

Inquiring The Chinese Geriatric Nurse Graduates' Employability

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Abstract

This study aims to investigate the Geriatric Chinese Nurses' employability towards the development of an Enhanced Guidelines for Internship Program(EGIP).The research results are as follows: 1. In the work of elderly care, the first thing is to have a solid grasp of knowledge to meet the needs of the work. It is also important to reflect on the right and wrong in practice and experience, but it is not so important to have foreign language skills.2. It is very important for geriatric care alumni to be able to judge the priorities of geriatric care problems and to use common medical equipment correctly in their professional skills. Employers pay more attention to the care effect for the elderly. Among them, interpersonal skills and teamwork skills are worthy of recognition. They also value compliance with professional ethics and pursue professional ethics. Employers have higher requirements for information management capabilities.3. There is a high correlation between the employability of geriatric nursing alumni and their knowledge. Solid knowledge and ability play a positive role in the employability of geriatric nursing alumni.4. There is a high correlation between the employability of geriatric nursing graduates and their practical abilities. High practical skills can better promote the improvement of employability.5. Only through systematic learning and accumulation of theoretical knowledge can elderly nursing staff master and apply skills in practice. At the same time, feedback from practice will also prompt them to think and deepen their knowledge, thereby continuously improving their level of elderly care.6. Elderly nursing alumni work very intensively in providing care for elderly patients.

Keywords

Geriatric nurses, Employability, Knowledge, Practical Skills,China's aging society Training.

1. Introduction

In the context of China's increasingly serious aging society, we conducted a survey on the employability of geriatric nursing graduates, looking forward to helping improve the internship program for geriatric nursing training, and helping and improving the shortage of geriatric nurses in China's aging society. This study investigates the employability of geriatric nursing graduates using quantitative and qualitative research designs. The study was conducted among 100 geriatric nursing graduates at University B, 50 teachers, and 30 employers .

2. Relationship Among Employability, Knowledge and Practical Skills of Chinese Geriatric Nursing Graduates

2.1. Assessment of employability of geriatric nursing graduates and comparison of knowledge

Table 1. Correlation coefficient between employability and knowledge of geriatric nursing graduates

Variable	Topic	Total score	Knowledge
Total score	Pearson correlation	1	.864 (strongly)
	Significance (two-tailed)	-	.000
Knowledge	Pearson correlation	.864 (strongly)	1
	Significance (two-tailed)	.000	-

Correlation coefficient standard: If the absolute value of the correlation coefficient is above 0.8, it is considered to be strongly correlated. A moderate correlation is considered between 0.5 and 0.8. A correlation between 0.3 and 0.5 is considered low. Below 0.3, it is considered irrelevant or the correlation is so weak that it has no practical value.

It can be seen from Table 1 that the correlation coefficient between the employability of geriatric nursing graduates and their knowledge is 0.864, and it can be inferred that there is a high correlation between the employability of geriatric nursing graduates and their knowledge. Wang Gangshan [1] pointed out that the cultivation of professional knowledge means that college students master relatively stable systematic theoretical knowledge and unique thinking logic through systematic and sophisticated professional education.

2.2. Respondents' perception of geriatric nursing graduates' practical skills in relation to employability

Table 2. Correlation coefficients between practical skills and employability of geriatric nursing graduates

Variable	Topic	Total score	Practical skills
Total score	Pearson correlation	1	.993 (strongly)
	Significance (two-tailed)	-	.000
Practical skills	Pearson correlation	.993 (strongly)	1
	Significance (two-tailed)	.000	-

Correlation coefficient standard: If the absolute value of the correlation coefficient is above 0.8, it is considered to be strongly correlated. A moderate correlation is considered between 0.5 and 0.8. A correlation between 0.3 and 0.5 is considered low. Below 0.3, it is considered irrelevant or the correlation is so weak that it has no practical value.

It can be seen from Table 2 that the correlation coefficient between the employability of geriatric nursing graduates and their practical skills is 0.993, and it can be inferred that there is a high correlation between the employability of geriatric nursing graduates and their practical skills.

The data analysis results of Cao Guilei [2] et al. in graduate employability training and empirical research show that the coefficient between students' practical skills and employability is the

largest, indicating that the impact of practical skills on employability is very obviously. In general, the following conclusions are drawn: Practical skills are positively and significantly affecting students' employability. Therefore, when carrying out education to improve students' employability, it is necessary to focus on the quality of practical skills and promote the improvement of students' training quality and employability.

2.3. Correlation between knowledge and practical skills of geriatric nursing graduates

Table 3. Correlation coefficient between knowledge and practical skills of geriatric nursing graduates

Variable	Topic	Knowledge	Practical skills
Knowledge	Pearson correlation	1	.806 (strongly)
	Significance (two-tailed)		.000
Practical skills	Pearson correlation	.806 (strongly)	1
	Significance (two-tailed)	.000	

Correlation coefficient standard: If the absolute value of the correlation coefficient is above 0.8, it is considered to be strongly correlated. A moderate correlation is considered between 0.5 and 0.8. A correlation between 0.3 and 0.5 is considered low. Below 0.3, it is considered irrelevant or the correlation is so weak that it has no practical value.

It can be seen from Table 3 that the correlation coefficient between the knowledge and practical skills of geriatric nursing graduates is 0.806, and it can be inferred that there is a strongly correlation between the knowledge of geriatric nursing graduates and their practical skills.

Liu Yang [3] et al. put forward in the article "Analysis of Strategies for Improving Employability of Students", that knowledge and practical skills directly affect employability. Knowledge and practical skills are closely related and complement each other. Only through systematic learning and accumulation of theoretical knowledge can students master and apply practical skills. At the same time, the feedback in practice will also prompt students to think and deepen their knowledge, so as to continuously improve their employment level. In addition, students should carry out targeted ability training based on their own characteristics, pay attention to improving their sense of responsibility and spirit of responsibility, and realize "person-job matching".

3. Challenges Encountered By Geriatric Nursing Graduates in Providing Care for Older Patients

From a qualitative analysis of responses to interview open-ended questions from geriatric nursing graduates, faculty, and employers, four themes emerged that describe the challenges geriatric nursing graduates experience in providing care for geriatric nursing patients. (1) Work intensity (2) Work treatment (3) Work stability (4) Work development space

3.1. Work intensity

The increasing number of elderly people in China has made China an aging society, which has brought great challenges to the medical care industry. This requires more geriatric nursing staff, but there is a serious shortage of geriatric nursing talents, which leads to the continuous

increase of the work intensity of the existing staff engaged in geriatric nursing work. Similarly, in some other special pension institutions, the work intensity of geriatric nursing work is unimaginable.

Wei Min[4] surveyed that nursing practitioners in institutions are mostly 40 to 50 years old. Facing huge work intensity, it is a great challenge in terms of physical strength. Their educational level is low, and they lack professional medical knowledge and technology.

3.2. Work treatment

The geriatric nursing graduates encountered challenges when they were engaged in geriatric nursing because of their low level of salary, which could not meet their requirements. The huge work intensity is in huge contrast with their expected work treatment.

Wang Fang [5] pointed out that the pass rate of the student nurse qualification examination was 91.53%, the pass rate of the senior nursing staff qualification examination was 100%, and the employment rate was 96.61% in the exploration of the application method and effect of the innovative model of nursing personnel training in the geriatric department of higher vocational education. %, of which the employment rate of geriatric nursing counterparts was 27.12%, and low salary and benefits accounted for 62.71% of the reasons why students were unwilling to engage in geriatric nursing work.

3.3. Work stability

Geriatric care workers leave frequently, and it is difficult for employers to hire a long-term stable geriatric care worker. The frequent turnover of staff makes the employer's work very passive.

Geriatric nursing talents have a low sense of professional identity and a serious brain drain. The society generally believes that the geriatric nursing profession is "light on technology, heavy on physical strength, poor treatment, narrow access, and small room for advancement". Compared with hospital nurses, the social status is not high. An important factor in the elderly care industry. (Lu Xiaojing[6]).

Wang Fang [5] suggested that the government improve and implement the supporting policies for geriatric professionals as soon as possible, and promote the employment of nursing talents in pension service institutions.

3.4. Work development space

Geriatric nursing graduates will find that their job development space is very narrow and it is difficult to have a higher room for improvement when they are engaged in geriatric nursing work. Faced with this situation, they are very disappointed. From these interviews, we can learn that China's pension service system is not perfect, and no special training system has been established in the process of student training. There are still too many unknowns in many aspects, which need further exploration and research.

Chen Hangjian & Chen Jingli [7] suggested that the establishment of an elderly care service system, especially a nursing professional service system, is an important way to adapt to the transformation of the elderly care model and meet service needs in the training of Chinese geriatric nursing professionals.

In general, the four main themes, namely, work intensity, job benefits, job stability, and job development space challenge geriatric nursing graduates to work in geriatric nursing.

4. Conclusion

4.1. There is a high correlation between the employability of geriatric nursing graduates and their knowledge. Solid knowledge skills play a positive role in the employability of geriatric nursing graduates.

4.2. There is a high correlation between the employability of geriatric nursing graduates and their practical ability. Higher practical skills can better promote the improvement of employability.

4.3. Only through systematic study and accumulation of theoretical knowledge can geriatric nurses master and apply the skills in practice. At the same time, the feedback in practice will also prompt them to think and deepen their knowledge, so as to continuously improve their geriatric nursing level.

4.4. Geriatric nursing graduates are very intensive in providing nursing care for elderly patients, and their physical and mental strength have received great challenges. However, the working salary is very low, and the social recognition is not high. At the same time, the nursing cycle of the elderly is long and short, which is also a big challenge to the stability of work. Because of the repetitiveness of the work content, these geriatric nursing graduates do not have much room for job advancement. It all frustrates them, although some respondents still love the job..

5. Suggestion

5.1. Social pension policies should focus on the needs of the elderly and provide comprehensive protection and services for the elderly. The government should increase the financial support and supervision of the elderly care institutions to ensure the quality and service level of the elderly care institutions. At the same time, a sound information system should also be established to facilitate the elderly to understand the situation of the elderly care institutions and choose a suitable way of providing for them.

5.2. Improving the pension system needs to give full play to the role of all aspects of society. The government should encourage and support social organizations, enterprises and institutions to participate in elderly care services, and enrich the content and forms of elderly care services. At the same time, cooperation with other industries should be strengthened to create more employment opportunities and space for social participation for the elderly.

5.3. For the employability of geriatric nursing graduates, education, training and practice should be strengthened. By providing more comprehensive courses and practical opportunities, students will develop professional skills and practical experience. At the same time, strengthen cooperation with elderly care institutions, provide more employment opportunities and internship positions, so that graduates can better adapt to the needs of elderly care services..

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