

Occupational opportunities among the Alumni of a Nursing Institution in Western India

Poonam Kumari ¹, Dr. Narendra Kaushik ², Chotu Kumari ³

¹ Faculty of nursing, Govt. college of Nursing, Bikaner, Rajasthan

² Nodel officer & Associate Professor, Govt. college of Nursing, Hanumangarh, Rajasthan

³ Assistant Professor, Govt. college of Nursing, Bikaner, Rajasthan

Received: 2025, 15, Dec

Accepted: 2025, 21, Jan

Published: 2026, 23, Feb

Copyright © 2026 by author(s) and BioScience Academic Publishing. This work is licensed under the Creative Commons Attribution International License (CC BY 4.0).



Open Access

<http://creativecommons.org/licenses/by/4.0/>

Annotation: Introduction: Professional performance of the alumni is one of the quality indicators of educational institutions. Nursing education institutions can use their alumni's performance analysis results to enhance their curricula, eliminate deficiencies, and improve the quality of education and graduate more highly qualified nurses. The present study was planned to evaluate the view of alumni of Govt. college of Nursing, Bikaner regarding nursing profession in term of appointment/placement and job satisfaction. **Methodology:** A descriptive cross sectional research design was used to find out the occupational opportunities of alumni of Government College of nursing Bikaner. Non-probability Convenient Sampling Technique was used to select 206 alumni. The data collection was done by structured job satisfaction and job placement checklists. **Results:** In terms of professional qualifications among alumni, 139 were master of Nursing while 67 were bachelor of nursing. In terms of mode of recruitment of job, the findings highlighted that out of 152 alumni were selected by competition while 21 have selected by interview. **Conclusion:** The present study concluded that out of 206 alumni, 89.32% were having job. The majority of alumni have good job appointment. The present study enhances the outcomes of institution in terms of occupational opportunities.

Keywords: Alumni, Occupational opportunities, Government Nursing, College, Bikaner.

INTRODUCTION

Nursing is a profession within the health care sector focused on the care of individuals, families, and communities so they may attain, maintain, or recover optimal health and quality of life. Nurses may be differentiated from other health care providers by their approach to patient care, training, and scope of practice. Nurses practice in many specialties with differing levels of prescription authority [1]. Nurse practitioners are however permitted by most jurisdictions to practice independently in a variety of settings. Since the postwar period, nurse education has undergone a process of diversification towards advanced and specialized credentials, and many of the traditional regulations and provider roles are changing drastically.

Nurses develop a plan of care, working collaboratively with physicians, therapists, the patient, the patient's family, and other team members that focus on treating illness to improve quality of life [2]. Nurses provide care both interdependently, for example, with physicians, and independently as nursing professionals [3]. Nursing school students are generally required to take courses in social and behavioral sciences and liberal arts, including nutrition, anatomy, chemistry, mathematics, and English. In addition to those courses, experience in physical and social sciences. Communication and leadership ensure scheduling & the timely conduct of the promotional exercise over all Zones/Pus [4-5]. A follow-up study of the utilization of graduates of a program: constitutes an indirect mention of the education program from which the students has graduated [6]. The era of curriculum revolution and increased focus on accountability in higher nursing education programs must have comprehensive programs evaluation plan to assess the quality of graduate's functioning in health care setting. Thought the nursing of such program have increased but so far no effort had been made in our country to assess educational outcomes of these programs by a comprehensive program evaluation [7]. Career satisfaction is important for both personal and organizational performance. Also it decreases turnover rate and absence. One of the most important outputs for an organization is the workforce and organizations make highest investments to it. Using this source efficiently and effectively, it depends on the employee's desire and enthusiasm to work. Thus, organizations have to interest and give importance to their career satisfaction, if they want their employees to be efficient. So that career satisfaction is an important result of career planning and career management processes. Alumni satisfaction is a beneficial tool to have an idea about the effect of the universities on students [8¹²]. The present study was planned to evaluate the alumni of Govt. college of Nursing, Bikaner regarding occupational opportunities.

RESEARCH METHODOLOGY

A quantitative research approach was considered appropriate for the present study. A descriptive cross sectional research design was used to observe the views of alumni of Government College of nursing Bikaner Rajasthan in-terms of job appointment and job satisfaction. In the present study Non-probability Convenient Sampling Technique was used. The study was conducted via online platform at various Indian academic and clinical working places of nursing alumni. Structured digital questionnaire sent via email to assess the views of alumni of Government College of nursing Bikaner Rajasthan in-terms of job appointment and job satisfaction. The study was included all graduate and post graduate students, enrolled at government college of nursing Bikaner Rajasthan from establishment year 2011 to 2020 and digitally available at the time of data collection were contacted to complete the data collection. In the present study, sample consists of 206 alumni of Government College of nursing, Bikaner (Raj). The data collection was done with help of demographic profile and structured job appointment check list.

The tool consists of 10 items from all the aspects of alumni. The reliability coefficient obtained for tool was 0.76, found to be internally consistent and reliable for the present study. Ethical clearances were obtained from the research committee of Government college of nursing, SPMC, AGH, Bikaner. A digital written informed consent was taken from the alumni. Anonymity and confidentiality of the information was maintained while carry out study. Frequency and percentage distribution were used to describe the socio-demographic data of alumni. Frequency and percentage distribution were used to categories the data related to job appointment.

INCLUSION CRITERIA: -

In the present study inclusion Criteria were: -

- Alumni who are willing to participate in the study.
- Alumni who were digitally available online during data collection.

EXCLUSION CRITERIA: -

In the present study Exclusion Criteria were: -

- Alumni who were not willing to participate in the study.
- Alumni who were not digitally available during data collection.

DATA COLLECTION PROCEDURE: Formal permission to conduct study was obtained from the concerned authorities. The investigator introduced self to the subjects and explained the purpose of the study. A Structured digital questionnaire sent via email to assess the views of alumni of Government College of nursing Bikaner Rajasthan in-terms of job appointment and job satisfaction. The study was included all graduation and post graduations students, enrolled at government college of nursing Bikaner Rajasthan from establishment year 2011 to 2020 and digitally available at the time of data collection were contacted to complete the data collection. The data collection was done from 5th November 2021 to 3rd December 2021. The data was collected from 206 alumni. The subjects were selected by using non probability convenient sampling technique. Digital written consent was obtained from alumni. Structured check list was administered to alumni to assess the views of alumni of government college of nursing, Bikaner Rajasthan in reference to job satisfaction and job appointment.

Results

As per gender distribution, the findings highlighted that out of 206 alumni, 126 were male while remaining 80 were female. In terms of professional qualifications among alumni, the findings highlighted that out of 206 alumni, 139 were master of Nursing while 67 were bachelor of nursing. According to passing year of professional qualifications among alumni, the findings showed that majority of alumni 63 (30.58%) passed out in 2019 followed by 50 alumni passed out in 2020. Out of 206, 42 (20.39%) were passed out in 2018. In 2017, 20 (9.71%) alumni were passed out. The alumni passed out in 2015 and 2016 were 9 and 9 respectively. While one alumni was passed out in 2014 and one was passed out in 2012. In terms of experience obtained after professional qualifications among alumni, the findings highlighted that out of 206 alumni, 158 were having experience while 48 have no experience. Out of 158 experienced subjects, most of them (114) were having clinical experience while 40 subjects were having experience in academic. Only 4 alumni have non-clinical experience. As per distribution of type of job of alumni, the findings highlighted that out of alumni, 161 were working in government while 23 were working in private. Only 22 alumni were unemployed. In terms of current job, the findings highlighted that out of 206 alumni, 180 (97.83%) were working in nursing while 2.17% were not working nursing. According to nature of job, the majority of the alumni 118 (57.28%) were working on permanent basis. The findings highlighted that out of 184 alumni, 41 were working on contractual basis while 25 alumni were working on temporary basis.

Distribution of view of alumni towards nursing profession in terms of occupational opportunities

Distribution of view of alumni towards nursing profession communicated that out of 184 alumni, 143 (77.72%) were prepared by self-study while 22.28% have prepared by coaching in an institute. In terms of mode of recruitment of job, the findings highlighted that out of 184 alumni, 152 were selected by competition while 21 have selected by interview. Nearly 6% were recruited by speculative application. The frequency and percentage distribution of mode of College guidance and directions were useful in. The findings highlighted that out of 184 alumni, 50 alumni expressed that it was useful for nursing exams while 72.83% have stated that it was useful for overall development. In terms of study material provided by college, the findings highlighted that out of 206 alumni, 76 alumni stated that it was very good and nearly half of them said it was good. Only 13.59% stated that it was poor. According to work in current job, the findings highlighted that out of 184 alumni, 39.67% stated that it was for solve unemployment while 34.78% selected the job due to near to home. Only 25.54% stated that it was because of familiarity with administration. As per distribution of positive progressive Academic environment in college. The findings highlighted that out of 184 alumni, 73 stated that it was most suitable while 102 stated that it was suitable. Only 4.89% stated that it was below suitable. Periodical performance appraisal system is available in my current job revealed that out of 184 alumni, 75.54% stated that it was available while 24.46% stated that it was not available. The frequency and percentage distribution of additional benefits of higher education highlighted that out of 184 alumni, 72.83% stated that it was applicable while 17.17% stated that it was not applicable. As per additional benefits of my social rapport is suitable for my professional qualification. The findings highlighted that out of 184 alumni, 168 (91.30%) stated that it was suitable while 8.70% stated that it was not suitable. In reference to preparation of next nursing exam is continuing. The findings highlighted that out of 184 alumni, 68.48% stated that it is continue while 31.52% stated that it was not continue.

DISCUSSION

Nursing alumni hold largely positive views on occupational opportunities in nursing, with self-reliant preparation and supportive college experiences aligning with national trends in India's healthcare sector. [9,10]

Preparation and Recruitment

Among 184 alumni, 77.72% (n=143) prepared via self-study compared to 22.28% using coaching, mirroring studies on Indian nursing students' preference for self-directed learning amid digital resources.[12] Competition-based recruitment led at 82.61% (n=152), ahead of interviews (11.41%, n=21) and speculative applications (5.98%), consistent with merit-driven government hiring amid nurse shortages.[13]

College Support and Development

College guidance aided overall development for 72.83% (n=134) more than exams (27.17%, n=50); study materials were "very good" (41.30%, n=76) or "good" (~45%) for most, supporting research on institutional roles in skill-building for advanced nursing.[14] The academic environment was "most suitable" (39.67%) or "suitable" (55.43%) for 95.11%, with 75.54% accessing job performance appraisals—patterns linked to career progression in evolving fields.[9]

Job Motivations and Progression

Jobs were chosen for unemployment relief (39.67%), home proximity (34.78%), or administrative familiarity (25.54%), reflecting practical retention factors in regions like Rajasthan.[13] High social rapport suitability (91.30%, n=168) and continued exam prep (68.48%) indicate ambition akin to specialization pursuits in telemedicine.[14] Findings affirm

nursing's opportunities but highlight needs for coaching and hiring guidance, as recommended for systemic reforms.[15-16]

CONCLUSION:

The present study was planned to evaluate the view of alumni of Govt. college of Nursing, Bikaner regarding nursing profession in term of appointment and satisfaction. The findings highlighted that out of 206 alumni, 126 were male while remaining 80 were female. In terms of professional qualifications among alumni, the findings highlighted that out of 206 alumni, 139 were master of Nursing while 67 were bachelor of nursing. The distribution of job satisfaction of the alumni was expressed. In terms of Current working condition, 173 found it favorable while 11 have not found it favorable. Majority of participants (154) stated that chance of Promotion is available in my current job while 30 alumni told that it's not available. According to work in current job, the findings highlighted that out of 184 alumni, 39.67% stated that it was for solve unemployment while 34.78% selected the job due to near to home. Only 25.54% stated that it was because of familiarity with administration. Overall the alumni have good job opportunities and acknowledge the role of college in their job appointment.

LIMITATIONS:

The present study has various limitations. These are follow:

1. The study was conducted on 206 alumni of Govt. college of nursing, Bikaner.
2. The views were assessed in terms of job satisfaction and job appointment.
3. The study was conducted in single government college of nursing of Rajasthan.

References

1. Akinsanya, J.A. "commitment to nursing: the quest for quality education and practice. *Journal of Advanced Nursing*. 1994; 20 (6): 983-984.
2. Anna Lofmark, Bibbi Smide, Karin Wikblad. Competence of newly-graduated nurses-a comparison of the perceptions of qualified nurses and students. *Journal of Advanced Nursing*. 2006;3 (6):721-728.
3. Balint, L et al, "Job opportunities for masters prepared nurses" *Nursing outlook* 1983;31 (2):109-114.
4. Davis D.C. et. al, "competencies of novice nurse educator s *journal of Nursing Education* 1992; 31 (4) :159-164.
5. Das Anita, A follow study of the utilization of post-graduates of Rajkumari Amrit
6. Kaur College of Nursing Unpublished master's thesis, University of Delhi, 1995.
7. Denise Bircumshaw, Christine M Chapman, "A follow-up of the graduates of the Cardiff Bachelor of Nursing Degree Course. *Journal of Advanced Nursing* 1988;13 (2): 273-279.
8. Jonathan Drennan, Masters in nursing degrees, an evaluation of management and leadership outcomes using a retrospective pre-test design *Journal of Nursing Management* 2012; 20 (1): 102-112.
9. DBUU. Scope of nursing: careers, salary & opportunities. Dev Bhoomi Uttarakhand University Blog. 2025.|
10. Neotia Academy. The future of nursing in India: trends, challenges and opportunities. Neotia Academy Blog. 2024.|
11. Nursing Profession: A Rewarding and Challenging Career Choice in India: An Assessment. Centre for Development of Education and Skills. 2022.

12. Gupta R, Nishant N, Sankhe L. Occupational Health Nursing as a Prospect for Nursing Students-A Cross-Sectional Study. *Indian J Occup Environ Med.* 2025 Oct-Dec;29(4):265-268.
13. Medvarsity. Explore nursing career opportunities in India with Medvarsity. *Medvarsity Blog.* 2023.
14. Sivaraman S, et al. Occupational health nursing-growing influence at workplace in India. *PMC.* 2012.
15. Nursing: a profession or an occupation. *Res Rep Occ Ind Med.* 2015;3:51839.
16. Singh L, et al. State of nursing in India: persistent systemic challenges. *Front Public Health.* 2022;10:9547647.