A Study on the Correlation Between Functional Motivation and Professional Identity in Nursing Volunteers

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Research

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Abstract

Objective To understand the status quo of functional motivation and professional identity of nursing volunteers and explore the correlation.

Methods 3375 nursing volunteers were investigated by using occupational identity scale and volunteer functional motivation scale.

Results a total of 3,375 questionnaires were issued and 3,330 were recovered, with an effective recovery rate of 99.82%.The overall scores of occupational cognitive evaluation, occupational social support, occupational social skills, occupational frustration coping and occupational identity of nurses were (32.17 ± 6.62) , (22.77 ± 3.74) , (21.31 ± 4.09) , (22.78 ± 3.79) , (11.32 ± 2.03) and (110.31 ± 18.71) , respectively.The total score of functional motivation was (157.12 ± 29.92) .Occupational cognitive evaluation, occupational social support, occupational social skills, occupational frustration coping, and occupational self-reflection were positively correlated with the total score of functional motivation (R values were 0.044,0.035, 0.034,0.035,0.042, respectively). $P < 0.05$).

Conclusion The functional motivation and professional identity of nursing volunteers in Shanxi Province are in the middle level in China.Therefore, it is necessary to enhance nursing staff's professional identity, carry out multi-channel and multi-form volunteer service projects, stimulate the enthusiasm of nursing staff to participate in, and give back nursing professional skills to the society better.

Background

Voluntary service is a social behavior of helping others without any consideration of the participant's own conditions (such as gender, age, race, social and cultural background) and without any remuneration.Voluntary motivation is an individual's psychological state or willingness to provide help or services for others based on his/her social responsibility, personal belief and conscience [1].In the continuous progress of society, various forms of voluntary services have been carried out in all walks of life.Along with the advance of medical technology, people's health level increased significantly, but the medical security system is not perfect, unreasonable allocation of health resources, population aging speed and disease change reality contradiction still prominent, nurses can be alleviated by volunteer nursing service in our country currently faced the reality of the contradiction.Previous studies [2–5] show that individual volunteer motivation directly promote voluntary behavior, through a variety of measures to improve the individual volunteer motivation is now facing major issues, research has shown that improving professional identity is helpful to improve the recognition of their career, increase of self-worth, so as to improve its volunteer motivation, actively participate in volunteer activities to [6].Therefore, the author analyzed the service motivation of nursing volunteers and the status quo of nurses' professional identity in Shanxi Province, and discussed the correlation between them.

Materials And Methods

- 1.Survey objects: From October to December 2019, a questionnaire survey was conducted among 3,375 nursing volunteers from Nightingale Volunteer Service Team in Shanxi Province by means of convenience sampling method.

Inclusion criteria :(1) registered nurse;

(2) Volunteer to participate in this survey.

2.Survey tools: (1) Questionnaire for basic information of nursing volunteers: Self-designed questionnaire for basic information of nursing volunteers, including gender, age, education, working years, professional title, marital status, monthly total income, hospital level, etc.

(2) the function of volunteer motivation scale (volunteer function motivation inventory, VFMI) : by CLARY [7], including social intercourse function motivation, value expression function motivation, learning to understand motivation, self protection motivation, career development motivation and self enhancement motive six subscales, each component of the table there are five items, a total of 30 entries, using Likert magnitude 7 ratings, "1" is completely disagree with, "7" for complete agreement.

The calculation method is to calculate the average score of each dimension. The higher the score, the stronger the volunteer motivation.

The Cronbach's of the six subscales were 0.872(social interaction functional motivation), 0.840(value expression functional motivation), 0.865(learning and understanding functional motivation), 0.869(self-protection functional motivation), 0.846(career functional motivation) and 0.912(self-enhancement functional motivation) respectively, and the Cronbach's of the total scale was 0.970.

(3) the nurse professional identity scale: use liu ling [8] such as establishment of nurses professional identity scale, including the professional cognition and evaluation, social support, professional social skills, professional handling set-backs, self-reflection 5 subscales, a total of 30 items and score scale are all positive and adopt Likert 5 score, score by 30 ~ 150 points, the higher the score suggests nurses' professional identity level is higher.

The total score of the scale is 30 ~ 60, 61 ~ 90, 91 ~ 120, 121 ~ 150.

Cronbach's coefficient of the total scale was 0.938, and the internal consistency coefficient of each dimension was greater than 0.70, indicating good reliability of the scale.

3. Survey methods: The researcher communicated with The Nightingale Volunteer Service Team of Shanxi Province, and after obtaining the consent, the researcher himself/herself issued an electronic questionnaire to the volunteer nurses who met the inclusion criteria, and filled in the questionnaire by himself/herself in an anonymous form.

A total of 3,375 questionnaires were issued and 3,330 were recovered, among which 3,324 were valid, with an effective recovery rate of 99.82%.

4. Statistical methods: The questionnaire results were recorded by double comparison, and the data were analyzed by SPSS 23.0 statistical software package.

Measurement data were expressed as mean $\pm$ standard deviation ($\bar{x} \pm s$), and the adoption rate of count data was expressed as (%). Pearson correlation analysis was used to deal with the correlation between functional motivation of nursing volunteers and professional identity of nurses. $P < 0.05$ was considered as statistically significant.

Results

1.3324 General information of nursing volunteers: see Table 1.

Women accounted for 97.8 percent, with the majority of 25–36 year olds accounting for 58.63 percent.

Most of them have bachelor's degree, accounting for 75.57%.

2.3324 Nursing volunteers functional motivation status: see Table 2.

Care function of volunteer motivation overall score was (157.12 ± 29.92) , as the medium level, function of volunteer motivation in each dimension score from high to low in order for the value function expression motive, enhance self motivation, learning to understand the motivation, career motivation, social function motivation, self protection function motivation, scoring (27.62 ± 4.84) , respectively, $(27.20 - 5.35)$, $(26.18 - 5.25)$, $(25.59 - 5.33)$, $(25.45 - 5.48)$, $(24.35 - 5.93)$.

3.3324 Professional identity status of nurses: See Table 3.

The total score of professional identity of nurses was (110.31 ± 18.71) , which was in the middle level.

4.3324 Correlation analysis between functional motivation and professional identity of nurses in nursing volunteers: see Table 4.

Occupational cognitive evaluation, occupational social support, occupational social skills, occupational frustration coping and occupational self-reflection were positively correlated with the total score of Nightingale nursing volunteers ($P < 0.05$).

Discussion

1. China Nightingale Volunteer Nursing Service Corps was approved and named by The Red Cross Society of China and established in Beijing in July 2007.

It is a volunteer service organization composed of Nightingale Medallists, nursing professionals, nursing college students and caring people from all walks of life. It is the only nursing professional volunteer organization in China.

Its aim is to follow the seven basic principles of the International Red Cross movement, carry forward the Red Cross spirit and Nightingale spirit, and actively carry out voluntary nursing services.

The Nightingale Volunteer Nursing Service team of Shanxi Province was established in May 2018. At present, there are 80 teams and nearly 10,000 volunteers in 11 hospitals and nursing colleges divided into districts and cities in Shanxi Province.

It has carried out health science education, first aid skill training, home guidance for chronic diseases, professional nursing services for the people in need, medical assistance, blood donation and other voluntary services.

Our footprints are all over the communities, enterprises, schools, nursing homes and poor mountainous areas. In particular, we have sustained and in-depth household tracking services, which enable patients in need of assistance to receive effective treatment and assistance.

2. Functional motivation of nursing volunteers highlights values expression functional motivation and self-enhancement functional motivation.

As can be seen from Table 2, the overall score of the functional motivation of the nursing volunteers is (157.12 ± 29.92) , which is a medium level. In the ranking, the two scales with the highest score of the voluntary functional motivation are values expression functional motivation and self-enhancement functional motivation.

This indicates that nurses have a strong desire to express their values through volunteer activities.

Volunteer service is the embodiment of the connotation of socialist core values, one of China's volunteer association, points out that volunteer service activities adhere to the "khalid doing good" concept, to promote the voluntary spirit as the core, to serve others, serve the society and the realization of personal value organic combination, promote volunteers by volunteering to edify sentiment, khalid cultivate one's morality, and meet the demand of up to the spirit of good [9].

Nursing volunteers should be guided to vigorously promote the spirit of dedication, willing to put the needs of the motherland, society and others in the first place, and make positive contributions to improving the social environment and the lives of others by dedicating love, time and knowledge and energy [10].

Organizations at all levels can make use of multiple platforms to display volunteer service projects and contents, so as to realize volunteers' sense of value and self-enhancement.

3. The professional identity of nurses is at a medium level.

As can be seen from Table 3, the total score of professional identity of nurses in Shanxi Nightingale Volunteer Service team is (110.31 ± 18.71) , which is at a medium level.

This indicates that the professional identity of nurses in the volunteer service team is at a normal level.

Professional identity refers to a clear understanding and confirmation of one's career goals, abilities, personal interests and personal values [11]. Xu Min et al. [12] found that the overall professional identity of nursing interns was low, especially the undergraduate nursing interns' overall professional identity was lower.

However, if the hospital does not pay much attention to the education and guidance of nursing professional identity after taking office, the result of professional identity decline will appear.

Studies [13] show that volunteers can re-recognize the social value of nursing profession through the carrier of voluntary nursing service, which can stimulate the enthusiasm of nursing profession, strengthen the confidence of nursing profession, and find the way to realize self-value.

Therefore, nursing professional identity is closely related to voluntary nursing service, and hospitals should increase the channels for nurses to participate in voluntary service through various ways, so as to improve professional identity.

4. Functional motivation of nursing volunteers is correlated with professional identity.

It can be seen from Table 4 that occupational cognitive evaluation, occupational social skills, occupational frustration coping, and occupational self-reflection are positively correlated with the total score of functional motivation of nursing volunteers ($P < 0.05$).

Show care to engage in volunteer service under the influence of various, social identity of nursing profession, the use of nursing skills, and meet with nursing career setbacks, nurse volunteer service can increase the career identity, because engaged in volunteer service is social praise and praise, and confidence and motivation to pursue this career.

Among the dimensions of career identity, career self-reflection was positively correlated with the functional motivation of value expression, self-protection and career ($P < 0.05$).

Career frustration coping was positively correlated with functional motivation of value expression and career motivation, and occupational social support was positively correlated with learning and understanding motivation ($P < 0.05$).

Occupational cognitive evaluation was positively correlated with the functional motivation of value expression, self-enhancement, learning and understanding, career, social interaction and self-protection ($P < 0.05$). Among them, occupational cognitive evaluation, occupational self-reflection and volunteer functional motivation were significantly correlated (R value was 0.044, 0.042 respectively).

These results show that volunteering is a process of serving others and improving yourself.

In the process of helping others, I have increased my professional identity and gained a profound understanding of the connotation of nursing profession. Just like the coVID-19 outbreak in 2020, when everyone praised caregivers for being retrograde angels, nurses began to re-recognize the meaning of nursing and reflect on the real value of nursing.

Therefore, only by improving oneself can we serve others with higher quality, forming a cyclic process of continuous improvement.

To sum up, the statistical results indicate that the functional motivation and professional identity of nursing volunteers in Shanxi are at the national average level. There is still a long way to go to establish a perfect nursing volunteer service system. Nursing volunteer service is a service project to improve nursing professional quality and enhance nurses' professional identity. Volunteer service motivation and nursing professional identity are two aspects of mutual integration and mutual promotion.

It is suggested that all levels of hospitals and nursing colleges should strengthen nursing vocational education, set up voluntary courses or service projects, and actively guide nursing staff to participate in voluntary nursing services, so as to reflect the value of nursing profession and enhance the sense of honor of nursing profession.

How to use professional skills to provide voluntary nursing services for the public, how to use the established voluntary nursing service system to play the initiative of nursing staff, we need to think about a long-term topic.

Declarations

1. Ethics approval and consent to participate

All procedures performed in studies involving human participants were in accordance with the ethical standards of the institutional and/or national research committee and with the 1964 Helsinki declaration and its later amendments or comparable ethical standards.

2. Consent for publication

Consent

3. Availability of data and material

All data in this article can be used

4. Competing interests

To the best of our knowledge, the named authors have no conflict of interest, financial or otherwise. Informed consent has been obtained from all patients included in this study.

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6. Authors' contributions

Xu Juan Conceptualization, Methodology, Project administration

Hao WenJun Investigation,Data Curation,Writing - Original Draft

Yang Hui Conceptualization,Supervision,Project administration

Li XuanXuan Formal analysis,Investigation,Data Curation

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Tables

Table 1 general information on the 3324 respondents

project	number of people	Percentage (%)
gender		
man	73	2.20
woman	3251	97.80
Age (age)		
≤25	387	11.64
25~36	1949	58.63
36~45	665	20.01
≥45	323	9.71
education background		
junior college	786	23.65
regular college course	2512	75.57
Bachelor and above	26	0.78
Years of Service (year)		
≤5	1747	52.56
5~15	302	9.09
15~20	489	14.71
≥20	786	23.65
the title of a technical post		
nurse	860	25.87
nurse practitioner	1417	42.63
nurse-in-charge	747	22.47
Deputy director nurse and above	300	9.03
marital status		
married	2548	76.65
discoverture	737	22.18
Widowed or divorced	39	1.17
Monthly income		
~2000	266	8.00
2000~3000	617	18.56

3000~4000	927	27.89
~4000	1514	45.55
hospital level		
three-level	2673	80.42
second level	630	18.95
stair	21	0.63

Table 2 Score and ranking of functional motivation in each dimension of 3324 nursing volunteers (points, $\bar{x} \pm s$)

dimensionality	goal	sor
Values express functional motivation	27.62 $\pm$ 4.84	1
Self-enhancement motivation	27.20 $\pm$ 5.48	2
Learn to understand functional motivation	26.18 $\pm$ 5.25	3
Career function motivation	25.59 $\pm$ 5.33	4
Social interaction function motivation	25.45 $\pm$ 5.49	5
Self-protection function motivation	24.35 $\pm$ 5.93	6

Table 3 Professional identity scores of 3324 nursing volunteers

dimensionality	score
Occupational cognitive evaluation	32.17 $\pm$ 6.62
Occupational social support	22.77 $\pm$ 3.74
Professional social skills	21.31 $\pm$ 4.09
Coping with career setbacks	22.78 $\pm$ 3.79
Career self-reflection	11.32 $\pm$ 2.03

Table 4 Pearson correlation Analysis of nursing volunteer service motivation and nurses' professional identity (R)

project	Nurse professional identity score	Occupational cognitive evaluation	Occupational social support	Professional social skills	Coping with career setbacks	Career self-reflection
total points	0.035*	0.044*	0.035	0.034*	0.035*	0.042*
Values express functional motivation	0.042*	0.049*	0.043*	0.037*	0.042*	0.050*
Ego enhancement motives	0.025	0.034*	0.026	0.025	0.023	0.032
Learning to understand motivation function	0.023	0.033*	0.026	0.025	0.024	0.030
Career motivation function	0.037	0.044*	0.037*	0.037*	0.037*	0.037*
Social intercourse function motivation	0.025	0.036*	0.027	0.024	0.024	0.031
Self protection function of motivation	0.032	0.040*	0.032	0.033	0.034	0.038*

* expression $P \leq 0.05$