



PROBLEMS AND CHALLENGES BY YOUNG NURSING GRADUATES: A CROSS SECTIONAL STUDY

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**ABSTRACT**

Nursing graduates face multifaceted issues, obstacles and problems that negatively affect the work environment and the psychological state of the nurse himself. **Method:** A descriptive study using a qualitative approach that included 216 nurses from central hospitals using a questionnaire and objective analysis as a data analysis method. **Results:** We expect to find a very large group that encountered difficulties or obstacles that disturb and hinder the progress of work and have a negative impact. **Discussions:** As mentioned earlier, after applying the chosen method, the information collected helped to take a closer look at the current situation of the nursing staff in the selected care centres.

**KEYWORDS :** problems, obstacles, nursing graduate.

**INTRODUCTION**

The population of Saudi Arabia is expected to reach 37 million by 2025. With the rapid growth of the Saudi population and the increasing prevalence of non-communicable diseases, such as obesity and diabetes, the recruitment, retention, training, and performance of nurses has become widely recognized as a critical issue in shaping healthcare delivery. Currently, Saudi Arabia is experiencing a tremendous nursing shortage and has such a heavy reliance on expatriate nurses, which causes unique challenges. From an international context there is also a nursing workforce shortage.

In recent years, the number of Saudi nurses has been progressively increasing with the percentage of local Saudi (relative to expatriate nurses) growing from 9% in 1997 to 27% in 2005 and 37% in 2016. More recently in 2018, there were 70,319 Saudi nurses which comprised around 38% of the total nurses' population. This means around 60–70% of nurses working in Saudi Arabia are expatriate or foreign (non-Saudi citizenship) and are predominantly Indian, Philippine, and Malaysian. The country has made remarkable progress to increase the number of local nurses, but this progress is not readily visible and is not adequate to meet the actual need. It has been forecast by 2025 the need for nurses in Saudi Arabia will have doubled. These statistics mean that by 2030 approximately 100,000 nursing positions will need to be filled. As far as the nursing profession, therefore, Saudization has not achieved its goal. Statistics published by the World Health Organization for 2017 show that Saudi Arabia (55/10,000) has the second highest ratio of nurses after United Arab Emirates (57/10,000), as compared to Jordan (34/10,000) which has a lower nurse population. The nurse-to-patient ratio for Saudi Arabia, however, is low when compared to the international context. This nurse-to-patient ratio for Saudi Arabia in 2017 was still low when compared to United Kingdom (82/10,000), Canada (99/10,000), France (112/10,000), Australia (126/10,000), Germany (132/10,000), and United States of America (164/10,000). There are several challenges that have been associated with nursing practice advancement in Saudi Arabia. These issues will be discussed in more detail and are the focus of this paper.

**MATERIALS AND METHODS**

It's a cross-sectional survey method study. The data will be collected from the New Nurses employed in a particular

Hospital. The Multiple Choice Questionnaires with eight items will be used as a tool. The items are included the Demographical Variables of the participants and related to their challenges and problem faced when they joined duty as a Nurse in the Hospital.

The duration of the study was 25/3/2022 to 24/4/2022. The data will be collected by the question survey which will be distributed to link form via email, or social media in Saudi Arabia. As the total population size is unknown here the sample z score (the standard normal distribution set at 95% confidence interval) can be used to find a reliable sample size for this study, considering the normal deviation set at 95% confidence interval (1.98). Thus the sample size n can be determined with picking a choice/response (50%=0,05) and confidence interval (0.05 = ±5)  $n = z^2 \cdot p \cdot (p-1) / c^2$ , where P is the percentage picking a choice/response and c is the confidence interval. This gives a sample size of approximately 384. Study population: New nurses who working in major hospitals In KSA, Riyadh.

**RESULTS**

**a. Socio demographic data of study subjects**

Gender:	51 (24%)
Male	162 (76%)
Female	
Age:	53 (25%)
20-25 Years	68 (32%)
26-30 Years	65 (30%)
31-35 Years	27 (13%)
36-40 Years	
Marital Status:	111 (52%)
Single	83 (39%)
Married	11 (5%)
Divorced	6 (3%)
Separated	
Job Department: ER	80 (38%)
ICU	35 (16%)
Operations Room	8 (3%)
CCU	13 (6%)
Others	78 (37%)
Working Hours: 30- 35 Hours	22 (10%)
35-40 Hours	62 (29%)
40-45 Hours	87 (41%)
45 and More	42 (20%)

**Table 2: Comparison across variables**

Comparison across variables	Gender P Value	Age P Value	Marital status P value	Dept P value	Hours P value
1. My department has a shortage of staff	0.059	0.055	0.558	0.001	0.002
2. My team is distracted and lack the unity	0.197	0.065	0.594	0.078	0.833
3. The lack of motivation in the workplace affected my performance	0.09	0.025	0.865	0.309	0.57
4. The supervisor lacks effective communication with the team	0.236	0.345	0.43	0.38	0.764
5. I had a hard time getting used to the hospital systems	0.199	0.748	0.378	0.509	0.648
6. I believe My salary doesn't reflect my duties and responsibilities	0.02	0.061	0.546	0.395	0.549

## DISCUSSION

We compared the responses on the basis of demographical variables. When compared on the basis of gender, statistically significant differences were observed when inquired about lack of motivation affecting performance (p-value: .09) and salaries not reflecting their duties and responsibilities (p-value: .02). Regarding the age comparison, the only statistically.

Significant difference was noted when inquired about lack of motivation affecting performance (p-value: .025). As far as comparison on the basis of marital status was concerned, no statistically significant differences were observed. Regarding the comparison on the basis of department and working hours, the only statistically significant difference was seen when inquired about having shortage of staff in the department (p-value: .001 and .002 respectively).

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