

## Aim(s)

- Career development is an important component of nurses' live that can impact on quality of care of the hospital.<sup>1</sup>
- Globally there are mounting concerns about nurses' job satisfaction because of its pivotal role in nurse turnover and the quality of care of patients.<sup>2</sup>
- Little is known about nurse satisfaction on their career development.
- This study explores nurse experience on their career development.

## Methodology

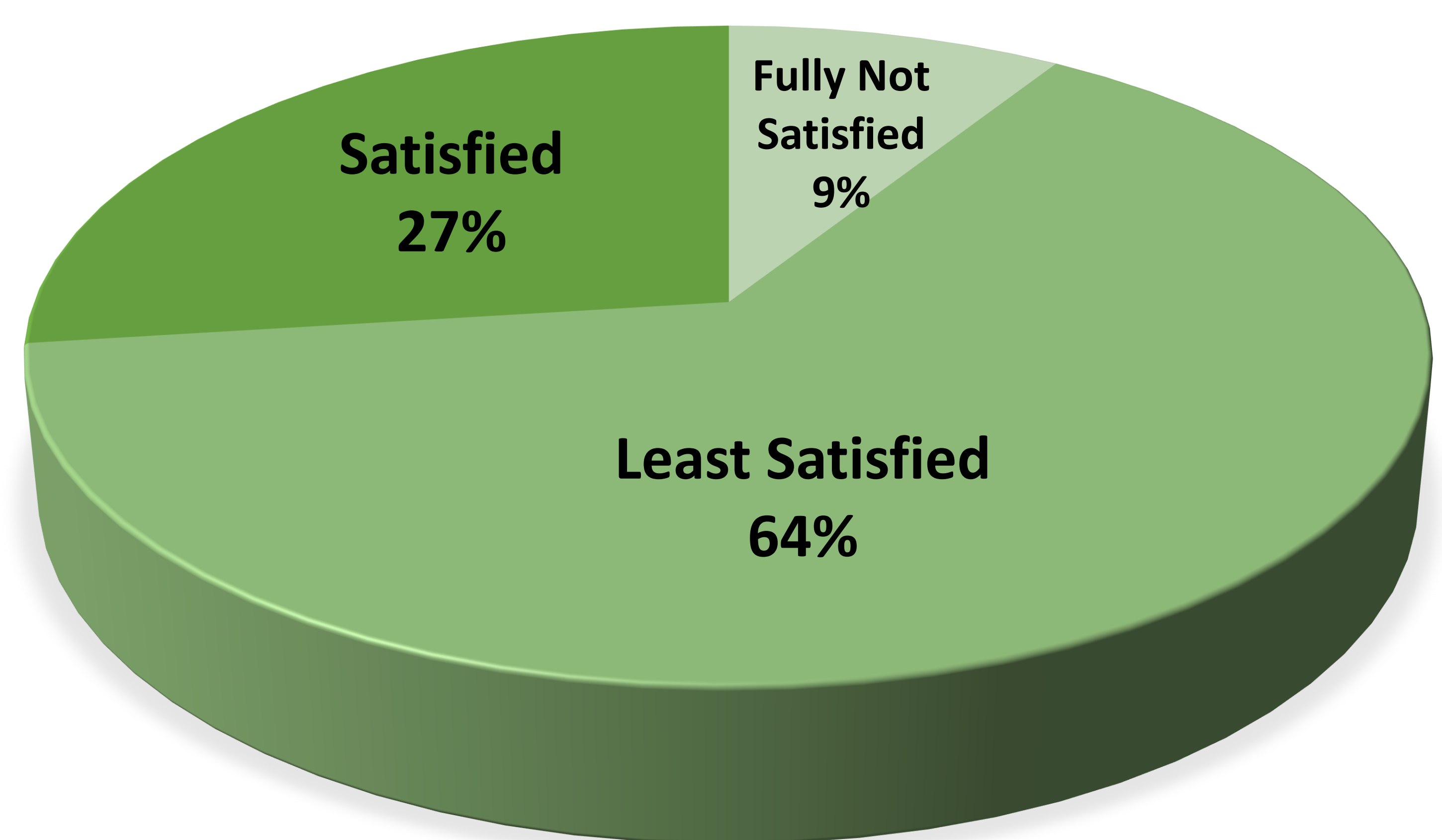
- This study was descriptive cross sectional design with total sampling of 52 nurses.
- Data were collected by questionnaire at 3 years after qualification between 2014 and 2015.

## Results

- Most of the samples were above 32 years old.
- Findings showed that more than a half (64%) nurses were least satisfied and 9% of the nurses were fully not satisfied with their career development.

Table 1. Age distribution

Ages	n (%)
<25 years old	8 (15)
25-32 years old	11 (22)
>32 years old	33 (63)



Picture 1. Nurse Satisfaction

## Conclusion

- Based on the result, almost all of the nurses were not satisfied with their career development.
- Solution made to overcome this problem such as health care system, working hours, and access to further clinical and higher education.
- Research that further investigates the factors related to nurse satisfaction on their career development.

## References

1. Huan-Fang Lee, Hui-Ying Chiang and Hui-Ting Kuo, Relationship between authentic leadership and nurses' intent to leave: The mediating role of work environment and burnout, *Journal of Nursing Management*, 27, 1, (52-65), (2018).
2. Sheila A. Boamah, Emergence of informal clinical leadership as a catalyst for improving patient care quality and job satisfaction, *Journal of Advanced Nursing*, 75, 5, (1000-1009), (2018).