

# Outcomes of Professional Socialization in Nursing: A Systematic Review

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## Abstract:

**Background:** The professional potency of nurses is one of the main concerns of healthcare providers in different countries. Moreover, the amount of professional potency of nurses relies on professional socialization of nurses.

**Aims and Objectives:** The situation of professional socialization whether in Iran and in the world is undesirable and understanding the outcomes of the nursing socialization can be a motivating factor to achieve socialization.

**Materials and Methods:** Accordingly, a systematic review was done with the aim of comprehensive understanding and realizing the outcomes in the field of professional socialization in nursing. This study is a systematic review based on Broome protocol (2000) conducted in three steps: literature search, data evaluation and data analysis. Persian databases of SID, Magiran and international databases of PubMed, Proquest, Science direct, and Google Scholar were used to retrieve articles. The articles which had same purpose of this study and were published in Persian and English in last 20 years and having access to the full text of them were possible were selected and keywords of professional socialization, nursing, socialization and their Persian equivalents were used for researching the articles. At first step, about 308 articles were obtained. After initial survey, 35 articles due to having a language other than Persian and English, 228 articles due to having non-aligned purpose, 21 articles with studying their summary, were excluded from the present study. Finally, 24 articles were included. Data analysis was done in four steps based on Broome protocol: data reduction, data display, data comparison and final conclusion and validation.

**Results:** The results of articles showed that the professional socialization has positive and negative outcomes. There are several positive and negative outcomes in professional socialization of nurses and with the improvement of professional socialization, new dimensions of its outcomes can be actualized and understandable to professions. These outcomes affect the person, organization and profession.

**Conclusions:** If the socialization process runs well and in compliance with its hierarchy, it's positive outcomes would be emerged and it's negative outcomes will be minimized.

**Keywords:** Socialization, Nursing, Professionalism.

## INTRODUCTION:

Nurses are the greatest part of healthcare providers (1, 2), and their professional capability plays an important role to fulfill the health system. For this reason, the professional capability of nurses is a concern for healthcare providers in different countries (3). The issue of professional socialization of nurses has been discussed for many years and refers to a process by which novices enter the profession and they turn to be professional staffs (4). In nursing literature the root of socialization concept backs to before 1985 (5). In sociology literature, educational psychology and socialization is a process which through it, people learn to adapt with values, skills, point of views, norms and knowledge needed for belonging to a community, group or organization (6). Professional socialization is one of the concepts that has been used frequently instead of the concept of socialization (7) and it is kind of process in which individuals obtain their personal identity and they acquire appropriate values, norms, behaviors and social skills related to a profession by means of knowledge, attitude and skills and internalize the sense of identity and commitment toward a specialty (8). Also professional socialization is one of the fundamental and basic concepts of nursing that is result of the

interaction of individual with the working environment and interpersonal communications(9), Professional socialization of nurses is done formally and informally during the studying (10). and is one of the important outcomes of nursing education schedule (11). The process of professional socialization is a vital aspect for the progression of nursing students because they will enter the clinical and care compass in the near future (12, 13). Nursing students can obtain necessary commitment in this profession with professional socialization and act as a nurse with problem solving and having specific discipline and critical thinking which is necessary (14). However, the performance of nursing education centers in Iran in the field of professional socialization has been reported undesirable (15). Transfer of professional socialization from professor to student or from one person to another is different. In some people, it happens quickly and in others slowly which can be due to their previous view of nursing, as for individual or family experiences and media (16). Professional socialization process is not only inactive and passive process but it also is dynamic and changing (17). And this process is different according to social status, religious origin, sex, religion, and generally from one culture to another (16). The results of studies indicate that

the socialization of nurses is facing with many problems all around the world and social status of nurses is not desirable and indicates that the process of socialization in nursing is not doing well and this process encounter problems that requires attention and handling. Studies show that the lack of socialization of nurses hinders the desirable and high quality nursing cares (18, 19). So, professional socialization is one the requirements in this care profession and has a direct relationship with the quality of services provided by nurses. As a consequence, the nursing profession needs to provide social fields for training nurses and identify and solve barriers to improve the quality of their services (17, 20). Therefore, according to lack of resources and articles in the area of current research, and the importance of the outcome of professional socialization in the nursing society, including students and experienced nurses, a review article done with the aim of comprehensive understanding and to explore the outcomes in the field of professional socialization in nursing. So, the main question in this research is: What are the outcomes of professional socialization in nursing?

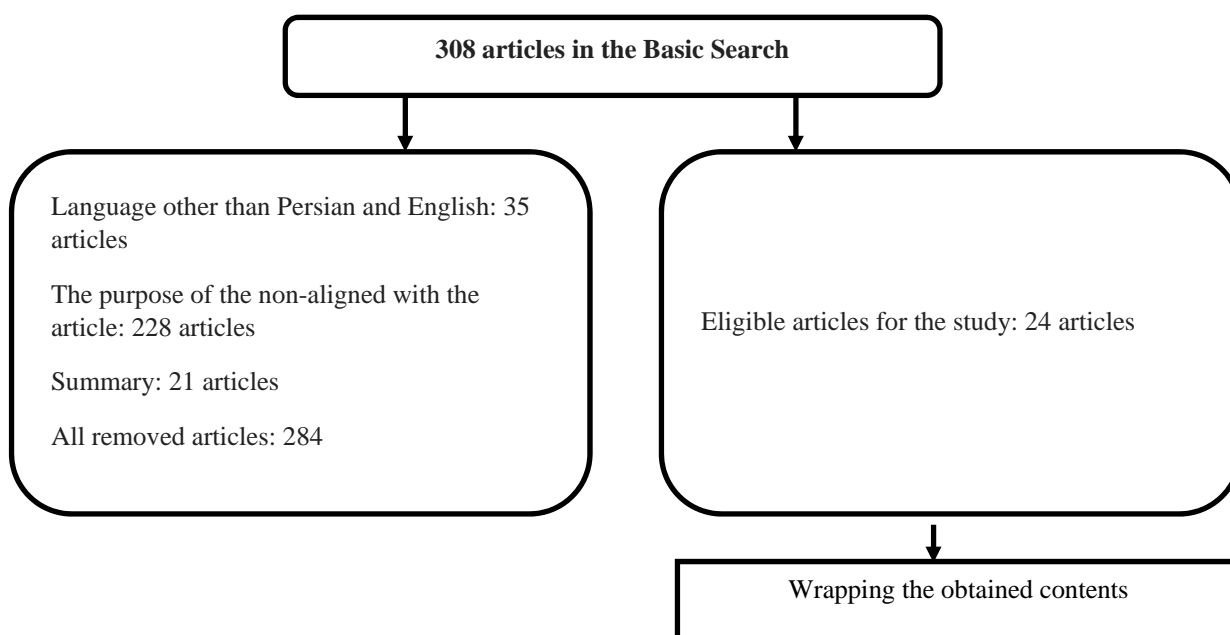
#### MATERIALS AND METHODS:

This study is a systematic review based on Broome protocol (2000) conducted in three steps including: literature search, data evaluation and data analysis. In the first step, the literature search step, after extraction of studies they were surveyed regarding the inclusion criteria. At the next step the selected content was evaluated, and also afterward data reduction, data display, data comparison, data aggregation and validation, and analysis carried out (18, 21, 22) Inclusion criteria for the study included: similarity of the aim of study with the present

study, published in Persian and English, published during the last 20 years, access to full text file of articles. Also exclusion criteria included: the articles without full text or lack of access to the full text of them, and old studies. In order to retrieve articles, Persian databases SID, Magiran and international databases PubMed, Proquest, Science direct, and Google Scholar were used [23]. The Persian keywords, professional socialization, nursing and English keywords, Professional socialization, Nursing, socialization was used to search the articles (Figure 1).

#### RESULTS:

In the present study, the searching results are as follows: at first step of searching by applying required filters about 308 articles were obtained. After initial review and summarizing, 35 articles due to having language other than Persian and English were excluded. At the next step 228 articles due to having non-aligned purpose, 21 articles with studying their summary, were excluded from the present study. Finally, 24 articles were included. Data analysis was done based on Broome protocol. So that information obtained from primary sources were grouped and summarized in an integrated and systematic summary. Afterwards the similar and aligned studies were compared. All of these were done in four steps of Broome protocol including: data reduction, data display, data comparison and final conclusion and validation [21]. The validity of analysis was guaranteed by researchers of this study. The obtained concepts were studied and compared frequently by the researchers. According to evidence-based studies can be understood that professional socialization has positive and negative outcomes (Table 1).



**Figure 1.** Flow diagram of articles selection

**Table 1.** Final retrieved articles in the review process

Subject	Authors
Effective communication	Lai & Pek (2012) <sup>(23)</sup>
Self-development	Lai & Pek (2012)(23)
Increasing stability in the profession	Ryynanen (2001) <sup>(24)</sup>
Improving job satisfaction	Mbambo (2014) <sup>(25)</sup>
Improving their assigned roles	Young & et al (2008) <sup>(13)</sup>
Having a deterrent effect on the conflict of roles	Young & et al (2008) <sup>(13)</sup>
Increasing interest in the work	New house & et al (2007)(26)
Decline in leaving employment	New house & et al (2007) <sup>(26)</sup>
Character development	Wolf (2007)(12)
Growth of behavioral and professional commitment	Waugaman & et al (2000)(27)Weis & et al (2002) <sup>(28)</sup>
Improving the efficiency and holistic nursing care	Din mohammadi (2010) <sup>(29)</sup>
effective adaptation and adoption of professional role	Din mohammadi (2010) <sup>(29)</sup>
Improvement of empathy and rational behavior	Price (2009) <sup>(17)</sup>
Improve of interaction with the working environment and interpersonal communication	Ohlen & et al (1998) <sup>(30)</sup>
Organizing the interests of	Shahim & et al (2010) <sup>(9)</sup>
Business interests, in order to play professional roles	Shahim & et al (2010) <sup>(9)</sup>
Identity and career philosophy development	Kessel (2006) <sup>(31)</sup>
The main driving factor affecting career progression	Seada & et al (2012) <sup>(32)</sup>
Cultural patterns of people in the organization	Alinia & et al (2008) <sup>(33)</sup>

**DISCUSSION:**

Nursing is at the forefront of providing services in the health care system who have multiplicity and complexity of roles and responsibilities (34, 35). because of this multiplicity and complexity of role, nursing is a professional activity that needs the sense of responsibility, accuracy and intelligent a- lot and any shortcomings in educating this group, surely, will influence the quality and quantity of health services and finally the health of individuals and communities. The main mission of nursing education is to train capable and competent nurses who have necessary knowledge and skills to provide high quality nursing cares, maintenance and promotion of community health (36). By the evidence based studying in the field of the history, formation and the current situation of socialization realm, it can be gotten that the professional socialization has several positive and negative outcomes and understanding each of these outcomes is possible for nurses during the time and with experience and development of professional identity (3, 10, 18-20, 37, 38). Also the incidence of positive and negative outcomes is a dynamic process and by the improvement of professional socialization in the individuals, new aspects of its outcomes will be actualized and become tangible and understandable for the professions. Positive and negative outcomes of professional socialization influence the individual, the organization and the profession (9, 12, 16, 32, 33, 39). Lai (2012) in his study with the title of concepts of professional socialization of nurse's writes, the final goal of professional socialization is the creation of a professional identity for the profession and factors such as behavior and self-concept are involved. Outcomes of professional socialization allow nurses and novice nurses to communicate effectively and this effective communication is formed by the interaction with other people in other

social groups or with other students and consequently getting experience. And gives them the opportunity to gain different experiences and subsequently lead to "self-development" in person (23). Ryynanen (2001) concluded in his study that one of the important outcomes of socialization, is increasing the durability of person in the relevant profession (24). MBamboo (2014) concluded in his quantitative study that professional socialization has a direct relationship with job satisfaction (25). This means that with increasing of professional socialization, the nurses' job satisfaction also increases and it can be known as a positive outcome of professional socialization. Youang et al (2008) concluded that professional socialization improves the acceptance of roles assigned to individuals, also it has an inhibiting effect on the conflict of roles in a person who is in a good situation in terms of professional socialization (13). Also, in his study, Newhouse (2007) concluded that the implementation of innovative educational programs improve the professional socialization followed by increase the interest in the job and decrease the leaving job (26). Wolf (2007) knows the professional socialization as a developmental factor for individual character (12). In various studies, the professional socialization has been called as a developmental process that progress the behavioral and professional commitment (27, 28) As well as improve the efficiency and holistic nursing care can be mentioned, which all of them is the result of effective adaptation and acceptance of professional role (29). Price (2009) writes professional socialization improves the empathy and logical behavior of the nurses (17). Ohlen et al (1998) concluded in the professional socialization of nurses' that professional socialization is fundamental concepts of nursing profession, and it makes the person to interact with the working environment and having interpersonal communication (30).

Shahim et al (2010) called this communication as a connection that allows members to regulate themselves and their interests and work together to solve their own problems (9). Heshmati (2009) writes, several factors are involved in the professional socialization of Nurses, but the role of nursing trainers who have duty of theoretical training, application of theory in the clinical field, gaining clinical experience and professional growth and also quality assurance of nursing cares of the patient are important (40). Hargie et al (1994) say about the professional socialization during the study, since a part of the professional competency is formed in interacting with others and common working relationship and teamwork, the condition of socialization of nursing students should be provided (41). Kessel (2006) writes that the recruit students must adapt with the special knowledge, skills and behaviors of nursing culture to develop identity and job philosophy and to be socialized in nursing profession (31). Seada (2012) regards the professional socialization as main motivator and an important affecting factor in the professional development of nursing, and knows the better understanding of professional socialization and its challenges in identifying the teaching strategies in faculties and clinical settings as a substantial contribution to achieving the target in the development of the nursing profession (32). Alinia et al (2008) concluded in their research that the professional socialization is the process of professional roles acceptance and is related to culturizing of the individuals in exciting patterns of the organization (33). Shahim et al (2010) concluded that the process in which the individuals acquire and internalize the ethical standards of nursing as part of the behavior and body image, and in this way they can obtain their required interests in order to play professional roles but Unfortunately, most of nurses in Iran know the care as routine activities with poor social status and this issue has been formed because of the loss of their professional socialization process (9). But professional socialization does not always have positive outcomes and could have negative outcomes as well. Its negative outcomes can be demoralization and consequently reducing the incentive that lowers productivity and reduces the quality of nursing care, frequent displacements, leaving the organization or profession, non-acceptance of the role, negative body image, increasing the repression in the organization, thereby reducing critical thinking of staffs and lack of interest in the profession and increasing the leaving the employment (4, 13, 29, 38, 39, 42, 43). According to limitation of discussed articles about the negative outcomes of socialization, it can be said that If the socialization process runs well and in compliance with its hierarchy, it's negative outcomes would be minimized and most of its negative outcomes occur when the socialization process doesn't run well. There are disagreements among researchers about the process of socialization, but what is formally known occurs in three phase: First phase: pre-socialization or preparation step (happens before the formal education). Second phase: official socialization (happens during official training). Third phase: the post of official socialization that occurs during the professional work (37, 43, 44). If these steps are not done well in professional

persons, professional socialization would leave its negative outcomes. And the correct traverse of this process depends on several factors, including individual and organizational factors and etc. So that the first step or preparation happens before professional training, so it can be driven from personal factors. But the second and third steps that occur during or after the formal education could be due to organizational factors.

#### CONCLUSION:

Socialization is unavoidable outcome of entering any profession and it can underlie and determine the formation of professional identity in that profession. Due to the effect of clinical experience as a student on the professional socialization, it is essential to give more opportunity to gain this experience through the alignment and integration of faculties and clinical wards. Improving the satisfaction of patients and reducing the cost of care needs to promote the quality of health care, providing high quality and desirable services is not possible without accelerating of the process of socialization of nurses and paying attention to their social status and its promotion.

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