

Construction of Structural Equation Model of Career Maturity, Career Commitment and Employment Anxiety of Domestic Nurses

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Abstract: Objective To explore the structural equation model of career maturity, career commitment and employment anxiety of nurses in China To analyze the relationship between career maturity, career commitment and employment anxiety of domestic nurses, and provide positive reference value for the career commitment of domestic nurses. Methods a total of 220 domestic nurses from a third class a hospital were selected as the research objects, and the status of domestic nurses was investigated by using the occupational maturity scale, occupational commitment scale and employment anxiety scale. Results In this study, the score of emotional commitment in nurses' occupational commitment was higher (20.51±4.81), and the employment anxiety of nurses was lower. The vocational maturity of nurses was positively correlated with the total score and dimensions of occupational commitment ($P<0.01$). The total score and dimensions of occupational commitment of nurses were negatively correlated with employment anxiety ($P<0.01$). There was a negative correlation between the total score and the dimensions of nurses' occupational commitment and employment anxiety ($P<0.01$). Domestic nurses' occupational commitment has a partial mediating effect between occupational maturity and employment anxiety, accounting for 32.86% of the total effect. Conclusion The improvement of nurses' occupational commitment is beneficial to enhance their vocational maturity and reduce their employment anxiety.

Keywords: Domestic Nurses; Career Maturity; Occupational Commitment; Employment Anxiety; The Mediation Effect

Preface

Study found that more attention paid to the nurses' career maturity, career maturity first put forward by Super (1955) a year, he thought that man's career is a lifelong process, and presents the periodic characteristics, in different stages of development exist different development goals and tasks, only completed the stage goal is professional mature performance^[1]. Therefore, he defined career maturity as the degree to which an individual completes development tasks corresponding to its career development stage. Occupational commitment refers to the degree of nurses' reluctance to change occupation due to the professional input and the internalization of social norms^[2]. At present, there are few studies on the relationship between nurses' occupational commitment, vocational maturity and employment anxiety in China, and existing domestic studies have shown that nurses' occupational commitment is negatively correlated with employment anxiety. But the current phase.

Career maturity of the research focuses in the general hospital of 3 armoured hospital nurses level, therefore, this study investigates the domestic nurse career maturity, career commitment and job anxiety in order to construct a structural equation model, analysis the domestic nurse career maturity, career commitment, the relationship between employment anxiety, for the domestic occupational commitment of nurses to provide positive reference value.

1. Objects and methods

1.1 Subjects

A total of 220 domestic nurses from a third-class hospital were selected as the research object. Among the 220 nurses, 32 were male (14.55%) and 188 were female (85.45%). The mean age of nurses was (22.14 ± 1.39). Among them, 85 nurses (38.64%) had junior college degrees, 92 nurses (41.82%) had bachelor degrees, and 43 nurses (19.55%) had master degrees or above. All nurses gave informed consent^[1].

1.2 Research Tools

1.2.1 Adopt the occupational commitment questionnaire revised by Pei

The questionnaire was composed of emotional commitment, normative commitment, economic cost commitment, emotional cost commitment and opportunity commitment, with a total of 24 items, using Likert Grade 5 points. Affective commitment, normative commitment, economic cost commitment and affective cost commitment were all scored positively, while opportunity commitment was scored negatively. The higher the rating, the higher the level of professional commitment. The questionnaire had good internal consistency. The Cronbach's α coefficient of the overall scale was 0.91, and the Cronbach's α coefficient of each dimension was 0.822 Career maturity: The career maturity scale of nursing students prepared by Professor Hao Yufang et al, including 42 items

in 7 latitudes, professional identity, professional frustration coping, professional goals, professional self-regulation, professional reference, professional autonomy, and professional value mainly reflect the process of career choice, including career choice ability and attitude, among which occupational cognition is the core. The Likert 5-level scoring method was used to score 1-5 points from very consistent to very inconsistent, and the higher the score, the higher the maturity.

Employment anxiety scale was developed by Zhang Xiaojin et al. It is used to measure the employment anxiety level of college students. The reliability of the scale was 0.830 and the internal consistency was 0.91. The scale is graded from 1 (completely inconsistent) to 4 (very consistent) with a total of 30 items, including four dimensions of employment fear, employment insecurity, interview anxiety and job anxiety. The total score is obtained by adding the scores of the four dimensions. The higher the score, the more serious the degree of employment anxiety^[2].

1.3 Statistical Methods

Statistical software was used for data analysis, and the measurement data were described by mean ± standard deviation. Pearson correlation was used, and zhonglin Wen was used for mediating effect^[10] P<0.01, indicating that the difference was statistically significant.

2. The results

2.1 Scores of nurses' vocational maturity, occupational commitment and employment anxiety

This study found that the score of emotional commitment in nurses' occupational commitment was relatively high (20.51±4.81), and the employment anxiety of nurses was relatively low.

2.2 The correlation between nurses' occupational maturity, occupational commitment and employment anxiety

2.2.1 Correlation between nurses' vocational maturity and occupational commitment

This study found that the vocational maturity of nurses was positively correlated with the total score of occupational commitment and all dimensions (P<0.01).

2.2.2 Correlation analysis between nurses' occupational commitment and employment anxiety

This study found that the total score of nurses' occupational commitment and all dimensions were negatively correlated with employment anxiety (P<0.01).

Table 1 Correlation analysis of nurses' occupational commitment and employment anxiety.

The dimension	Fear of employment	Employment uneasy	The	Job worries
			interview anxiety	
Career commitment Score	0.732 *	0.491 *	0.682	0.671
Emotional commitment	0.631 *	0.610 *	0.591	0.485
Normative commitment	0.693 *	0.529 *	0.463	0.527
Economic cost commitment	0.552 *	0.483 *	0.542	0.481
Emotional cost commitment	0.517 *	0.475 *	0.516	0.518
Chance to promise	0.579 *	0.611 *	0.585	0.549

on behalf of P < 0.01

2.2.3 Correlation analysis between nurses' vocational maturity and employment anxiety

This study found that nurses' vocational maturity was negatively correlated with various dimensions of employment anxiety (P<0.01).

on behalf of P < 0.01

2.2.4 The mediating role of occupational commitment of domestic nurses in the relationship between occupational maturity and employment anxiety

In the first step, career maturity was taken as the independent variable, employment anxiety as the dependent variable, and career commitment as the intermediary variable, and the linear regression was carried out. It was found that career maturity had a negative effect on employment anxiety ($\beta = -0.411, P < 0.01$). Second, occupational commitment was the independent variable, and occupational maturity was the dependent variable. It was found that occupational commitment had a positive effect on occupational maturity ($\beta = 0.396, P < 0.01$). The third step is to control occupational commitment. Occupational maturity has a negative effect on employment anxiety ($\beta = 0.341, P < 0.01$). When occupational commitment is used as a variable, the regression coefficient of occupational maturity on employment anxiety decreases from 0.411 to 0.341. Domestic nurses' occupational commitment has a partial mediating effect between occupational maturity and employment anxiety, accounting for $0.396 \times 0.341 / 0.411 \times 100\% = 32.86\%$ of the total effect.

Table 2 Test of the mediating effect between occupational maturity and employment anxiety of domestic nurses' occupational commitment.

	The	Regression Normalized				
steps	The dependent variable	independen coefficient regression			T value	P values
		t variables	t	coefficient		
Step1	Job anxiety (R ² =0, F= 0, P=0)	Career	0.411	0.843	21.862	0.000
		maturity				
Step2	Career maturity R ² =0.405, Professional F=201.537, P=0.00	commitmen	0.396	0.525	15.637	0.000
		t to				
Step3	Job anxiety (R ² =0, F= 0, P=0)	Career	0.341	0.468	10.425	0.000
		maturity				
		Professional				
		commitmen	0.327	0.415	12.193	0.000
		t to				

3. Discuss

This study found that the score of emotional commitment in nurses' occupational commitment was higher (20.51±4.81), and the employment anxiety of nurses was lower. This indicates that the higher the occupational commitment of nurses in clinical work, the lower their employment anxiety. Good professional commitment, nurses in clinical work, have a strong professional work enthusiasm, if nurses have a strong sense of value identity for their occupation, nurses will work as a career goal, and through their own efforts to achieve their own value goals. The emotional commitment of clinical nurses is high in the process of work, which also indicates that in clinical work, emotional communication of nurses can enhance the sense of emotional value of nurses, which is conducive to enhancing the professional adaptability of nurses. The vocational maturity of nurses was positively correlated with the total score and dimensions of occupational commitment (P<0.01). The total score and dimensions of occupational^[4] commitment of nurses were negatively correlated with employment anxiety (P<0.01). Domestic nurses' occupational commitment has a partial mediating effect between occupational maturity and employment anxiety, accounting for 32.86% of the total effect. Improving nurses' career commitment is beneficial to enhance their career maturity and reduce their employment anxiety.

Clinical nurses as a special group, along with the social development of medical technology, to the nurse's work and have a high demand on clinical skills, clinical nurses as the health care industry special group, face strong pressure of work every day, the nurse is in a state of exhaustion, often excessive labor intensity, easy to make the nurses have anxiety. This study found that the total score and dimensions of occupational commitment of nurses were negatively correlated with employment anxiety (P<0.01). The results of this study are consistent with the results of domestic studies. Clinical nursing managers should strengthen the research on nurses' occupational commitment and adopt various measures to enhance the sense of value of nurses' occupational commitment. Clinical nursing staff in the process of work, often face a lot of a lot of problems, work with high intensity, high strength work, the nurse will appear the negative emotions such as anxiety, improve nurses' professional commitment and professional maturity, nurse job anxiety will reduce, in the process of clinical work, should not only pay attention to the nurse's occupational commitment, also want to reduce the nurses' job anxiety. This study found that nurses occupational commitment on career maturity and domestic employment has a partial mediation effect between anxiety, this suggests that higher vocational commitment, to nurse career maturity has greater improvement effect, clinical work, should improve the nurses' professional commitment, reduce the nurse job anxiety, improve nurses' career maturity, ultimately improving the quality of clinical nursing.

4. Conclusion

In conclusion, high occupational commitment can make nurses actively meet high job requirements, and their employment anxiety is lower; Therefore, it is necessary to enhance nurses' professional commitment to enhance their sense of responsibility and work enthusiasm, pay attention to the construction of their psychological quality, and reduce their employment anxiety. The limitation of this study is that it did not involve the discussion of intervention means of occupational commitment on employment anxiety. In the future, it will be used as a starting point for further in-depth research and put forward feasible intervention measures to maintain nurses' mental health.

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