



UNIVERSITY OF  
EASTERN FINLAND

# **LACK OF PROFESSIONAL ADVANCEMENT DEMONSTRATES UNFAVOURABLE NURSING PRACTICE ENVIRONMENT — ACTION IS NEEDED**

Katja Pursio, MSc, RN, PhD (c)

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# Background

- Professional advancement has often been related to occupational commitment and professional autonomy (Hara et al., 2020).
- The Magnet Model supports investment in nursing education, development, and chosen career paths (ANNC, n.d.).
- Professional advancement through further education, certifications, and continued training is included in the Magnet journey (Andersson et al., 2018) and recent findings have demonstrated higher proportions of certified nurses in Magnet hospitals (Dierkes et al., 2021).
- Professional advancement is one organizational characteristics which demonstrates nursing work environment either favorable or unfavorable.



Picture: Pixabay



# Aim and Method

- The aim of the study was **to explore nurses' perceptions of the nursing practice environment**
- Cross-sectional study
- Web-based survey
- Nursing Work Index-Revised (NWI-R)
- Secondary analysis: **To explore which demographic variables were related to professional advancement.**
  - Ten categorical variables and two continuous variables





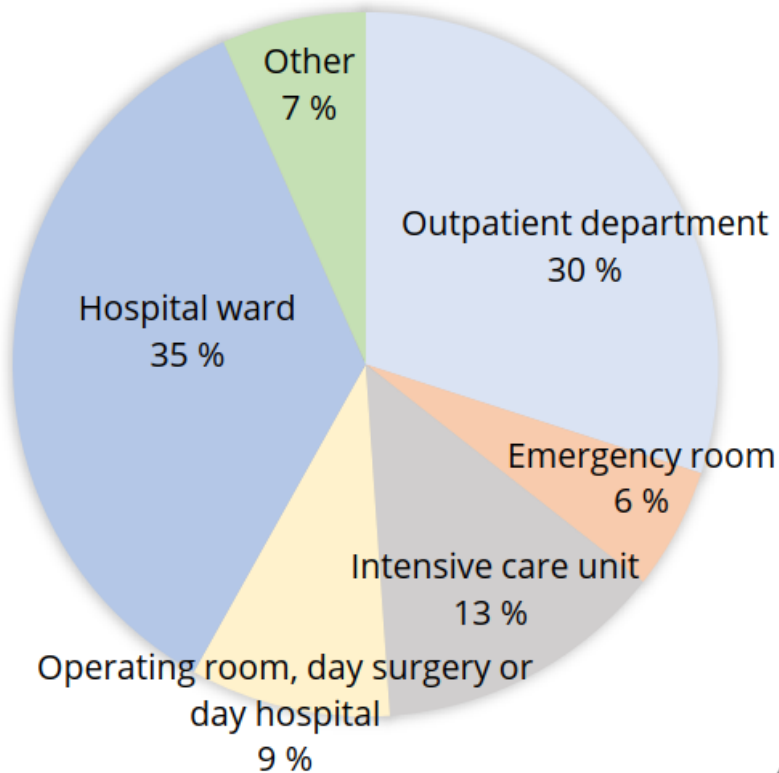
### The most of the nurses were:

- Female (85.7 %)
- Work at hospital A (61.4 %)
- University of applied sciences as a highest degree (67.4 %)
- Worked shifts (62.1 %)
- Worked as a charge nurse (50.2 %)

### Means:

- Age 42.3 years (SD 11)
- Work experience as a nurse 15.1 years (SD 10.9)
- Work experience at current unit 8 years (SD 7.9)

### Work unit:



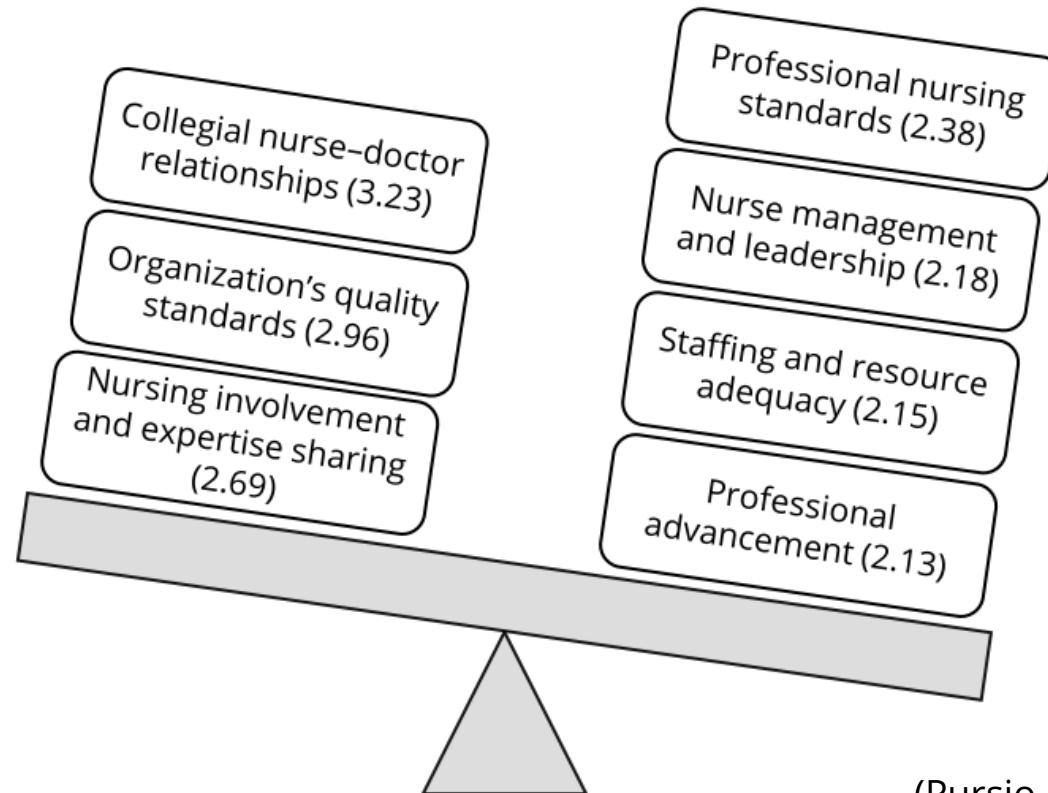
- PARTICIPANTS:**
- Registered nurses at two Magnet-aspiring university hospitals in Finland.
- n = 586



# Organizational characteristics

FAVORABLE NURSING  
PRACTICE ENVIRONMENT

UNFAVORABLE NURSING  
PRACTICE ENVIRONMENT



Scale 1-4  
Cutt-off point 2.5  
(Lake, 2002)

(Pursio, 2024)



- The lowest score: Professional advancement (2.13, SD 0.76)
  - Career development ladder opportunity (2.00, SD 0.91)
  - Opportunity for advancement (2.10, SD 0.91)
  - Active continuing education program for nurses (2.16, SD 0.86)
  - The nursing staff are supported in pursuing degrees in nursing (2.27, SD 0.88)
- Indirect connection to professional autonomy and job satisfaction
  - via nursing involvement and expertise sharing, professional nursing standards, organization's quality standards (Pursio et al., 2023)
- Secondary analysis:
  - **shift, unit type, and perceptions of job satisfaction** were statistically significantly related to professional advancement. Nurses who worked in day shifts and in the hospital ward considered professional advancement higher.



# Discussion/Conclusion

- Organizations often recommend and require training programs for nurses. If the offered update courses and continuing education program only meet the organization's interests, this does not promote nurses' professional autonomy (Soares et al., 2020) or job satisfaction.
  - resources are scarce, nurses might miss out on many motivating voluntary courses.
- Several demographic variables were not associated with professional advancement
  - continued training, professional development programs, and certifications need to be offered to all nurses equally.
  - training should be planned for different practice environments, taking into account the challenges of shift work with better planning.
- Continuing training related to nursing work is important
  - attention should also be paid to self-leadership skills, contemporary organizations expect nurses to participate and influence.



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# Thank you!

**katja.pursio@uef.fi**

**uef.fi**

