

## CHAPTER 5

### Conclusions, Implications, and Recommendations

In this chapter, the conclusions of the study are presented on the basis of the objectives, the findings and the discussion. Implications of research findings, and the recommendations for further research are also presented.

#### Conclusions

The purposes of this descriptive correlational research were to examine core self-evaluation of nurses; to examine subjective career success and to examine the relationship between core self-evaluation and subjective career success of nurses in the People's Hospitals of Dali, the People's Republic of China. Data were collected from January to February 2017 at two People's hospitals of Dali. Three hundred and eight nurses from eight clinical nursing departments participated in the research. The instruments used for data collection were a questionnaire including: the Demographic Data Form, the Modified Core Self-Evaluation Scale (CSES), and the Modified Subjective Career Success Scale (SCSS). The reliability of the modified CSES was 0.80. The reliability of the modified SCSS was 0.88. The alpha coefficient of each subscale of job success, inter-personal success, financial success, hierarchical success and life success were 0.70, 0.87, 0.89, 0.88 and 0.94, respectively. Data analysis was conducted using descriptive statistics, and Spearman's Rank-order correlation coefficient analysis.

The results of this study were as follows:

1. The core self-evaluation of nurses was at a high level ( $\bar{X} = 3.71$ ,  $SD = 0.52$ ).
2. The overall subjective career success of nurses was at a moderate level ( $\bar{X} = 3.48$ ,  $SD = 0.58$ ). Financial success and hierarchical success which are subscales of subjective career success perceived by nurses were also at a moderate level (Koprowska, 2014) ( $\bar{X} = 2.39$ ,  $SD = 1.10$ ;  $\bar{X} = 3.18$ ,  $SD = 0.82$ , respectively), while job success, inter-

personal success and life success perceived by nurses were at a high level ( $\bar{X} = 3.81$ ,  $SD = 0.59$ ;  $\bar{X} = 3.93$ ,  $SD = 0.71$ ;  $\bar{X} = 4.12$ ,  $SD = 0.82$ , respectively).

3. The relationship between core self-evaluation and subjective career success was statistically significant. There was a moderate positive correlation between core self-evaluation and overall subjective career success ( $r = .32$ ,  $p < 0.01$ ); job success ( $r = .38$ ,  $p < 0.01$ ); inter-personal success ( $r = .36$ ,  $p < 0.01$ ) and life success ( $r = .42$ ,  $p < 0.01$ ). It showed that core self-evaluation had a weak significant positive relation to hierarchical success ( $r = .17$ ,  $p < 0.01$ ), while there was no significant relationship between core self-evaluation and financial success ( $r = .03$ ,  $p > 0.05$ ).

### **Implications of Research Findings**

Based on the findings and discussion of this study, the results of this study provide information about core self-evaluation and subjective career success as perceived by nurses at the People's Hospitals of Dali, the People's Republic of China. The implications of the results of this study are as follows:

#### **Implications for Nursing Administration**

1. Nurses and hospital administrators could take the study findings into consideration to develop strategies that improve the work environment enabling nurses to maintain a positive core self-evaluation then gain a sense of subjective career success.

2. The managers should take an approach to maintain this level of core self-evaluation among nurses. Hospital and nursing administrators could establish training workshops to facilitate knowledge and skills of nursing care, also to improve nurses' self-care awareness, service awareness, and communication awareness to be more proactive in their work. In addition, should provide an appropriate training program to improve the ability of nurses to cope with the stress faced in a hospital. This type of training can help nurses to maintain confidence and self-esteem and have a better relationship with patients, colleagues, and leaders.

3. Managers should continue to provide a harmonious, and cooperative work environment to improve nurses' relationship with others, especially with physicians. If

nurses have a good relationship with physicians, not only would the quality of nursing environment be improved, their job satisfaction would be higher, but it would also influence nurses' work engagement and work behavior for the better, thus enhancing the quality of nursing care (Warshawsky , Havens, & Knafl, 2012).

4. The managers should pay more attention to the equivalence between nurses' work and their income. They should concern to improve nurses' income and benefits from the hospital, as well as bonus distribution, and reduce the disparity between permanent nurses and temporary nurses to enhance temporary nurses' financial success.

5. The managers should try to identify the barriers nurses face when trying to obtain subjective career success and should implement interventions that could help reduce or remove the barriers.

### **Implications for Nursing Education**

Nursing educators could take the findings in consideration to revise the nursing curriculum and pay more attention to the training of nursing students' core values. The main purpose of the course is to teach nursing students how to correctly evaluate themselves and how to improve the level of their core self-evaluation. It is important to ensure that nursing students have high core self-evaluation to meet the needs of the current hospitals and make it possible to achieve subjective career success in the future.

### **Recommendations for Further Research**

Based on the findings of this study, the researcher proposes the following recommendations:

1. More studies involving behavioral, physiological and psychological indicators, a broader range influencing factors and other factors, such as predictors and intervention should be conducted. This will provide a deeper understanding of the relationship between core self-evaluation and subjective career success.

2. This study should be replicated with other different types of hospitals and in other regions of China. Comparative studies should be conducted between governmental hospitals and private hospitals, between nurses and nurse managers, and between

temporary and permanent nurses. This would provide more comprehensive information in order to enhance the database in the research streams of core self-evaluation and subjective career success for further generalizations.



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