

Career Planning And Expectations Of Health Care Management Students

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Abstract- In this study we made a research to find out the expectations and career planning of health care management department students. The study is conducted in Suleyman Demirel University Faculty of Economics and Administrative Sciences at the Department of Health Care Management in Isparta-Turkey. The reason of the selection is; the department established in 2009 and it will give the first graduates. The students of the department will be graduated in June 2013 and flow to the business world. So their expectations from working life and career planning will demonstrate the situation of health care management. We applied a structured questionnaire to 181 students and analysed the data with SPSS 15. According to results students desire to be employed in health sector. But depending on the some conditions and rival in the sector they expect to find job in a few years later after graduation.

Keywords-- Career Planning, Health Care Management, Human Resource Management

I. INTRODUCTION

CAREER planning is one of the most important subjects of human resource management. Even if it is important for currently working people, it is also important for candidates that will be working in near future. Candidates are students who will be employed after graduation. If the students know the employment opportunities after graduation they can be more enthusiastic. Each student have different expectations from the life. But the common and main expectation is to be employed in a sector that is related with their education field. Main subject of this study is career planning and expectations of health care management students.

Department of Health Care Management of Faculties in Turkey spreading. The first higher education is started in 1963 and then in 1975 the first independent health care management department is established in Hacettepe University/Ankara-Turkey. In 2009 another new health care management department is established in Suleyman Demirel University/Isparta-Turkey. Since this university will give its first graduates from health care management department we have decided to make a research about student's career plans and expectations from real life.

Health sector in Turkey is restructured in last decade. Generally, the top of the management in hospitals is a physician. They work as a doctor and also manage the hospital.

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Under top physician there are hospital managers and vice managers. Health care management graduates has right to be a hospital manager. But also the graduates from any other faculties, especially faculty of economics and administrative sciences, can apply this position and mostly being employed. So this application decrease the chance of health care management students to be employed in health sector.

II. CAREER MANAGEMENT

Career can be defined as all the jobs that are held during one's working life. Sometimes these jobs are part of a careful plan or just a matter of luck. But successful people identify their career goals, make career planning and then take action. [1]

Career is the composition of works and jobs that one performed during his/her working life. Career concept also includes education of one to realize the expectations, goals, wishes of his/her role and so progress in the organization with his/her abilities, knowledge and enthusiasm. [2]

People work and make a career for different reasons. One may work just to earn money. But the other may work beside the earning money, to get social status, to be productive, not to waste his/her time as a jobless etc. For example even if they don't need money, some people, men or women, state that they want to work because they are bored at home.[3] Owning a career makes the person self-confident, self-respected, satisfy his/her affiliation needs, his/her relations in the society gets easier. Because of those reasons career opportunities is one of the most important motivation factors for people to join an organization.[4]

Career management is related with the provisions of opportunities for people to develop their abilities in order to ensure that the organization satisfy qualification needs and also their own aspiration. There is an integration between the needs of the organization and the people. [5]

III. CAREER PLANNING

Career planning shapes the improvement of the staff in accordance with assessments of organizational needs.[5] It is the process by which one selects career goals and the career path to those goals.[1] It is obvious that personell should make proactive plans and try to improve their future work and life standards. [6] Career planning has a conducive mission to supply a harmony between the individual and the organization. Career planning is a problem solving and deciding process. Individual and the organization acts together in career

planning. Personal abilities and desires of the individual should be determined, work performance should be assessed and then the position and needed qualifications for future should be planned. [4]

Adekola(2012) states in their research that career planning is relatively more important than career management in achieving career development. According to the analysis there is a stronger relationship between career planning and career development as compared to the relationship between career management and career development. [7]

IV. METHOD

The main aim of this study is to analyse the career planning and career expectations of students. Sample of the study is composed of 181 students from Suleyman Demirel University, Department of Health Care Management, Isparta-Turkey. The sample is divided into two groups. The first group is the

students who started the university this year(September 2012) and the second group is the students who will be graduated this year(June 2013). The education is totally four years. So first class and last(fourth) class students are included to the study. We give the questionnaires to all first and last class students. 109 (60,2%) students from the first class and 72 (39,8%) students from the last class participated to the study. The reason of making the study with both first and last class students is to search whether there is difference between them about their career expectations. The questionnaire is prepared by the author and the students are asked 20 likert scale questions and 7 demographic questions.

110(60,8%) of the participants are female and 71(39,2 %) of them are male. 88 (48,6%) of the students aged between 17 and 19; 75(41,4 %) are aged between 20 and 22; 18(9,9%) are above 22 age.

V. RESULTS

Hypothesis 1: There is a difference between first class and last class students about career planning and expectations.

TABLE I: T-TEST RESULTS RELATED WITH HYPOTHESIS 1

1.I see myself as working in health sector in after 5 years later the graduation.			
Class	Mean	t	p
First(1st)	1,78	-4,287	0,001
Last(4th)	2,43		
2.I see myself as working in a low position after 5 years later the graduation.			
1st	3,99	4,362	0,000
4th	3,27		
3. I think that I can find a job in health sector after 5 years later the graduation.			
1st	2,20	-4,671	0,000
4th	3,01		
4. I think that if I develop myself(by making master degree, improving foreign language etc.) after graduation I can find a job in health sector.			
1st	1,55	-3,993	0,005
4th	2,19		
5. I think that it is a high possibility I will be jobless after graduation.			
1st	3,69	4,419	0,006
4th	2,93		
6. I think that it is a high possibility I will find a job after graduation.			
1st	2,07	-4,412	0,000
4th	2,77		
7. I think health care management is a respectful profession in Turkey.			
1st	1,96	-6,537	0,000
4th	3,02		
8. I think I will find a job with high wage upon graduation.			
1st	2,58	-3,518	0,006
4th	3,27		

Note: p value: Significant at $p < .05$ level.

In Table I we demonstrated the statements in which there is a significant difference between first and last class students. So we can say that first and last class students feel and think differently about their career. As a general view depending on the analyses above, it can be said that fourth class students are more optimistic than first class students about their future. Fourth class students think that they will find a job after graduation and it can be in health sector and give high wage.

Also they think that health care management is a respectful profession. First class students don't agree with these statements. The reason of it depends on being new comer to the university and the field. Maybe they don't have enough information about their job opportunities. During the four years education students get self-confidence, learn about the profession and search the business world. That's why fourth year students are more positive than first year students.

Hypothesis 2: There is a difference between female and male students about career planning and expectations.

TABLE II: T-TEST RESULTS RELATED WITH HYPOTHESIS 2

1.I see myself as working in health sector in after 5 years later the graduation.				
Gender	Mean	t	p	
Female	1,85	-3,153	0,002	
Male	2,33			
2. I see myself as a private hospital manager after 5 years later the graduation.				
Female	2,76	-0,914	0,044	
Male	2,92			
3. I think that I can find a job in health sector upon graduation.				
Female	2,49	-0,469	0,043	
Male	2,57			
4. I think that if I develop myself(by making master degree, improving foreign language etc.) after graduation I can find a job in health sector.				
Female	1,63	-2,751	0,001	
Male	2,08			

Note: p value: Significant at $p < .05$ level.

According to t-test analysis regarding the gender of students, for four statements there is a significant difference between male and female students. In general male students seem more optimistic than female students about their career. Male students think that they will be working in health sector after graduation. Female students may think not to work after

graduation and become a housewife. But the main reason may depend on social factors. Since generally men are employed in most sectors, women have less chance to be employed. Some firms don't prefer women personnell because of maternity leave etc. So female students reflect this perception.

TABLE III: DESCRIPTIVE STATISTICS

Statement	Mean	Standard Deviation
1.I see myself as working in health sector in after 5 years later the graduation	2,0442	1,03184
2. I see myself as working in other than health sector in after 5 years later the graduation	3,3260	1,12489
3. I see myself as a private hospital manager after 5 years later the graduation.	2,8287	1,19185
4.I see myself as a public hospital manager after 5 years later the graduation.	2,8398	1,13126
5. I see myself as working for Ministry of Health after 5 years later the graduation.	3,0166	1,12781
6.I see myself as working in a low position after 5 years later the graduation.	3,7072	1,12911
7. I see myself as working for private sector other than health after 5 years later the graduation.	3,3923	1,10843
8. I think that I can find a job in health sector upon graduation.	2,5249	1,20908
9. I think that if I develop myself(by making master degree, improving foreign language etc.) after graduation I can find a job in health sector.	1,8122	1,08938
10. I think that I can find a job in other than health sector upon graduation.	3,0829	1,21050
11. I think that if I develop myself(by making master degree, improving foreign language etc.) after graduation I can find a job in other than health sector.	2,5083	1,17671
12. I think that it is a high possibility I will be jobless after graduation.	3,3923	1,19988
13. I think that it is a high possibility I will find a job after graduation.	2,3536	1,10396
14. I think health care management is a respectful profession in Turkey.	2,3867	1,19007
15. I think health care management is not a respectful profession in Turkey.	3,4751	1,33154
16. I think I will find a job with high wage upon graduation.	2,8398	1,22555
17. I think I will find a job with not high wage upon graduation.	2,8895	1,23331
18. If I get a job offer with low wage upon graduation, I don't accept it.	2,7624	1,28838
19.I think that there is a rival competition to work in health sector.	2,2707	2,57092
20. I think that there is a rival competition to work in other than health sector.	2,5414	1,36817

VI. CONCLUSION

In this study we analysed the expectations and career planning of health care management students. In general students seem pessimistic about their career. In Table III it is seen that the highest score of the mean(3,70) states that the

most optimistic view of the students is working in a low position after graduation. Most of the students think that they will not find a good job especially in health sector. They think that health care management is not valued in Turkey. The reason of it may depend on not having a title in graduation.

Also employment opportunities is restricted and there is high competition both in health care management field and other fields. May be some regulations are needed about the employment of health care management students in Turkey. Additionally, students should be given more optimistic viewpoint at the universities about their future and career. They should be encouraged to improve their abilities and knowledge and enter the business world after graduation.

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