

THE ENTREPRENEUR PROFILE OF NURSING RESIDENTS

PERFIL EMPREENDEDOR ENTRE RESIDENTES DE ENFERMAGEM

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Objective: to identify the entrepreneurial profile of nursing residents of a public university. **Method:** a cross-sectional, descriptive study with a quantitative approach. The study was developed together with the nursing residency programs of a public university in Paraná, Brazil. The General Enterprising Tendency test and characterization form were applied to the sample of nursing residents. Data were submitted to descriptive statistics, using the midpoint of the test as a parameter to measure the entrepreneurial profile. **Results:** the majority (91%) of resident nurses were women younger than 25 years of age (66.7%). The entrepreneurial tendencies with the best scores were “drive and determination” and “the need for success”. The main negative assessments of the entrepreneurial profile were “risk taking” and “creative tendency”. **Conclusion:** Nursing residents are determined to succeed, but lack some entrepreneurial tendencies, which may affect the completeness of the entrepreneurial profile.

Descriptors: Professional competence. Internship and residency. Human Nursing Resources. Role of the nursing professional. Health management.

Objetivo: identificar o perfil empreendedor de residentes de enfermagem de uma universidade pública. *Método:* estudo transversal, descritivo, de abordagem quantitativa. Foi desenvolvido junto aos programas de residência em enfermagem de uma universidade pública do Paraná, Brasil. À amostra de residentes, empregou-se o teste Tendência Empreendedora Geral e formulário para caracterização. Os dados tabulados foram submetidos à estatística descritiva, utilizando-se o ponto médio do teste como parâmetro para aferição do perfil empreendedor. *Resultados:* a maior parte (91%) dos enfermeiros residentes eram mulheres com menos de 25 anos (66,7%). As tendências empreendedoras melhor pontuadas foram “impulso e determinação” e “necessidade de sucesso”. As principais aferições negativas ao perfil empreendedor foram “propensão a riscos” e “tendência criativa”. *Conclusão:* os residentes de enfermagem

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são determinados ao sucesso, porém algumas tendências empreendedoras são deficitárias, o que pode dificultar a completude do perfil empreendedor.

Descritores: Competência profissional. Internato e residência. Recursos humanos de enfermagem. Papel do profissional de enfermagem. Gestão em saúde.

Objetivo: identificar el perfil emprendedor de residentes de enfermería de una universidad pública. Método: estudio transversal, descriptivo, de abordaje cuantitativo. Desarrollado junto a programas de residencia en enfermería de una universidad pública del Paraná, Brasil. A la muestra de residentes, se empleó la prueba Tendencia Emprendedora General y formulario para caracterización. Datos tabulados sometidos a la estadística descriptiva, utilizándose el punto medio del test como parámetro para medición del perfil emprendedor. Resultados: la mayor parte (91%) de los enfermeros residentes eran mujeres menores de 25 años (66,7%). Las tendencias emprendedoras mejores puntuadas fueron “impulso y determinación” y “necesidad de éxito”. Las principales encuestas negativas al perfil emprendedor fueron “propensión a riesgos” y “tendencia creativa”. Conclusión: los residentes de enfermería son determinados al éxito, pero algunas tendencias emprendedoras son deficitarias, lo que puede dificultar la completitud del perfil emprendedor.

Descritores: Competencia profesional. Internado y residencia. Personal de enfermería. Rol de la enfermera. Gestión en salud.

Introduction

The labor market has increasingly demanded professionals to be prepared for the competitive reality of the globalized world, which promotes the development of skills that leverage rationality and quality of work⁽¹⁻²⁾. Among the required competencies in this new professional profile, the entrepreneurial spirit or behavior has gained space, which requires creativity initiative, innovation and the execution of projects⁽³⁾, based on new ideas or the reformulation of existing ones⁽⁴⁾.

Entrepreneurship is applicable to the most diverse segments of human knowledge, since it is the strategic practice in the production of goods and services⁽¹⁾. In nursing, by planning and providing assistance, nurses develop entrepreneurial characteristics in their work process, aiming to bring quality of life and well-being to the individual and the population, proposing solutions, establishing goals and assuming managerial, autonomous and responsible roles⁽⁴⁻⁵⁾.

To exercise the entrepreneurial role, it is necessary to develop skills and competences, such as strategic vision, ability to innovate, ethics, determination and persistence in order to explore the potential of each individual, making it a link between the social sector, public

/ private sector and the community⁽⁶⁾. Thus, entrepreneurial behavior in nursing must be based on managerial competencies, since they go beyond technical know-how, and be directed towards rational, relational and strategic work skills. Thus, it is an innovative profile⁽⁷⁾.

Nursing Residency Programs began in the 1960s and were an answer to the search of a professional profile that meets the complex needs of the health services. Its objective is to improve the training of professionals through postgraduate programs that articulate activities and partnerships between academia and health services, as well as the development of skills and abilities that accentuate and qualify the role and work process of nurses⁽⁸⁾. It is a specialization developed in the in-service training modality, in which the Resident Nurse articulates extensive practical experience in the work place – according to the area of specialization – with the expected scientific development of a postgraduate program^(7,9).

Although recognized as bridges for the development of advanced nursing skills⁽⁷⁾, Nursing Residency programs are still not very significant in Brazil, when compared to the medical area, which has long been a priority for this modality of high level training⁽⁹⁾. For this

reason, research on the characteristics, impact, and outcomes of nursing residency programs is certainly necessary. Another fact that justifies the dissemination of this study is the evident need for nurses to leverage their entrepreneurial vision and professional autonomy, which may benefit the consolidation of the profession as a science.

Given the importance of Nursing Residency programs, it is pertinent to analyze if the experience of the specialization has stimulated the development of entrepreneurial skills in the actions of the different health care services. Therefore, the research question that guides this study is: What is the entrepreneurial profile of Nursing Residents of a public university?

Thus, the objective of this study was to identify the entrepreneurial profile of nursing residents of a public university.

Method

A cross-sectional, descriptive study with a quantitative approach. This study was developed together with the Nursing Residency programs of a public university in the state of Paraná, Brazil.

The study population consisted of the resident nurses of the 1st (R1) and 2nd (R2) years of all specialties (n=8) of the Nursing Residency programs under study. All enrolled residents (n=60) during the data collection period which occurred during the months of November and December 2013 were included in the study. The exclusion criteria were nursing residents absent due to holiday leave, medical leave, or other types of absence; and three unsuccessful attempts at contacting the participant.

A self-administered instrument composed of two parts was used for data collection. The first included gaining demographic and professional data from the participant; the second part consisted of data related to The General Entreprising Tendency Test (GET)⁽¹⁰⁾. This test was developed and tested in 1988 by Sally Caird and Cliff Johson, both researchers from the Business and Industrial Training Unit at Durham University Business School, and was later validated in Brazil⁽¹¹⁾.

The GET contemplates questions related to the characteristics of the participant, allowing to verify the entrepreneur behavior, translated by the following characteristics: need for achievement, desire for autonomy, creative tendency, risk taking, drive and determination. This questionnaire is composed of 54 questions and the participant chooses A (agreement) and D (disagreement). In order to evaluate the final score, the questions are distributed in different sections directed to each of the tendencies / characteristics. In four of the five trends, called the need for achievement, creativity, risk taking and drive / determination, the maximum sum of points obtained is 12, while for autonomy / independence trend, the maximum score is 6⁽¹¹⁾. The higher the score in trends, the better the relative interpretation of entrepreneurial behaviour⁽¹¹⁾.

During the data analysis, the midpoint of the referred scores were used for a dichotomous description of the entrepreneurial behavior. This analysis, in addition to being applied to the entire sample of residents, was also segregated by age (participants aged 25 or over and under 25 years of age) and by experience (with or without). In these last two analysis modalities, the participants were those that scored equal or above the midpoint of the entrepreneurial tendencies.

At the end of the data collection, the data were tabulated and registered using the Microsoft Office Excel® software. A descriptive statistical analysis was carried out using the same software.

The study fully respected the national requirements governing research with human beings. The study is registered by CAAE No. 21332613.1.0000.5231.

Results

Among the 60 residents who were approached, only 57 participated in the study. Among these 57 participants, 91% were female, and the average age of the participants was 24 years of age. Most were graduates from higher education institutions in the state of Paraná (75%) with 14%

being graduates from the state of São Paulo and 11% from other states in Brazil.

Twenty-three months was calculated as the average time of completion of higher education until beginning the residency program. For 84% of the residents, the *lato sensu* specialization was the first contact with the nursing practice. Among these, 92% reported having entered the residency program after university, emphasizing this postgraduate modality as a gateway into the labor market.

Regarding professional intentions, 82% stated that they intended to continue in the area of

specialization after the end of the residency. The average salary was R\$ 5.515,63. The main activities that they intended to develop in the future, in which the same resident could mention more than one answer, included the practice of care (28.3%), *stricto sensu* graduate program (45%), commence a career in the public sector (23.3%) and teaching (38.8%). Table 1 describes entrepreneurial behaviour according to the scores in The General Enterprising Tendency Test.

Table 1 – Distribution of participants according to the score in the five general entrepreneurial tendencies. Londrina, Paraná, Brazil – 2013

General Enterprising Tendencies	Equal or higher than average		Lower than average	
	n	%	n	%
Need for achievement	37	64.9	20	35.1
Desire for autonomy	19	33.3	38	66.7
Creative tendency	20	35.1	37	64.9
Risk taking	14	24.6	43	75.4
Drive and determination	51	89.5	6	10.5

Source: Created by authors.

It was observed that the only participants who reached a score above the average did so in the need for achievement and of drive and determination trends and were greater than 50%.

This result indicates that the residents had an insufficient entrepreneurial tendency. Table 2 shows the entrepreneurial tendencies in relation to the age of the participants with the best score in the test.

Table 2 – Distribution of participants according to age and score equal to or above average in the five general entrepreneurial tendencies. Londrina, Paraná, Brazil – 2013

General Enterprising Tendencies	<25 years old		≥25 years old	
	n*	%	n [†]	%
Need for achievement	24	63.2	13	68.4
Desire for autonomy	13	34.2	6	31.6
Creative tendency	14	36.8	6	31.6
Risk taking	10	26.3	4	21.0
Drive and determination	32	84.2	19	100

Source: Created by authors.

* N = 38 participants.

† N = 19 participants

Finally, Table 3 shows the relationship between the score obtained in the entrepreneurial

tendencies test and the previous experience of working as a nurse.

Table 3 – Distribution of participants according to previous practical experience and score equal to or above average in the five general entrepreneurial tendencies. Londrina, Paraná, Brazil – 2013

General Enterprising Tendencies	With experience		Without experience	
	n*	%	n [†]	%
Need for achievement	6	66.7	31	64.6
Desire for autonomy	1	11.1	18	37.5
Creative tendency	2	22.2	19	39.6
Risk taking	4	44.4	10	20.8
Drive and determination	9	100	42	87.5

Source: Created by authors.

*N = 9 participants.

†N = 48 participants.

Discussion

Upon analysing the verified data, it is noticeable that the residency program has been performing the role of inserting Nursing graduates into the labor market. This is relevant because residency program is a differential in nursing training due to the incentive of training directly in health care services, enabling technical improvements, clinical reasoning, managerial knowledge, development of scientific activities, among others⁽¹²⁾.

Another noteworthy point is that even though general education is necessary and common in nursing, it is undeniable that the health care area encompasses specificities, which, in turn, requires high technical-scientific knowledge from the professionals of each segment in this vast area. Therefore, the nursing residency program tends to elevate skills, competencies and knowledge in a specific specialty, because the form of specialization occurs in the service linked to scientific development, with a high workload completed in an average duration of two years⁽⁷⁾.

The relative reference to the academic career possibly originates in the involvement of preceptor nurses and teachers during their residency in scientific research activities, as well as their approximation to pedagogical contents with undergraduates and the nursing

team, being encouraged to apply active teaching methodologies and also the theoretical basis for the transformation (improvement) of care practice⁽¹³⁾.

The fact that the majority of nursing residents are women (91%) is consistent with the historical feminization of the nursing staff working in health care services, seeing that care is considered a feminine assignment from its conception, seen as the act of directing care to the other, originating in religiosity and family⁽¹⁴⁾. This is also in line with the Brazilian nursing profile, where there is an evidently higher number of female workers in the profession compared to male workers⁽¹⁵⁾.

The high percentage of participants with equal or above average scores in the need for achievement tendency as well as the drive and determination tendency suggests that most nursing residents are optimistic, self-confident, focused on results, persistent, determined, and seek new opportunities and new knowledge. These characteristics correspond to the professional who are starting in the labor market who aim to contribute to transformations and ideal results and their expectation of self-actualization⁽⁵⁾. On the other hand, other tendencies, such as autonomy, taking risks and creative tendency, had a greater “negative” concentration, which may compromise the entrepreneurial profile of nursing residents.

Upon evaluating the influence of entrepreneurship on the daily nursing activities, it was observed that, as the leader and representative of the team, nurses should develop their need for achievement and their desire for determination in order to seek progress in their own performance, as well as in the members of their team by planning objectives aimed at improvement and encouraging peers to surpass goals⁽¹⁶⁾. Thus, the nurse is expected to be an entrepreneur.

During decision-making, nurses must foresee the benefits and risks arising from their behavior, which also requires self-confidence and commitment to the implementation of future adopted strategies, as well as the ability to recognize internal and external factors of their decision-making process⁽¹⁷⁾. Therefore, the taking risk evaluation, in an insufficient proportion as an entrepreneurial tendency of nursing residents, may need to be revised, as, with a high level of training and specialization, these future specialists are expected to be important decision-makers in their area of practice.

It is worth questioning that taking risks is a factor that involves governability or decision-making power, which is perhaps still developing in residents, who, despite being graduated nurses, still experience being in the position of a student. Therefore, a research carried out with graduates of a nursing residency course is highlighted, which pointed out that the specialization program contributed greatly to safety and professional experience⁽¹⁸⁾, which differs from the research subjects, who are still students in the residency program.

Considering that there was an inverse result in the desire for autonomy, creativity and taking risks categories, it is evident that the residents have difficulties in defending their objectives, expressing ideas, innovating, taking on challenges / risks and evaluating costs and benefits. The anxiety due to the search for theoretical-practical knowledge improvement, added to the inexperience of the newly graduated nurse and can cause them to devalue their own performance⁽¹⁹⁾.

It is also noteworthy that, despite nursing advances within the care environment and the work process, many of their professionals are still subordinate to doctors, have their autonomy reduced during care and are overloaded with technical activities. This can generate insecurity and/or cause them to become set in their ways within their role in the health care services, thus generating professionals who are not exposed to challenges or changes despite health services requiring people who commit to the management process and reflect on practice⁽²⁰⁾.

Considering that entrepreneurship is a managerial competence of transformation, planning and execution of actions, and that the nurse maintains direct contact with patients and the multiprofessional team, nurses must develop autonomy in decision making and learn how to face challenges. Their role in care management, scientific and theoretical-practical knowledge, should enable them to improve their role and increase their professional visibility⁽⁴⁾.

Creativity is also paramount for successful management due to the need to adopt innovation processes, whether related to the creation or re-adjustment of strategies, enabling promising ideas to materialize through facilitative actions⁽⁴⁾ and actions that simplify and qualify activities. In the health care area, even when nurses are creative, they may encounter complex obstacles that require flexible and innovative behavior, allowing the improvement of practice⁽¹⁾. This may mean that creativity itself may not be enough for innovative practice.

The elaboration of strategies that encourage creativity and the continuous search for new results and improvements have become one of the greatest challenges for health institutions and it is the responsibility of the managers and the academy to make nurses and students in training aware, as well as to provide space to support these skills. The motivation of the leader and the institution, as well as the group's awareness of the adoption of entrepreneurial practices, can be a differential in the formation of well-structured

teams, who are united and committed to meeting common objectives⁽¹⁶⁾.

When correlating the score obtained in the GET with the age and previous experience variables, it was verified that the search for opportunities and new objectives was higher in the older participants, with previous experience in the area being a differential in the drive and determination tendency. As most of the residents were new graduates, it is important to note that, in the process of developing new skills, after successive approximations, confidence and maturation are acquired as a result of confrontations. In a study carried out with managers, it was found that younger age and length of professional experience corresponded to a greater tendency for entrepreneurial behavior⁽²¹⁾. In the present study, it is important to emphasize that the population is composed of young adults who are entering the labor market for the first time.

Vocational guidance for entrepreneurship and pre-service training⁽²²⁾, as well as further studies on the research of other influences outside of training, such as culture and social environment, are recommended strategies for the adoption of entrepreneurship as a tool capable of generating change in behaviour and work⁽²³⁾. Having said that, it is evident that the entrepreneurial tendencies deserve more attention in nurse training, as well as in the nursing residency programs since this type of specialization has the premise of raising the level of professional qualification.

The greatest limitation of this research was possibly the impossibility of generalizing the results. However, this study contributes to the development of entrepreneurial behavior, considering that it encompasses different characteristics and abilities essential for the nursing practice and its further optimization.

Conclusion

It is concluded that nursing residents are determined to succeed however they lack some entrepreneurial tendencies which may hinder the integrity of the entrepreneurial profile. Older

residents with professional experience showed more drive and determination. Perhaps the “negatively” evaluated entrepreneurial tendencies result from the participants being students but considering that the residency program is a modality of the professional qualification, these results reveal that there is a need to revise nurse training.

It is also worth emphasizing the need for nursing residents to value their role in the team and in the institution, exercising their activities with autonomy and creativity, assuming goals, recognizing their competencies in order to provide quality care.

Collaborations:

1. conception, design, analysis and interpretation of data: Andressa Martins Dias Ferreira and Marli Terezinha Oliveira Vannuchi;
2. writing of the article and relevant critical review of the intellectual content: Andressa Martins Dias Ferreira, Mariana Angela Rossaneis, João Lucas Campos de Oliveira, Maria do Carmo Fernandez Lourenço Haddad and Marli Terezinha Oliveira Vannuchi;
3. final approval of the version to be published: Maria do Carmo Fernandez Lourenço Haddad and Marli Terezinha Oliveira Vannuchi.

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