want to engage in science, nevertheless, it was encouraging that they have begun to understand the importance of nursing science. Kahraman (2016) confirmed that female nurses believe that nursing profession requires constant training and research. In addition, Keshkl and colleagues (2016) stated that half of the respondents agree that nurses should have a higher nursing education. According to Patidar and colleagues (2011), more than half of the students surveyed do not want to get higher education in the future.

9 Recommendations

To improve the public image in the eyes of the public, and also to improve the nursing values and practices, the following is recommended:

Recommendations for the Nurse Educators

1. To teach graduate nursing students their professionalism to the public
2. Improvement of educational programs for nursing specialists in order for nurses to become professionals, hard workers, intelligent, creative, and organized
3. Improving the system of training nursing specialists in order to improve practice of nursing students
4. To continue the reform of nursing so that nurses can receive autonomy based on education and competencies

Recommendations for Nurse Association and for Nurses

1. Joining national and international nursing associations to improve public image
2. Conduct regional and international conferences and round tables involving the scientific community, practical health care, patient associations, among nurses to improve nursing practice, such as health promotion and disease prevention, competition, accountability, and physical/nurse collaboration.

Recommendations for the Higher Medical Colleges and Medical Universities of the Republic of Kazakhstan

1. To allocate sufficient grants for the needs of the service sector for Bachelor's degree, Master's degree programme and PhD in order to support the development of nursing in Kazakhstan.
2. Provide opportunities for training and taking part in nursing research.
3. To train nurses abroad with foreign specialists so that they can be professionals in their work
4. Taking into account the fact that this was the first study conducted among applied nursing graduates in Kazakhstan, the applied baccalaureate has never been issued before and the study was conducted in six higher medical colleges only, it is recommended to further explore the perceptions of nursing profession in a wider audience covering more areas of Kazakhstan. This is necessary in order to form a complete picture of the perception of the nursing profession and to identify other factors that will help support the development of the nursing profession.

10 Conclusion

Nowadays, the nursing profession is developing in the Republic of Kazakhstan. Considered everything, applied bachelor graduates of the nursing profession positively perceive the image of the profession and hope that in the future some positive steps will be made in this field. Today, nurses are organized, intelligent and creative, they have their own position in society, and are professionals in their own profession. However, there is hope for an even more essential development in the listed criteria of the nursing profession. Already today, applied graduates in nursing are ready for clinical practice, although their number is small, like a drop in the ocean. Furthermore, the number of Higher Medical Colleges that train applied bachelors in nursing is growing annually. If the state allocates grants for academic bachelor's and master's programmes, as well as for PhDs, there will be more and more highly-educated nurses, and in 2040 in our country, nurses will correspond to the level of their European colleagues. Nurses will practice nursing science, apply a single document base to provide nursing care, and they will have more progressive positions in the future.

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Appendices

Appendix 1. Permission to the research

Dear Student!

The purpose of this study to describe medical college applied bachelor nursing graduates image of nursing profession at the moment and in the future in Kazakhstan in order to support the development of nursing profession in Kazakhstan.

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 students 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. Participation in the study is completely voluntary.

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,

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Appendix 2. Permission to the research (part 2)

Dear student,

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.

Appendix 3. Questionnaire The Perceptions of Professional Nursing Tool (PPNT)

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

- a. Yes
- b. No

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

- a. Yes
- b. No

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

- a. Yes
- b. No

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

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

10. Which college did you graduate with in an applied baccalaureate program?

11. Directions: Please use the following definitions to select the best response to the following questions. Please think about the present perception of the nursing profession for your point of view as applied bachelor nurse in Kazakhstan. *

A – STRONGLY DISAGREE

B – DISAGREE

C – UNDECIDED

D – AGREE

E – STRONGLY AGREE

- | | |
|--|------------------|
| 1. Patients select a hospital based on nursing care. | A B C D E |
| 2. Nursing care is as important as physical therapy. | A B C D E |
| 3. 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. Nurses work hard. | A B C D E |
| 5. Nursing is a profession. | A B C D E |
| 6. I respect the profession of nursing as much as the profession of law. | A B C D E |
| 7. The public has a positive image of nursing. | A B C D E |
| 8. Nursing is very complex. | A B C D E |
| 9. Nursing is a rapidly changing profession. | A B C D E |
| 10. 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. Nurses have considerable autonomy in their practice. | A B C D E |
| 12. 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. Nurses should question medical orders that they judge to be possibly incorrect. **A B C D E**
14. 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. Optimum nursing care requires regular patient assessment. **A B C D E**
16. Patient education is an important part of nursing practice. **A B C D E**
17. Most patient complications are avoided when nurses do their jobs correctly. **A B C D E**
18. 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. Physician/nurse collaboration improves health outcomes for patients. **A B C D E**
20. Nurses make key decisions regarding their patients' care. **A B C D E**
21. If possible, nurses should care for the same patients every day. **A B C D E**
22. Nurses are very organized. **A B C D E**
23. The nurse is an important member of the health care team. **A B C D E**
24. Nursing is diverse and offers many different career possibilities. **A B C D E**
25. Nursing is challenging and rewarding. **A B C D E**
26. Nurses are intelligent and creative. **A B C D E**
27. The public considers nursing care to be as valuable as physical therapy. **A B C D E**
28. The public believes that nurses work hard. **A B C D E**
29. The public thinks of nurses as professionals. **A B C D E**
30. The public respects the profession of nursing as much as the profession of law. **A B C D E**
31. The public understands the complexity of nursing. **A B C D E**
32. The public perceives nursing as a rapidly changing profession. **A B C D E**
33. The public believes nurses are organized. **A B C D E**

34. The public believes the nurse to be an important member of the healthcare team. **A B C D E**
35. The public perceives nursing to be a diverse profession that contains many different career possibilities. **A B C D E**
36. The public sees nursing as a challenging and rewarding healthcare career. **A B C D E**
37. The public values the intelligence and creativity of nurses. **A B C D E**

Please answer the following open questions:

14. Why have you decided to pursue a career in nursing?

15. Please identify two goals you have for your own nursing education/career.

16. What kind of public image would you like for nursing to have?

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

Dear student,

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.

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

Part 2

Please answer the following open questions

21. Where do you see yourself in healthcare in 15 years?

22. What do you think how will be the public’s image of nursing in Kazakhstan in 2040?

23. What do you think How will be Increasing nurses visibility and professional growth in Kazakhstan in 2040?

Please click the Submit button below!

Appendix 4. The current public image, value, practice describing the nursing profession

Table 5. The nursing graduates' perceptions of the public image of the nursing profession at present (N = 105)

PUBLIC IMAGE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Patients select a hospital based on nursing care.	16 (15.2)	30 (28.6)	28 (26.7)	16 (15.2)	15 (14.3)
2. The public has a positive image of nursing.	5 (4.8)	19 (18.1)	23 (21.9)	40 (38.1)	18 (17.1)
3. The public considers nursing care to be as valuable as physical therapy.	4 (3.8)	14 (13.3)	30 (28.6)	42 (40)	15 (14.3)
4. The public believes that nurses work hard.	3 (2.9)	13 (12.4)	27 (25.7)	42 (40)	20 (19)
5. The public thinks of nurses as professionals.	4 (3.8)	14 (13.3)	31 (29.5)	34 (32.4)	22 (21)
6. The public respects the profession of nursing as much as the profession of law.	6 (5.7)	17 (16.2)	36 (34.3)	28 (26.7)	18 (17.1)
7. The public understands the complexity of nursing.	6 (5.7)	8 (7.6)	46 (43.8)	32 (30.5)	13 (12.4)
8. The public perceives nursing as a rapidly changing profession.	7 (6.7)	16 (15.2)	47 (44.7)	28 (26.7)	7 (6.7)
9. The public believes nurses are organized.	3 (2.9)	12 (11.4)	34 (32.4)	39 (37.1)	17 (16.2)
10. The public believes the nurse to be an important member of the healthcare team.	3 (2.9)	14 (13.3)	31 (29.5)	33 (31.4)	24 (22.9)
11. The public perceives nursing to be a diverse profession that contains many different career possibilities.	6 (5.7)	16 (15.3)	37 (35.2)	31 (29.5)	15 (14.3)
12. The public sees nursing as a challenging and rewarding healthcare career.	5 (4.8)	12 (11.4)	36 (34.3)	35 (33.3)	17 (16.2)
13. The public values the intelligence and creativity of nurses.	5 (4.8)	9 (8.6)	35 (33.3)	34 (32.3)	22 (21)

Table 6. The nursing graduates' currently perceived value of the nursing profession (N = 105)

VALUE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Nursing care is as important as physical therapy.	0	5 (4.8)	5 (4.8)	51 (48.6)	44 (41.8)
2. Nurses work hard.	0	1 (1.0)	1 (1.0)	38 (36.2)	51 (61.8)
3. Nursing is a profession.	1 (1.0)	1 (1.0)	4 (3.8)	41 (39.0)	58 (55.2)
4. I respect the profession of nursing as much as the profession of law.	1 (1.0)	4 (3.8)	15 (14.3)	48 (45.7)	37 (35.2)
5. Nursing is very complex.	0	3 (2.9)	8 (7.5)	47 (44.8)	47 (44.8)
6. Nursing is a rapidly changing profession.	5 (4.8)	18 (17.1)	29 (27.6)	32 (30.5)	21 (20.0)
7. Nurses are very organized.	1 (1)	2 (1.9)	10 (9.5)	51 (48.6)	41 (39.0)
8. The nurse is an important member of the health care team.	1 (1)	0	14 (13.3)	38 (36.2)	52 (49.5)
9. Nursing is diverse and offers many different career possibilities.	4 (3.8)	3 (2.9)	27 (25.7)	40 (38.1)	31 (29.5)
10. Nursing is challenging and rewarding.	0	2 (1.9)	8 (7.6)	53 (50.5)	42 (40.0)
11. Nurses are intelligent and creative.	0	3 (2.9)	16 (15.2)	58 (55.2)	28 (26.7)

Table 7. The nursing graduates' current perceptions of the nursing practice (N = 105)

PRACTICE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE)	2 (1.9)	5 (4.8)	6 (5.7)	41 (39.0)	51 (48.6)
2. Teaching health promotion and disease prevention in the community is as much an nursing responsibility as are other nursing	0	2 (1.9)	6 (5.7)	43 (41.0)	54 (51.4)
3. Nurses have considerable autonomy in their practice	9 (8.6)	29 (27.6)	25 (23.8)	32 (30.5)	10 (9.5)
4. 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.).	1 (1.0)	4 (3.8)	7 (6.7)	44 (41.8)	49 (46.7)
5. Nurses should question medical orders that they judge to be possibly incorrect.	5 (4.8)	8 (7.6)	18 (18.1)	58 (55.2)	15 (14.3)
6. Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	2 (1.9)	6 (5.7)	7 (6.7)	54 (51.4)	36 (34.3)
7. Optimum nursing care requires regular patient assessment.	0	1 (1.0)	5 (4.8)	55 (52.3)	44 (41.9)
8. Patient education is an important part of nursing practice.	1 (1.0)	1 (1.0)	2 (1.9)	51 (48.6)	50 (47.5)
9. Most patient complications are avoided when nurses do their jobs correctly.	0	0	6 (5.7)	52 (49.5)	47 (44.8)
10. Nurses improve the quality of patient care by planning the	1 (1.2)	0	6 (7.3)	41 (50)	34 (41.5)

care specific to each patient and carrying out the identified plan.					
11. Physician/nurse collaboration improves health outcomes for patients.	0	1 (1.0)	4 (3.8)	38 (36.2)	62 (59.0)
12. Nurses make key decisions regarding their patients' care.	2 (1.9)	6 (5.7)	24 (22.9)	38 (36.2)	35 (33.3)
13. If possible, nurses should care for the same patients every day.	1 (1.0)	4 (3.8)	11 (10.5)	54 (51.4)	35 (33.3)

Appendix 5. The future public image, value, practice describing the nursing profession

Table 8. The nursing graduates' perceptions of the public image of the nursing profession in the future (N = 105)

PUBLIC IMAGE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Patients select a hospital based on nursing care.	3 (2.9)	9 (8.6)	23 (21.9)	38 (36.2)	32 (30.4)
2. The public has a positive image of nursing.	1 (1.0)	5 (4.8)	15 (14.3)	49 (46.6)	35 (33.3)
3. The public considers nursing care to be as valuable as physical therapy.	2 (1.9)	6 (5.8)	15 (14.3)	41 (39.0)	41 (39.0)
4. The public believes that nurses work hard.	3 (2.9)	5 (4.8)	15 (14.3)	44 (41.8)	38 (36.2)
5. The public thinks of nurses as professionals.	2 (1.9)	7 (6.6)	11 (10.5)	43 (41.0)	42 (40.0)
6. The public respects the profession of nursing as much as the profession of law.	5 (4.8)	6 (5.7)	16 (15.2)	43 (41.0)	35 (33.3)
7. The public understands the complexity of nursing.	3 (2.9)	8 (7.6)	15 (14.3)	42 (40.0)	37 (35.2)
8. The public perceives nursing as a rapidly changing profession.	2 (1.9)	11 (10.6)	20 (19.0)	37 (35.2)	35 (33.3)
9. The public believes nurses are organized.	3 (2.9)	5 (4.7)	12 (11.4)	45 (42.9)	40 (38.1)
10. The public believes the nurse to be an important member of the healthcare team.	2 (1.9)	6 (5.7)	13 (12.4)	42 (40.0)	42 (40.0)
11. The public perceives nursing to be a diverse profession that contains many different career possibilities.	2 (1.9)	9 (8.6)	15 (14.3)	39 (37.1)	40 (38.1)
12. The public sees nursing as a challenging and rewarding healthcare career.	2 (1.9)	5 (4.8)	15 (14.3)	42 (40.0)	41 (39.0)
13. The public values the intelligence and creativity of nurses.	2 (1.9)	5 (4.8)	14 (13.3)	44 (41.9)	40 (38.1)

Table 9. The nursing graduates' perceived value of the nursing profession in the future (N = 105)

VALUE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Nursing care is as important as physical therapy.	1 (1.0)	3 (2.8)	7 (6.7)	50 (47.6)	44 (41.9)
2. Nurses work hard.	1 (1.0)	0	9 (8.5)	48 (45.7)	47 (44.8)
3. Nursing is a profession.	0	1 (1.0)	8 (7.6)	41 (39.0)	55 (52.4)
4. I respect the profession of nursing as much as the profession of law.	1 (1.0)	3 (2.8)	12 (11.4)	47 (44.8)	42 (40.0)
5. Nursing is very complex.	0	2 (1.9)	9 (8.6)	52 (49.5)	42 (40.0)
6. Nursing is a rapidly changing profession.	2 (1.9)	7 (6.7)	20 (19.0)	44 (41.9)	32 (30.5)
7. Nurses are very organized.	0	1 (1.0)	8 (7.6)	48 (45.7)	48 (45.7)
8. The nurse is an important member of the health care team.	0	0	7 (6.7)	42 (40.0)	56 (53.3)h
9. Nursing is diverse and offers many different career possibilities.	0	4 (3.8)	10 (9.5)	46 (43.8)	45 (42.9)
10. Nursing is challenging and rewarding.	0	0	7 (6.6)	45 (42.9)	53 (50.5)
11. Nurses are intelligent and creative.	0	1 (1.0)	9 (8.5)	48 (45.7)	47 (44.8)

Table 10. The nursing graduates' perceptions of the nursing practice in the future (N = 105)

PRACTICE	STRONGLY DISAGREE	DISAGREE	UNDECIDED	AGREE	STRONGLY AGREE
1. Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE)	0	1 (1.0)	8 (7.6)	48 (45.7)	48 (45.7)
2. Teaching health promotion and disease prevention in the community is as much an nursing responsibility as are other nursing	1 (1.0)	0	8 (7.6)	48 (45.7)	48 (45.7)
3. Nurses have considerable autonomy in their practice	4 (3.8)	6 (5.7)	18 (17.2)	42 (40.0)	35 (33.3)
4. 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.).	0	3 (2.8)	4 (3.8)	43 (41.0)	55 (52.4)
5. Nurses should question medical orders that they judge to be possibly incorrect.	0	5 (4.8)	16 (15.2)	49 (46.7)	35 (33.3)
6. Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	1 (1.0)	1 (1.0)	6 (5.7)	53 (50.4)	44 (41.9)
7. Optimum nursing care requires regular patient assessment.	0	2 (1.9)	5 (4.8)	52 (49.5)	46 (43.8)
8. Patient education is an important part of nursing practice.	0	1 (1.0)	3 (2.8)	47 (44.8)	54 (51.4)
9. Most patient complications are avoided when nurses do their jobs correctly.	0	0	5 (4.8)	44 (41.9)	56 (53.3)
10. Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	0	1 (1.0)	3 (2.8)	44 (41.9)	57 (54.3)
11. Physician/nurse collaboration improves health outcomes for patients.	0	1 (1.0)	3 (2.9)	38 (36.2)	63 (60.0)
12. Nurses make key decisions regarding their patients' care.	0	2 (1.8)	7 (6.7)	49 (46.7)	47 (44.8)

13. If possible, nurses should care for the same patients every day.	1 (1.0)	2 (1.9)	8 (7.6)	46 (43.8)	48 (45.7)
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Appendix 6. The current descriptions of public image, value, practice

Table 11. Distribution of graduates perception on the public attitude to the nursing profession (N = 105).

Public image	Mean	Std. Deviation
1. Patients select a hospital based on nursing care.	2,85	1,269
2. The public has a positive image of nursing.	3,45	1,118
3. The public considers nursing care to be as valuable as physical therapy.	3,48	1,020
4. The public believes that nurses work hard.	3,60	1,025
5. The public thinks of nurses as professionals.	3,53	1,084
6. The public respects the profession of nursing as much as the profession of law.	3,33	1,115
7. The public understands the complexity of nursing.	3,36	,992
8. The public perceives nursing as a rapidly changing profession.	3,11	,974
9. The public believes nurses are organized.	3,52	,991
10. The public believes the nurse to be an important member of the healthcare team.	3,58	1,072
11. The public perceives nursing to be a diverse profession that contains many different career possibilities.	3,31	1,077
12. The public sees nursing as a challenging and rewarding healthcare career.	3,45	1,047
13. The public values the intelligence and creativity of nurses.	3,56	1,064

Table 12. Distribution of nursing values of applied graduates at present (N = 105)

Value	Mean	Std. Deviation
1. Nursing care is as important as physical therapy.	4,28	,766
2. Nurses work hard.	4,59	,567
3. Nursing is a profession.	4,47	,708
4. I respect the profession of nursing as much as the profession of law.	4,10	,854
5. Nursing is very complex.	4,31	,738
6. Nursing is a rapidly changing profession.	3,44	1,134
7. Nurses are very organized.	4,23	,775
8. The nurse is an important member of the health care team.	4,33	,780
9. Nursing is diverse and offers many different career possibilities.	3,87	1,001
10. Nursing is challenging and rewarding.	4,29	,689
11. Nurses are intelligent and creative.	4,06	,732

Table 13. Distribution of perception of the nursing practice of applied graduates at present (N = 105)

Practice	Mean	Std. Deviation
1. Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	4,28	,915
2. Teaching health promotion and disease prevention in the community is as much anursing responsibility as are other nursing	4,42	,690
3. Nurses have considerable autonomy in their practice	3,05	1,147
4. 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.).	4,30	,831
5. Nurses should question medical orders that they judge to be possibly incorrect.	3,67	,977
6. Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	4,10	,898
7. Optimum nursing care requires regular patient assessment.	4,35	,620
8. Patient education is an important part of nursing practice.	4,41	,675
9. Most patient complications are avoided when nurses do their jobs correctly.	4,39	,596
10. Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	4,35	,693
11. Physician/nurse collaboration improves health outcomes for patients.	4,53	,621
12. Nurses make key decisions regarding their patients' care.	3,93	,983
13. If possible, nurses should care for the same patients every day.	4,12	,817

Appendix 7. The future descriptions of public image, value, practice

Table 14. Distribution of graduates perception on the public image of the nursing profession in the future (N = 105).

Public image	Mean	Std. Deviation
1. Patients select a hospital based on nursing care.	3,83	1,051
2. The public has a positive image of nursing.	4,07	,869
3. The public considers nursing care to be as valuable as physical therapy.	4,08	,968
4. The public believes that nurses work hard.	4,04	,980
5. The public thinks of nurses as professionals.	4,10	,970
6. The public respects the profession of nursing as much as the profession of law.	3,92	1,071
7. The public understands the complexity of nursing.	3,97	1,033
8. The public perceives nursing as a rapidly changing profession.	3,88	1,053
9. The public believes nurses are organized.	4,09	,972
10. The public believes the nurse to be an important member of the healthcare team.	4,10	,960
11. The public perceives nursing to be a diverse profession that contains many different career possibilities.	4,01	1,024
12. The public sees nursing as a challenging and rewarding healthcare career.	4,10	,946
13. The public values the intelligence and creativity of nurses.	4,10	,936

Table 15. Distribution of nursing values of applied graduates in the future (N = 105)

Value	Mean	Std. Deviation
1. Nursing care is as important as physical therapy.	4,27	,788
2. Nurses work hard.	4,33	,716
3. Nursing is a profession.	4,43	,677
4. I respect the profession of nursing as much as the profession of law.	4,20	,825
5. Nursing is very complex.	4,28	,700
6. Nursing is a rapidly changing profession.	3,92	,968
7. Nurses are very organized.	4,36	,667
8. The nurse is an important member of the health care team.	4,47	,621
9. Nursing is diverse and offers many different career possibilities.	4,26	,785
10. Nursing is challenging and rewarding.	4,44	,619
11. Nurses are intelligent and creative.	4,34	,677

Table 16. Distribution of nursing practice of applied graduates in the future (N = 105)

Practice	Mean	Std. Deviation
1. Nurses with a bachelor's degrees are better prepared to the nursing profession than nurses who graduated from college (TaVE).	4,43	,705
2. Teaching health promotion and disease prevention in the community is as much anursing responsibility as are other nursing	4,35	,707
3. Nurses have considerable autonomy in their practice	3,93	1,040
4. 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.).	4,43	,705
5. Nurses should question medical orders that they judge to be possibly incorrect.	4,09	,822
6. Nurses need to learn skills that overlap with other healthcare staff skills (e.g., respiratory therapy, physical therapy, social work, etc.).	4,31	,711
7. Optimum nursing care requires regular patient assessment.	4,35	,665
8. Patient education is an important part of nursing practice.	4,47	,606
9. Most patient complications are avoided when nurses do their jobs correctly.	4,49	,590
10. Nurses improve the quality of patient care by planning the care specific to each patient and carrying out the identified plan.	4,50	,606
11. Physician/nurse collaboration improves health outcomes for patients.	4,55	,604
12. Nurses make key decisions regarding their patients' care.	4,35	,707
13. If possible, nurses should care for the same patients every day.	4,31	,776