

Career Path and its Relation to Career Ambition and Job Stability among Head Nurses

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Abstract

Background: Career path is an ongoing process through which head nurses establishes their career goals and determines how to reach to them by systematically matching career goals to their knowledge, skills, capabilities, experiences and opportunities for fulfillment to advance as professionals through developing their career ambition and reaching to a higher level of job stability. **Research aimed** to assess career path and its relation to career ambition and job stability among head nurses. **Research design:** The descriptive correlational design was used. **Setting:** All units in all departments at Benha University Hospitals, Qalubya, Egypt. **Sample:** A convenience sample of all available head nurses (n=110). **Tools of data collection:** Three tools were utilized namely; career path questionnaire, career ambition questionnaire and job stability scale. **Results:** showed that nearly three quarters of the studied head nurses had moderate level of career path, more than two thirds of them had moderate level of career ambition and nearly two thirds of them had moderate level of job stability **Conclusion:** There was a high statistical significant differences and positive correlation between career path, career ambition, and job stability. There was high statistical significant differences and positive correlation between career path and career ambition and between career path and job stability. **Recommendations:** Conducting workshops, scientific conferences, and continuing educational programs by hospital administration for head nurses to broaden their knowledge and skills related to career path. Head nurse's self-development to be up to date by enhancing their intrinsic career ambition

Keywords: Career Ambition, Career Path, Head Nurses, Job Stability

Introduction

Career path is a tool that can meet the information needs of staff regarding career opportunities. It can assist staff in defining their career goals, getting a clear career direction, understanding the needs of their target role, as well as finding the inspiration to put in the vital work to reach their job goals, all of which can lead to employee satisfaction (Clarke, 2023).

The nursing profession offers a broad range of job choose, from conventional clinical positions to non-traditional professions in advanced practice nursing, teaching, management, and research. But in recent years, head nurses' goals have changed, mirroring more general changes in the healthcare industry. As a result, head nurses have a wide range of job opportunities, including both community-centered primary healthcare setting like general skills with different broad and hospital surroundings (Raduan & Khairuddin, 2024).

Understanding the dimensions that shape head nurses' career paths such as job promotion, job rotation, and job transfer becomes crucial in order to sustain and strengthen the pool of head nurse professionals (Sirianni & Akson, 2021). Head nurses' advancement within the hospital to a higher position with more responsibility, authority, and frequently a better pay grade or income is known as

a job promotion. Job rotation, on the other hand, is the process of shifting head nurses from one position or location to another, usually without altering their pay grade or income, in order to foster experience and variety (Gary, 2022).

Both the source and the outcome of the career path advice procedure are the path option. The developmental potential and resources available at each stage of the chosen job route must also be taken into consideration when choosing a suitable path. The journey and the outcome of such a procedure should be able to meet a person's financial and social demands while assisting in the pursuit of a career objective (Belinda, 2024).

Career ambition is a comparatively steady trait that distinguishes people in achieving a particular level that is dependable with their psychological make-up and reference frame and is influenced by their encounters with both success as well as failure (Halcomb et al., 2022). One of the factors influencing an individual's conduct is their degree of ambition, which also helps to guide that behavior because, it both a personality feature and a catalyst for production, this idea becomes more significant in both individual and societal life (McNamara et al., 2024).

Head nurse's level of ambition is a crucial and significant component of their psychological makeup

since it solidifies and reinforces their positive ideas that they can handle a variety of psychological pressures. Because it solidifies and reinforces the person's hopeful ideas that he can handle different types of psychological pressure, ambition is a significant and fundamental component of a person's psychological makeup. When someone has confidence in their abilities to accomplish their goals, they may take charge of their own life path and be more active, which gives them a sense of control over their surroundings and the difficulties they face (Wensing et al., 2024).

Career ambition in health care refers to a familiar task that a person undertakes after being aware of his prior level of success in that task until his objectives are met, allowing him to attain the professional life he desires. It is framed under four main dimensions namely optimism, ability to set goals and plans, accept the new and tolerate frustration (Meier et al., 2021). Finding the positive aspects of oneself both now and in the future is referred to as optimism. The ability to develop goals, which refers to the person's capacity to establish suitable objectives for his future life. Accept the recent and show attention to accept recent things in life. Tolerating frustration, which involves readily embracing changes and new, pressing situations, is the last dimension (Nguyen & Clenney, 2023).

Job stability is a component of psychological stability, represents the amount of security and tranquility that the individual feels while working in the job, settling in it for as long as possible, in the best way when the requirements of work are available, and the working conditions are appropriate (Saad & Ahmed, 2020). Additionally, job stability is the possibility that a worker will stay in their position for a considerable amount of time, usually years, and is frequently linked to reliable work, stable income, and a reasonably secure position within an organization or sector. It is a gauge of how likely it is that a job will continue to be secure and viable for the foreseeable future (Gunawan et al., 2025).

Job stability is crucial for each staff in the hospital. In addition to offering financial stability, it also lowers stress and anxiety, increases employee engagement and productivity, and supports organizational continuity. Job satisfaction, psychological satisfaction, job commitment, job integration, and financial satisfaction were its five dimensions. A person's sense of fulfillment or delight at work is known as job satisfaction. Psychological satisfaction, which includes sentiments of happiness, well-being, and purpose, is a subjective state of mind that represents a favorable

evaluation of one's life or a particular experience (Ali & Shalaby, 2022).

The term job stability describes head nurse's devotion to their work. In the context of work-life management, job integration is the merging of personal and professional obligations instead of keeping clear separations between them. A person's evaluation of their current financial status and capacity to achieve their needs and objectives is known as financial satisfaction, financial well-being, or financial health. It's a part of total wellbeing and can include having the freedom to choose, feeling safe during their work (Sayed et al., 2022; Othman et al., 2024).

The effectiveness of an organization's actions, many activities that occur in the workplace especially career path affect all represent tasks that must be done inside the organization. Equipping head nurses with the knowledge and skills required to choose the correct professional route and guiding them along the way is also critical for their personal and professional well-being (Xu et al., 2022).

Significance of the study

A career in healthcare offers a diverse and fulfilling path for individuals passionate about helping others and making a positive impact on society. The healthcare industry is a constantly evolving landscape with numerous specializations, each with unique opportunities for growth and development. From direct patient care to healthcare management, a wide range of roles exist, requiring varying levels of education and experience. This makes healthcare an attractive option for those seeking a rewarding and impactful career path (El-Bahnasawy et al., 2021).

From the researchers' point of view, head nurses' career path is crucial to their success in their line of work. It provides a route that guides their progress in their chosen sector, highlighting potential opportunities for advancement. By carefully selecting professional experiences, networking opportunities, and skill development according to their career path, head nurses can increase their career ambition, employment security, and job satisfaction. People can gain ambition and direction from a clear career path, which helps them stay motivated throughout difficult times and comprehend the potential long-term advantages of their current employment. Because no attempts were done to address career path, career ambition and job stability together so, this research aimed to assess career path and its relation to career ambition and job stability among head nurses.

Aim of the research

This study aimed to assess career path and its relation to career ambition and job stability among head nurses.

Research questions

- 1- What are the levels of career path as perceived by the studied head nurses?
- 2- What are the levels of career ambition as reported by the studied head nurses?
- 3- What are the levels of job stability as reported by the studied head nurses?
- 4- Is there a relation between career path, career ambition, and job stability?

Subjects and method

Research Design

Descriptive correlational research design was utilized to achieve the aim of this study, selecting this design guided by **Fain James, (2013)** who define it as a type of study in which information is collected without making any changes to the study subjects, analytical to measure the relations between two or more variables performing a statistical analysis. Dependent variable was career path. Independent variables were career ambition and job stability.

Setting

The present research was carried out in all units that were in all departments at Benha University Hospitals. Benha University Hospitals consisted of (64) departments divided into (110) units. Benha University Hospitals located in Qalyubia Governorate, Egypt, and consisted of four hospitals namely; Medical, Surgical, Ophthalmology and Emergency. The medical hospital consisted of 7 floors included 34 departments with beds capacity of 478 beds while the surgical hospital consisted of 7 floors contained 21 departments and a beds capacity of 384, and the ophthalmology hospital consisted of 3 floors contained 3 departments with beds capacity 18 beds. Emergency hospital contained 6 departments according to the specialty with beds capacity 36 beds.

Sampling

A convenience sample of all available head nurses (n=110) who were employed in the above-mentioned research setting and were available during data collection time.

Tools of data collection

The data for this research was gathered using three tools, namely:

First tool: Career Path Questionnaire: It involved two parts as the following:

First Part: It involved the personal traits of studied head nurses, such as age, gender, marital status, educational qualification, as well as years of work experience.

Second Part: This part of questionnaire was designed by **Stipanovic et al., (2017)** and was altered by the researchers to assess the levels of career path as perceived by the studied head nurses. It contained 29 items divided into three dimensions; job promotion (9 items), job rotation (10 items), and job transfer (10 items).

Scoring system:

Subjects' answer was scored on a 3-point Likert Scale as (3) mean always, (2) mean sometimes and (1) mean never. Total score of career path was (87). Scores of each dimension summed up and converted into percent scores as following: low level <60% of total score that equals less than 52 scores, moderate level → 60-75 % of total score that equals 52-65 scores and high level → >75 % of total score that equals more than 65 scores.

Second tool: Career Ambition Questionnaire:

A structured questionnaire was designed by the researchers after reviewing of the relevant literatures (**Lingo & Tepper, 2013, Bjorno, 2018 & Bui et al., 2021**) to assess the levels of Career ambition as reported by the studied head nurses. It contained 28 items under four main dimensions; ability to set goals and plans (9 items), optimism (9 items), accept the new (5 items) and tolerate frustration (5 items).

Scoring system:

Responses of the head nurses were evaluated through 3-point Likert Scale as follows: Agree equal (3), neutral equal (2) and disagree equal (1). Total scores of career Ambition was (84), scores of every dimension summed up and transformed into percent scores as following: low level <60% of total score that equals less than 50 scores, moderate level → 60-75 % of total score that equals 50-63 scores and high level → >75 % of total score that equals more than 63 scores.

Third Tool: Job Stability Scale:

A scale was developed by **Cueto Pruneda, (2017)** to evaluate the levels of job stability as reported by the studied head nurses. It contained of 21 statements under five dimensions; job satisfaction (4 statements), psychological satisfaction (4 statements), job commitment (5 statements), job integration (4 statements) and financial satisfaction (4 statements).

Scoring system:

Responses of head nurses were evaluated through three-point Likert Scale as follows: Agree = (3), neutral = (2) and disagree = (1). Total scores of job

stability was (63) scores, scores of each dimension summed up and transformed into percent scores as following: low level <60% of total score that equals less than 37 scores, moderate level → 60-75 % of total score that equals 37-47 scores and high level → >75 % of total score that equals more than 47 scores.

Validity of the tools

The three tools of data collection were translated into Arabic in order to improve comprehension, and evaluated for content validity, and relevance. The tools were then distributed to a panel of five experts in nursing administration field that included five professors, two from Benha University, two from Tanta University and one from Zagazig University. Members of the jury examined the three tools of data collection and assured that the three tools were validated to collect data.

Reliability of the tools

The Cronbach's Alpha Coefficient test was used to assess the internal consistency of the items that make up each of the three instruments' dimensions in order to assess the tools' reliability, career path was $\alpha=0.922$, career ambition was $\alpha=0.914$ and job stability was $\alpha=0.880$.

Ethical considerations

The research was approved by the Scientific Research Ethics Committee at Faculty of Nursing Minia University (Approval code: REC202526). Before the study began, an informed consent that explains the objectives of the research was given to each participant. Confidentiality and anonymity were guaranteed for the study. Subjects were informed that they might leave at any time without resulting in any penalties.

Procedure

The current study lasted six months which started from the beginning of November, 2024 to the end of April, 2025. It involved: the preparatory phase, pilot study, as well as field of work.

Preparatory phase

The preparatory phase of this research was essential for establishing a solid foundation before the actual study begins. It took three months from the beginning of November, 2024 to the end of January 2025. It started with clearly defining the research problem and conducting a comprehensive literature review of different sources including textbooks, papers, journals, and the internet as well as a review of national, international, novel, and historical relevant literature to identify gaps and become familiar with the study's topic, subjects, techniques,

and a timeline for the entire process. The preparatory phase aimed to organize and structure the research process, allowing for a smooth and effective execution in the subsequent stages.

Pilot study

The pilot study was done two weeks before starting the study from the beginning to the mid of February, 2025, a pilot study was conducted to determine the study tools' applicability, feasibility, and clarity. The pilot study included 11 head nurses, which represents 10% of the total study participants. It has also been useful in calculating how long it will take to fill the tools. No change was recommended. So, the pilot was involved in the study sample.

Field of work

The field work for this study was conducted at Benha University Hospital from the mid of February to the end of April, 2025. During this period, the researchers utilized various data collection tools, including career path questionnaire, career ambition questionnaire, and job stability scale to gather the necessary information from nurses. The head nurses were asked to complete the questionnaire in the time that had been previously agreed upon with the head nurse of each department. This arrangement ensured that the data collection process was conducted in a systematic and organized manner. The study involved close interaction with the participants, and all individuals were informed about the objective of the research, the procedures involved, how to complete the questionnaire and their right to confidentiality and voluntary participation. Oral consent was taken from all subjects prior to their involvement in the study. Three days a week, during the morning and afternoon shifts, data was gathered. Between 9 and 11 sheets of questionnaires were collected from nurses each week. Each took from participants twenty to thirty minutes to finish the tools.

The data collection process was conducted in a way that ensured accuracy, reliability, and adherence to ethical guidelines. The research team also ensured that the work was conducted in an unbiased and systematic manner to achieve valid results that contribute to the study's objectives.

Statistical analysis

Prior to computerized entry, data were validated. For that, data analysis as well as tabulation was conducted by using Statistical Package for Social Sciences (SPSS version 25.0). The data was presented using descriptive statistics, which contained quantitative information in the form of frequency, mean, standard deviation (SD), and

percentage distribution. Analytical statistics are used to determine whether the variables under study are related. The chi-square (χ^2) test was employed to determine the relationship between two qualitative variables and the association between dependent and independent variables, among other significance tests. Additionally, the closest link between variables was estimated using Pearson Correlation coefficient (r) test. Results with a p -value > 0.05 were deemed non-significant, while those with a p -value ≤ 0.05 were deemed significant, and those with a p -value < 0.001 were deemed extremely significant.

Results

Table (1): Shows that above one third (38.2 %) of head nurses were aged equal and more than 35 years with ($\chi^2 \pm SD = 32.20 \pm 5.81$). As regards gender and marital status (87.3% & 75.5%) are females as well as married, respectively. Regarding educational levels, greater than half (57.3%) are having bachelor degree. Regarding years of work experience, nearly one third (35.5%) are have equal and more than 15 years with ($\chi^2 \pm SD = 11.82 \pm 5.56$).

Figure (1): Displays that nearly three quarters (71.8%) of head nurses have moderate level of career path. While only (10.0%) had low level of career path.

Table (2): Illustrates that the total mean and standard deviation of total career path is (59.40 ± 9.24) that represents (68.2%) of total scores. The initial ranking with the highest mean score (20.57 ± 3.02) is related to job promotion dimension that represents (76.1%). While the last ranking with the lowest mean score (17.34 ± 3.24) is related to job transfer dimension that represents (57.8%).

Figure (2): Reveals that above two thirds (68.2%) of head nurses have moderate level of career ambition. While less than one fifth (15.5%) have low level of career ambition.

Table (3): Illustrates that the total mean and standard deviation of total career ambition is (50.85 ± 9.36) that represents (60.5%) of total scores. The initial ranking with the highest mean score (16.00 ± 4.27) is related to ability to set goals and plans dimension that represents (59.2%). While the last ranking with lowest mean score (8.54 ± 1.92) is related to tolerate frustration dimension that represents (56.9%).

Figure (3): Represents that nearly two thirds (63.6%) of head nurses have moderate level of job stability. While less than one fifth (16.4%) have low level of job stability.

Table (4): Reveals that the total mean and standard deviation of total job stability is (42.89 ± 5.39) that represents (68.7%) of total scores. The first ranking with the greatest mean score (10.64 ± 1.41) is related to job integration dimension that represents (88.6%). While the last ranking with lowest means score (7.34 ± 2.02) is related to psychological satisfaction dimension that represents (61.1%).

Table (5): Shows that there is a highly statistically significant positive correlation between dimensions of career path, career ambition and job stability among the head nurses.

Table (6): Illustrates that that there is high statistically significant positive correlation between career path and career ambition ($r = 0.831^{**}$, $P < .001$) and between career path and job stability ($r = 0.847^{**}$, $P < .001$), and there is positive correlation between career ambition and job stability Sat ($r = 0.812^{**}$, $P < .001$).

Results

Table (1): Number and percentage frequency distribution of the studied head nurses related to personal traits (n=110)

Personal traits		No	%
Age	< 25 years	13	11.8
	25 < 30 years	26	23.6
	30 < 35 years	29	26.4
	≥ 35 years	42	38.2
	$\bar{X} \pm SD$	32.20 ± 5.81	
Gender	Male	14	12.7
	Female	96	87.3
Marital status	Married	83	75.5
	Unmarried	27	24.5
Educational qualifications	Diploma Degree	5	4.5
	Technical Degree	20	18.2
	Bachelor Degree	63	57.3
	Post Graduate Studies	22	20.0
Years of work experience	< 5 years	14	12.7
	5 < 10 years	24	21.8
	10 < 15 years	33	30.0
	≥ 15 years	39	35.5
	$\chi^2 \pm SD$	11.82 ± 5.56	

Figure (1): Total levels of career path among studied head nurses(n=110)

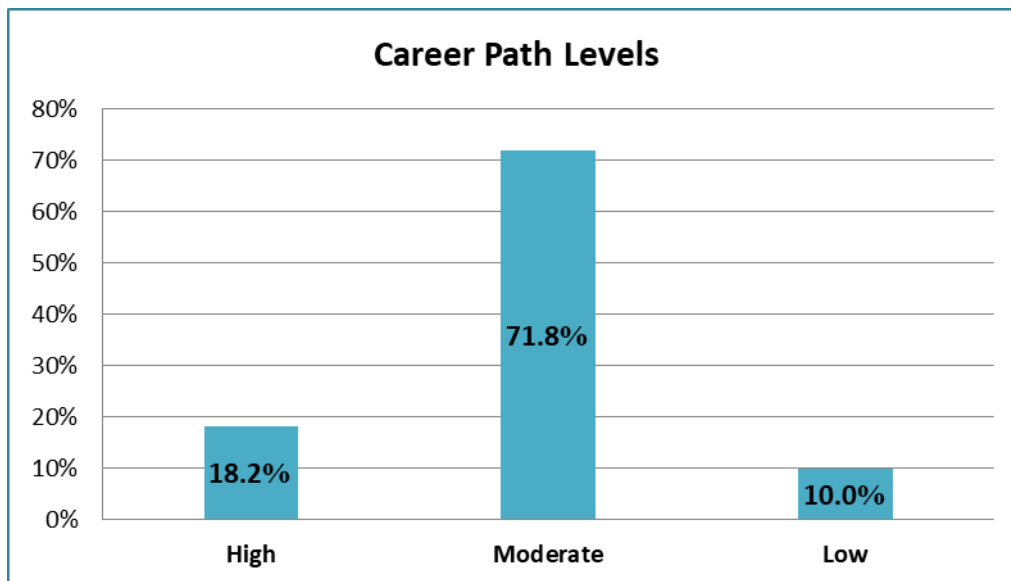


Table (2): Mean scores and ranking of career path dimensions among the studied head nurses (n=10)

Career path dimensions	Total score	Minimum score	Maximum score	$\chi^2 \pm SD$	Mean %	Ranking
Job promotion	27	14	27	20.57±3.02	76.1	1
Job rotation	30	12	28	21.48±3.90	71.6	2
Job transfer	30	10	23	17.34±3.24	57.8	3
Total	87	36	76	59.40±9.24	68.2%	

X = Mean

SD= Standard Deviation

Figure (2): Total levels of career ambition among studied head nurses (n=10)

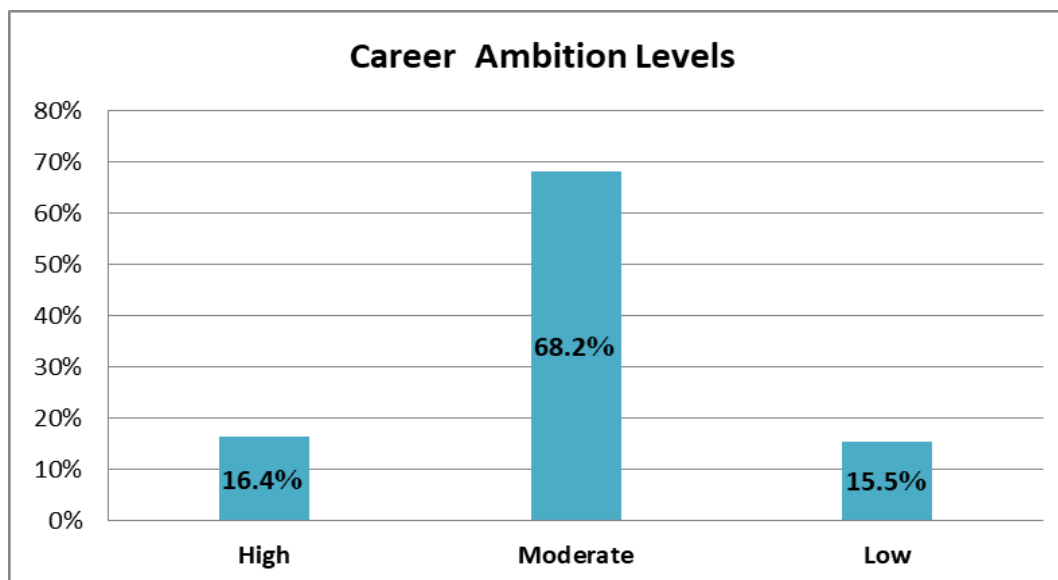


Table (3): Mean scores and ranking of career ambition dimensions among the studied head nurses (n=10)

Career ambition dimensions	Total score	Minimum score	Maximum score	$\chi^2 \pm SD$	Mean %	Ranking
Ability to set goals and plans	27	12	26	16.00±4.27	59.2	1
Optimism	27	11	27	15.41±5.21	57.0	3
Accept the new	15	5	12	8.60±2.93	57.3	2
Tolerate frustration	15	5	11	8.54±1.92	56.9	4
Total	84	33	73	51.85±9.36	60.5	

X = Mean

SD= Standard Deviation

Figure (3): Total levels of job stability among studied head nurses (n=10)

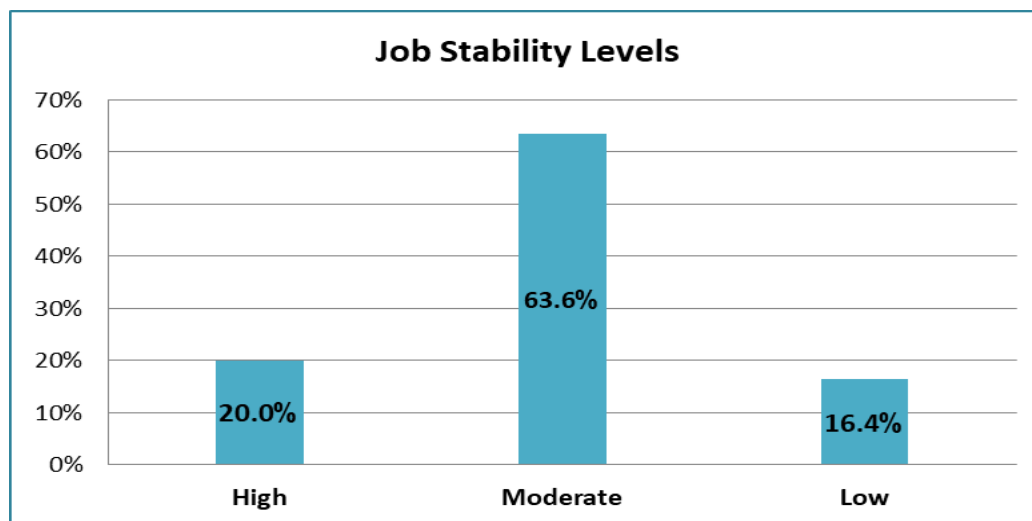


Table (4): Mean scores and ranking of job stability dimensions among the studied head nurses (n=10)

Job stability dimensions	Total score	Minimum score	Maximum score	$\chi^2 \pm SD$	Mean %	Ranking
Job satisfaction	12	3	12	7.68±2.41	64	4
Psychological satisfaction	12	3	12	7.34±2.02	61.1	5
Job commitment	15	7	14	9.95±2.01	66.3	3
Job integration	12	7	12	10.64±1.41	88.6	1
Financial satisfaction	12	4	11	8.24±2.10	68.6	2
Total	63	34	56	42.89±5.39	68.7	

Table (5): Correlation matrix between dimensions of career path, career ambition and job stability among the studied head nurses (n=10)

Variables	Job promotion		Job rotation		Job transfer	
	r	P-value	r	P-value	r	P-value
Ability to set goals and plans	0.801	0.000**	0.732	0.000**	0.633	0.000**
Optimism	0.625	0.000**	0.468	0.000**	0.824	0.000**
Accept the new	0.438	0.000**	0.532	0.000**	0.613	0.000**
Tolerate frustration	0.349	0.000**	0.834	0.000**	0.455	0.000**
Job satisfaction	0.801	0.000**	0.576	0.000**	0.788	0.000**
Psychological satisfaction	0.381	0.000**	0.761	0.000**	0.922	0.000**
Job commitment	0.514	0.000**	0.396	0.000**	0.531	0.000**
Job integration	0.920	0.000**	0.412	0.000**	0.780	0.000**
Financial satisfaction	0.633	0.000**	0.811	0.000**	0.446	0.000**

r= Pearson Correlation,

Table (6): Correlation between total score of the studied head nurses career path, career ambition and job stability

Variables	Career path		Career ambition		Job stability	
	r	P-value	r	P-value	r	P-value
Career path	-	-	0.831	0.000**	0.847	0.000**
Career ambition	0.831	0.000**	-	-	0.812	0.000**
Job stability	0.847	0.000**	0.812	0.000**	-	-

r= Pearson Correlation

Discussion

In health care organizations, by managing and directing nursing teams, guaranteeing patient care standards, and serving as an essential liaison between nursing staff and other medical specialists, head nurses serve a critical role in organizing, planning, and providing high-quality nursing care, they also act as mentors and support networks for their staff and creating a happy and effective work atmosphere **Moustafa et al. (2025)**. Every head nurse aspires to advance in the job at all times. One of the elements influencing staff's ability to improve their ambition and job stability is achieved through their career path. Career path program will be clearer and simpler to accomplish if head nurses are aware of their career path (**Escoval, 2023**).

The present study aimed to assess career path and its relation to career ambition and job stability among head nurses through assessing career path level as perceived by head nurses, assessing career ambition level among head nurses, assessing job stability among head nurses, and finding out the relation between career path, career ambition, and job stability among head nurses.

The research question was addressed in this section of the conversation; what is the level of career path as perceived by head nurses?

The findings of this study demonstrated that, about nearly three quarters of head nurses had moderate level of career path. Thus, according to researchers of this study, this justified that Head nurses can better navigate the employment market, match their education and talents to their intended career, and make well-informed decisions about their future when they are aware of their career path. Additionally, it increases self-awareness, which enables people to recognize their interests, shortcomings, and talents, resulting in more rewarding and prosperous professions.

These findings were parallel to **Xlorica & Mariana (2021)**, who demonstrated in their research that over 50% of participants had a moderate perception of their professional path. These results were also consistent with those of **Risele (2023)**, who reported that nurses' professional attitudes were rated as moderate in their career route in their study of "Assessment of nurses' career path and Perceived organizational effectiveness." These findings contradicted those of **Ortz & Kaya (2019)**, who showed in their study that the study sample had a successful professional path.

The current study reported that, the first ranking with the highest mean score was related to job promotion dimension. This may be because head nurses reported that the hospital uses particular standards and performance reviews to assess candidates for

advancement, giving each person equal weight based on their background, training, and leadership abilities.

While the last ranking with the lowest mean score was regard to job transfer dimension. This could be because, despite the fact that head nurses are needed in many different professions, poor job transfer rates for them could be caused by a few important factors: organizational culture, work environment, and supervisory style.

This result was consistent with **Pallman, (2020)** they disclosed that a high mean score was associated with job promotion in their study of "Nurses were recruited from different departments at one of the university hospitals, Egypt." These results also concurred with those of **Chow et al. (2022)**, who discovered that a high mean score was linked to a promotion in their study on "Career path and organizational health among line managers and employees in health care."

Conversely, these findings contradicted those of **Serjan (2018)**, who discovered in their research on "Job path, employee security, and organizational efficiency: A Case study of Slovenian Public and Private Sector health care Organizations" that low ranking was associated with job rotation.

The research question was addressed in this section of the conversation; what is the level of career ambition among head nurses?

The outcomes of this study demonstrated that, above two thirds of nurses had moderate level of career ambition, The researchers speculate that this outcome could be explained by head nurses' reported desire to prioritize clinical practice, maintain a healthy work-life balance, or feel that they are making a significant contribution to the team and patient care without the additional demands of additional leadership roles. On the other hand, some head nurses could feel overburdened by the demands and obligations of higher leadership roles, or they might not be in line with their personal and professional objectives.

These results were similar to those of **Sokhanvar et al. (2019)** they demonstrated that over half of the nurses in their study reported a moderate level of career aspiration. Additionally, **Dollard & Isahak (2021)** found that nurses' judgments of their job desire were moderate, which was consistent with these findings.

According to the study's earlier findings, the ability to make goals and plans dimension was linked to the top ranking with the highest mean score, This may explained by as head nurses are in charge of overseeing teams and making sure that care is delivered effectively, head nurses' strong goal-setting and planning skills may help to explain this. Their leadership abilities, organizational and healthcare system expertise, and strategy development and

execution experience are some of the aspects that contribute to this capacity.

While the lowest mean score was related to tolerate frustration dimension. Perhaps this is due to numerous factors, such as personality qualities, worldviews, mental health disorders including anxiety and depression, and the demanding nature of their jobs, can contribute to head nurses' low frustration tolerance. Reduced frustration tolerance may result from ongoing pressure to control stressful situations, preserve emotional stability, and strike a balance between patient care and time constraints.

Peccorale & Charney (2017) corroborated these findings by showing that the capacity to define goals was associated with the highest mean score in their study of healthcare personnel. Additionally, **Rowe & Wright (2023)** found that individuals in the organization had a better degree of goal-setting skill. However, these results contradicted those of **Wickström et al. (2021)**, they showed that optimism was linked to the lowest mean of participants' ambition scores in their study on "The ambition level and intent to leave the nursing profession in Europe."

The research question was addressed in this section of the conversation; what is the level of job stability among head nurses?

The findings of this research clarified that, about nearly two thirds of had moderate level of job stability. In actuality, this can be because head nurses usually deal with a number of issues. Though specific circumstances can vary greatly depending on location, facility size, and performance, their specialized abilities and expertise, along with the high need for nurse leadership, contribute to a typically stable profession.

These results were consistent with those of **Hasanpoor et al. (2021)**, they showed that clinical nurses' job stability was at a moderate level in their research of hospital nurses. Additionally, **Etebari-Asl & Lotf (2021)** discovered in their research that the behaviors associated with employment stability start at the highest percentage. These findings, however, were at odds with those of **Jordan et al. (2023)**, who found that employment stability was low in their study of "Health professionals working in a university hospital, public hospital, and private hospital in the metropolitan area of Ankara."

The study's aforementioned conclusions showed that, the first ranking with the highest mean score was regard to job integration dimension. In fact, this may be because head nurses ability to influence the work environment and staff engagement. They are the primary link between administration and direct patient care, facilitating the acceptance of performance norms by staff and fostering a positive work

climate. Additionally, their leadership styles and emotional intelligence can significantly impact the level of duty engagement among nurses.

While the last ranking with lowest mean score was regard to psychological satisfaction dimension. This might be because head nurses have stated that a lack of support, organizational mistrust, the weight of non-professional tasks, and a lack of acknowledgment for their contributions can all lead to a decline in psychological satisfaction and general well-being.

These findings were consistent with those of **Sang & Peng (2021)**, they discovered that research participants experienced low psychological satisfaction in their investigation of "Employees of selected universities in China." Additionally, **Abualoush (2021)** found that staff members were not happy with their jobs in their study of "Employees of Human Resource Department of Organization in Indonesia."

The research question was addressed in this section of the conversation; is there a relation among career path, career ambition, and job stability among head nurses?

The study's findings showed that, there was high statistical significant positive correlation between career path and career ambition and between career path and job stability, and there was positive correlation between career ambition and job stability and between their sub-dimensions, this indicates that as career paths expanded, so did career ambition and job stability. The researchers attribute this to the intrinsic qualities of the nursing profession and the growth prospects it offers. A sense of career ambition and job stability is fostered by the high demand for nurses as well as the possibility of specialized jobs and leadership positions. Head nurses may become more motivated and satisfied with their jobs as a result.

The earlier results aligned with **Zack et al. (2019)**, they discovered that career path was the organizational element that may affect employment stability. Additionally, **Masa'deh & Al-Badi (2021)** claimed in their research that work stability is directly correlated with career aspiration.

Conclusion

The research concluded that nearly three quarters of the studied head nurses had moderate level of career path, more than two thirds of them had moderate level of career ambition and nearly two thirds of them had moderate level of job stability. Also, there was a high statistical significant differences and positive correlation between career path, career ambition and job stability. There was high statistical significant differences and positive correlation between career path and career ambition and between career path and

job stability, and there was positive correlation between career ambition and job stability

Recommendations

Depend on the findings of this research, several key recommendations can be suggested

1. Participating head nurses in workshops, scientific conferences, and continuing education programs to broaden their knowledge and skills related to career path.
2. Focusing on the organizational structures and methods that support head nurses' career path and development.
3. Providing precise career path information to enable each staff to advance their career to their full potential.
4. Encouraging head nurses to take charge of crucial career path decisions by giving them the chance to grow and enhance their confidence.
5. Creating counseling services by hospital administration to assist head nurses in enhancing their degree of career ambition through periodic needs assessment.
6. Creating and implementing efficient policies to support nurses' job stability by enhancing their working conditions, removing workplace obstacles and keeping job satisfaction
7. Head nurse's self-development to be up to date by enhancing their intrinsic career ambition

Further research

1. Conducting comparative studies between governmental and private hospitals to examine the relation between study variables which help in making the findings more generalizable.
2. Conducting Study to identify the relation between career path and staff well-being
3. Carrying out comparable scientific research on developing a program that advises nursing students on career route choices and professional aspirations.

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