

Factors Predicting the Nursing Professional Intention of Nursing Students in Colleges of Nursing under the Ministry of Public Health

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ABSTRACT

The purposes of this research aimed to study the intention of nursing profession of nursing students, to study the relationship between selected factors and intention of nursing profession, and to study factors predicting the nursing professional intention of nursing students in Colleges of Nursing Under the Ministry of Public Health according to the Theory of Planned Behavior proposed by Ajzen (1991). The sample group used in the research was 457 nursing students from 1st to 4th year derived from multi-stage random sampling. The research instruments were questionnaires consisting of 5 parts: 1) demographic data 2) attitude towards the nursing profession 3) subjective norm about nursing profession 4) perceived behavioral control of nursing profession and 5) nursing professional intention. The overall reliability of the questionnaires by using Cronbach's alpha coefficients was equal to .95. The data were analyzed using mean, standard deviation and multiple regression analysis.

The result revealed as follows;

1. Intention in the nursing profession of nursing students when considering the overall level, nursing students had the intention of practicing in the nursing profession at a moderate level (Mean = 3.31 SD. = .66). When considering each year it was found that the third year nursing students had the intention of practicing in the nursing profession at a high level (Mean = 3.57 SD. = .84) while the fourth year, second year, and first year nursing students had the intention to the nursing profession at a moderate level, respectively (Mean= 3.29 SD. = .53, Mean= 3.19 SD =.50 และ Mean= 3.10 SD =.52).

2. The relationship between selected factors and intention of nursing profession revealed that the attitude towards nursing profession, subjective norm about nursing profession, and perceived behavioral control of nursing profession had a positive correlation with intention of nursing profession with statistical significance at .01 level with correlation coefficient between .128 and .674.

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3. Factors predicting the nursing professional intention of nursing students by stepwise multiple regression analysis it was found that the perceived behavioral control of nursing profession mostly affecting the intention of nursing profession in the form of standardized score equal to .479, attitude towards nursing profession and subjective norm about nursing profession affecting the intention of nursing profession in the form of standard score equal to .330 and - .170, respectively. Moreover, it can explain the variance of nursing professional intention of nursing students at 52.10 percent with statistical significance at the level of .01 ($R^2 = .521, p <.01$).

Keywords: Nursing students, Nursing professional intentions

Introduction

The nursing profession is a profession that is absolutely necessary for the health service system in Thailand. This is because nurses are the largest group of personnel that provide comprehensive care for people with illness in terms of health promotion, disease prevention, medical treatment, and rehabilitation (Nursing and Midwifery Council, 2013). The provision of nursing care covers the individual, family, and community levels using knowledge, technology and expertise to solve illness problems that are complicated, severe to a critical level (Jomsri, Klunklin, Tunmukayakul, & Srisuphan, 2010). Emphasis is placed on providing quality nursing care services to ensure the highest potential after the illness, with a good quality of life (Nursing Council, 2019). While the workload in hospitals has increased, it is found that there is a rather shortage of professional nurses working in the Ministry of Public Health (Sawaengdee, 2008). From the study of the Nursing Council to estimate

the demand for nursing in the next 10 years (2010-2019) found that Thailand is lacking nursing approximately 43,250 professions with a shortage in the Ministry of Public Health, 31,250 people from other government agencies and 12,000 people from another private sector Consistent with Taokumlue & Damapong's studies (2007) found that professional nurses in private hospitals are willing to remain at the job by 29.3%, causing private hospitals to continuously lack professional nursing staffs who have expertise in their work. Another study also found that professional nurses working in government agencies with an intention to remain on the job 86.80% (Khunthar, Khuncham, Sawaengdee, & Theerawit, 2013). From a long-term research project to monitor the working life and health of nurses for a period of 20 years, beginning in 2009, with the support of the Health System Research Institute (HSRI) and the Human Resources for Health Research and Development Office (HRDO). The results of the initial

study found that nurses today carry a heavy workload. New nurses with an age group less than 30 years of age will only work in a very short career, only 3-4 years (Urairak, 2016). A shortage of nurses will affect the quality of service to patients also affecting the nursing profession.

Nursing education is considered as a key factor in the development of nursing personnel to create knowledge, skills, attitudes and analytical thinking in job development (Prajkitt, 2014). In addition, nursing education changes of work behavior of nursing personnel to have quality and in accordance with the needs of clients and aiming to produce personnel with responsibility for taking care of patients both physically and mentally (Kunaviktikul, 2015). There is a decision in professional practice according to the nursing process. The educational management of the nursing profession therefore develops and prepares students to be quality graduates and able to apply knowledge in the professional field to serve society and the nation. Thus, this is a direct duty of higher education institutions and to develop nursing students with competencies of professional nurses as announced by the Nursing Council, which consists of knowledge, ability and attitude of professional nurses who have graduated with a bachelor's degree which will enable nurses to be able to operate safely to the extent of their profession, have responsibility, be an efficient colleague, have the potential to develop oneself and develop continuously, and be a good

member of society. Furthermore, the effectiveness of nursing care will be associated with the intention of behavior since being a nursing student because such behavior generally arises from the relationship between ideas feelings or emotions or needs for something that will lead to action (Ajzen & Fishbein, 1980). Human behavior is therefore determined by the individual's intention (Ajzen, 1991).

Nursing education institutions play an important role in encouraging students to have the intention of practicing in the nursing profession, beginning with the process before accepting students to study in the nursing program. Nursing teachers, senior nurses, and nursing students should be involved in explaining the nature of the nursing profession so that those who want to study nursing understand the nature of the nursing profession. This process helps people who want to study nursing to make decisions that are in line with their true needs, such as not following friends or the needs of others. This will help students understand and intend to continue practicing in the nursing profession after graduation, even when encountering various problems and obstacles. In addition, nursing educational institutions should have a policy to instill a good attitude and pride in the nursing profession during the ongoing teaching and learning in every year so that nursing students can feel love and pride in the profession in order to reduce their future resignation (Khunthar, 2014). Developing a

positive attitude towards the nursing profession will result in the students being ready as a professional nurse and have love and pride in the nursing profession. These procedures will help prevent the resignation of the nursing profession and allow the nurses to remain in the profession for longer, resulting in fewer nursing shortages.

According to research reports, nurses are more likely to quit their jobs due to the dissatisfaction in nursing profession because nursing work is very hard both physical and mental work. Nurses must have patience, morale, incentives and a good attitude towards the profession for efficient nursing practice. According to the studies of Thongniran, Intaraprasong, & Pattarachachai (2015), it is found that job satisfaction is positively correlated with career intentions with significant statistics at the .05 level and job satisfaction in compensation, career growth, opportunities and working conditions can explain the variation in career intentions by 12.60 percent with statistical significance at the level of .01. Consistent with Inkoom et al. (2009), it is found that the attitude towards nursing profession is positively related to job satisfaction of professional nurses with statistical significance at the level of .05. In addition, Tangchatchai, et al., (2011) found that the variables that predicted the persistence of professional nurses were the income, organization characteristics, and the job characteristics can predict the job retention of

professional nurses by 24.8 percent. Therefore, nursing institutions should be aware of the factors that affect the intention of the nursing profession from the beginning of the nursing students entering the institute in order to prepare and encourage students to have a good attitude towards the profession, have morale, and motivation to practice nursing profession, resulting in the end to remain in the nursing profession forever in the future.

From the literature review, the researcher found that the intention of the nursing profession and factors affecting the nursing profession intention of private nursing students, nursing students at Eastern Asia University and police nursing students (Urairak, 2016 & Chansakul, 2018) in which the context of the nursing profession after graduation is different from the nursing students under the Ministry of Public Health. Furthermore, the researcher found a study of factors affecting the nursing professional intention of nursing students in college of nursing under The Ministry of Public Health by studying only in the 4th year nursing students by using Theory of reasoned action (Ajzen & Fishbein, 1980) and the results of the research found that attitude toward nursing profession, subjective norm on nursing profession was significantly affected to nursing professional intention with statistical significance at the level of .01 (Rungruang, Polsingchan, & Phuvipadawat, 2013). However, the development of a positive

attitude towards the nursing profession should prepare nursing students from the beginning of their first year careers because if a nursing student has a negative attitude towards the profession, it will cause a negative effect which is not happy in studying. In addition, it also affects the academic achievement and readiness to enter the nursing profession of students (Phrathaen, 2001). Together with the shortage of nurses from resignation and the intention to remain in nursing profession greatly reduced during the last 5 years, therefore, the researcher is interested in studying factors predicting the nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health, covering first-year to fourth-year nursing students by using the Theory of Planned Behavior developed by Ajzen (Ajzen, 1991) in order to obtain information for planning and promoting continuous nursing students with good attitudes towards their careers and their professional intentions and prevent future nursing shortages.

Research questions

1. Are there any differences in nursing professional intention of nursing students in each year?
2. What factors are related to the nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health?
3. What factors can predict the nursing professional intention of nursing

students in colleges of nursing under the Ministry of Public Health?

Objectives

1. To study the nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health.
2. To study the relationship between selected factors and nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health.
3. To study factors predicting the nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health.

Conceptual framework

The conceptual framework used in this research is Theory of Planned Behavior (TPB), which states that human behavior is caused by intention (Ajzen, 1991). Theory of Planned behavior consists of 3 components: attitude towards the behavior, subjective norm about the behavior, and perceived behavioral control of the behavior which is linked to beliefs and behavior. Therefore, according to TPB it can be explained that nursing professional intention of nursing students related to what factors. The first factor is that nursing students must believe that nursing profession will bring benefits or self-worth. When a nursing student has a positive belief, it will result in a positive attitude towards the nursing profession. Then they will have the intention to practice the nursing profession to the

fullest capacity and remain in the nursing profession without resigning. The second factor, subjective norm about nursing profession, is that nursing students think that people who are important to them, such as parents, friends, and teachers want them to practice nursing. They will be inclined to have the intention of the nursing profession according to the environment that is important to them as well resulting in them having a behavior of persistent in the nursing profession. The final factor is the perception of nursing students that they are capable of working in the nursing profession, depending on the belief that they have support or obstruction in the nursing career and confidence in their own ability to control things. That promotes or hinders the practice of nursing if they are aware that they are capable will have the intention to practice the nursing profession and to practice professionally without the idea of resignation. Therefore, variables in predicting the nursing professional intention of nursing students in this research consist of attitude towards the nursing profession, subjective norm about nursing profession, and perceived behavioral control of nursing profession.

Methodology

This Predictive Correlational Research Design was used. The sample group was

the first year to the fourth year nursing students at the college of nursing under the Ministry of Public Health which was obtained by multi-stage random sampling, receiving a sample of 457, with details as shown in Table 1. Step 1) Determine the sample size by calculating from the sample size calculation program that the confidence was .05, the sample size was 415 people. The researcher increased the sample size to prevent loss of 10% to 42 people. Therefore, the suitable sample in the research was 415-457 people. Therefore, researchers used the sample size of 457 people. Step 2) Randomly selected nursing colleges as a sample by determined that nursing colleges are group and randomly selected 20% of colleges in each region from all 4 regions. The researcher got 1-2 colleges in each region and use cluster random sampling to get 2 colleges from each region, in total of 8 colleges. Step 3) Randomly selected year class used as a sample, the researcher determined that the nursing college is a group and randomly selected 2 colleges per years class and use the simple random sampling method by drawing method. Step 4) Randomly selected nursing students from each year which was used as a sample group using simple random sampling by drawing method.

Table 1: Sample number classified by nursing colleges and region

Region (Number of colleges / 20 percent)	Colleges	Number of students and sample groups							
		1 st year		2 nd year		3 rd year		4 th year	
		N	n	N	n	N	n	N	n
South (5/1)	A			95	47				
North (7/2)	B	175	86						
	C			96	47				
Central 1 (5/1)	D							70	35
Central 2 (7/2)	E							143	70
	F					100	49		
Northeastern (7/2)	G					101	50		
	H	149	73						
Total		324	159	191	94	201	99	213	105
		N=929				n=457			

The instrument used in the research was a questionnaire which was created according to the Theory of Planned Behavior (Ajzen, 1991) for factors predicting the nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health. The questionnaire consisted of 5 parts, part 1) the demographic data part 2) the nursing professional intention 7 items, part 3) attitude towards the nursing profession 20 items part 4) subjective norm about nursing profession 20 items and part 5) perceived behavioral control of nursing profession, consisting of 20 items. The developed questionnaire was examined by 3 experts for content validity by using the item-objective congruence index (IOC), the IOC was between .67 to 1.00, which has a consistency index greater than .50 in each item. After that, the researcher tried out

the instruments with 30 non-sample nursing students and found reliability of a questionnaire using the Cronbach's alpha coefficient which was equal to .95.

After obtaining the permission from the college of nursing under the Ministry of Public Health, the researcher coordinated with the responsible person in each nursing college. Nursing students who met the inclusion criteria and agreed to participate were approached for explanation about the study purpose and processes, receiving the information sheets and signing a consent form. Then, each student completed a questionnaire in around 15-20 minutes without interruption during gathering data.

Results

1. Most participants were 34.79% of the first year nursing students, followed by the fourth year, third year and second

year nursing students (22.98%, 21.66%, and 20.57%), respectively. Most of the nursing students had 329 relatives or acquaintances who were nurses (71.99%). When considering the relationship of students with relatives or acquaintances who were nurses, it was found that most of them had relatives such as aunts, uncles, aunts, brothers and sisters from other families who were nurses of 194 people (58.96%), followed by family members such as parents, sisters who work as nurses of 118 people (35.87%). There were 266 nursing students identified reasons for choosing to study nursing (58.21%). When considering the reasons for choosing to study nursing, it was found that the top 3 reasons for choosing to study nursing were a career with good job security of 76 people

(16.63%), parents want them to study of 59 people (12.91%) and have a scholarship to study and have jobs after graduating of 32 people (7.00%), respectively.

2. The results of the research showed that overall nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health was at a moderate level (Mean = 3.31 SD. = .66). When considering each year it was found that the third year nursing students had high level of nursing professional intention (Mean = 3.57 SD. = .84) while the fourth year, second year, and first year nursing students had nursing professional intention at a moderate level, respectively (Mean = 3.29 SD. = .53, Mean = 3.19 SD. = .50 and Mean = 3.10 SD. = .52) as shown in Table 2

Table 2: Showed mean, standard deviation, and nursing professional intention level of nursing students in colleges of nursing under the Ministry of Public Health classified by year (n = 457)

	Number (n)	Mean	SD	results
1 st year nursing students	159	3.10	.52	moderate
2 nd year nursing students	94	3.19	.50	moderate
3 rd year nursing students	99	3.57	.84	high
4 th year nursing students	105	3.29	.53	moderate
All students	457	3.31	.66	moderate

2. The relationship between selected factors and nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health as shown in Table 3, the internal correlation coefficient between the indicators of attitude towards nursing

profession (A), subjective norm about nursing profession (B) and perceived behavioral control of nursing profession (C) had a positive correlation with nursing professional intention with the correlation coefficient between .303 and .804. When considering the internal correlation

coefficient between each factor and nursing professional intention (Y), it was found that attitude towards nursing profession (A) subjective norm about nursing profession (B) and perceived

behavioral control of nursing profession (C) had a positive correlation with nursing professional intention with statistical significance at .01 level with correlation coefficient between .128 and .674

Table 3: The internal correlation coefficient and the multiple correlation coefficient between each factor and nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health (n = 457)

	A	B	C	Y
attitude towards nursing profession (A)	1	.303**	.804**	.664**
subjective norm about nursing profession(B)		1	.413**	.128**
perceived behavioral control of nursing profession (C)			1	.674**
nursing professional intention (Y)				1

** $p < .01$

3. Factors predicting the nursing professional intention of nursing students by stepwise multiple regression analysis as shown in Table 4 found that attitude towards nursing profession, subjective norm about nursing profession and perceived behavioral control of nursing profession able to predict the intention of the nursing profession with statistical significance at the level of .01. The perceived behavioral control of nursing profession mostly affected the nursing

professional intention in the form of standardized score equal to .479. Attitude towards nursing profession and subjective norm about nursing profession affected the nursing professional intention in the form of standardized score equal to .330 and -0.170, respectively. Moreover, it can explain the variance of nursing professional intention of nursing students at 52.10 percent with statistical significance at the level of .01 ($R^2 = .521, p < .01$).

Table 4: Important weight of variable factors in each component that predict nursing professional intention of nursing students in colleges of nursing under the Ministry of Public Health (n = 457)

	b	β	SE_b	t
attitude towards nursing profession (A)	.136	.330	.023	6.016**
subjective norm about nursing profession (B)	-.053	-.170	.011	4.741**
perceived behavioral control of nursing profession (C)	.232	.479	.028	8.337**
<i>R</i> = .721 <i>R</i> ² = .521 <i>F</i> = 163.650**				

***p* < .01

Discussion

From the analysis and conclusion of the research the researcher can discuss the results as follows:

1. Intention in the nursing profession of nursing students in colleges of nursing under the Ministry of Public Health when considering the overall level, the results revealed that nursing students had the nursing profession intention at a moderate level (Mean = 3.31 SD. = .66). It was found that the third year nursing students had high level of intention in the nursing profession (Mean = 3.57 SD. = .84) while the fourth year nursing students, the second and the first year nursing students had the nursing profession intention at a moderate level, respectively (Mean = 3.29 SD. = .53, Mean = 3.19 SD. = 0.50 and Mean = 3.10 SD. = .52). It was not consistent with the research of Urairak (2016) which studied factors affected intention to stay in nursing professional of police nursing students. It was found that police nursing students of every year had the intention

to stay in nursing professional at a high level. In addition Chansakul 's research (2018) which examined factors affecting intention and the nursing professional intention of nurse students in Eastern Asia University found that nurse students of every year had the nursing professional intention at a good level. It was discussed that the nursing students' intention in the nursing profession was at a moderate level, possibly from the attitude towards nursing profession that was related to the nursing students' intention to nursing profession. In this study, it was found that the attitude towards nursing professional was at a moderate level (Mean = 3.50, SD. = 0.56) which related to the intention in the nursing profession among nursing students at a moderate level. It can be explained by the TPB that human behavior is influenced by behavioral intention and what influences behavioral intention including attitudes towards the behavior (Ajzen, 1991).

The results of the study revealed that the third year nursing students had a

high level of nursing profession intention. This was different from nursing students in Year 4, Year 2 and Year 1, which had a moderate level of nursing profession intention. It can be explained that the third year nursing students had the theoretical and practical teaching and learning in subjects related to the nursing profession mostly. Therefore, they had experience in applying theoretical knowledge into practice and had practical experience in the wards in a variety of nursing subjects this year. Therefore making third year students had real experience in caring for patients, learning nursing practice techniques from nurses, seeing role model as a nurse including a good attitude at work. Thus making third year nursing students had more nursing profession intention than the fourth year, second year, and first year nursing students which were taught more in fundamental subjects than in professional subjects. This is inconsistent with the research of Suphamon Chansakul (2018) which found that nursing students from Eastern Asia University of all years had good nursing professional intention.

2. The relationship between selected factors and intention of nursing profession of nursing students in colleges of nursing under the Ministry of Public Health revealed that the attitude towards nursing profession, subjective norm about nursing profession, and perceived behavioral control of nursing profession had a positive correlation with intention of nursing profession with statistical

significance at .01 level ($r=.664$, $.128$, and $.674$, respectively). The results of this study support Ajzen's Theory of Planned Behavior (TPB) (1991), which states that the intentions of behavior are made up of 3 components: attitude towards the behavior, subjective norm about the behavior, and perceived behavioral control of the behavior. The attitude towards the nursing profession positively correlated with the intention of the nursing profession. It can be explained that the attitude towards the nursing profession is a result of a combination of belief and giving value to the results of behavior and has a direct effect on the intention of that behavior (Ajzen, 1991). Like this study, nursing students will have a positive attitude towards the nursing profession only if the nursing students believe that the nursing profession will benefit to them. When considering the questions from the attitude towards the nursing profession questionnaire found that nursing students believed that the nursing profession will lead to a stable career with honor and dignity. It is recognized by society and has a good income, which showed that nursing students have good attitudes towards the nursing profession, thus making it correlated with the nursing profession intention. It was consistent with the research of Thongphath, Thungjaroenkul, and Supamanee (2016) that studied factors related to nurses' intention to continuing education in nursing schools, Lao People's Democratic Republic. It was

found that the attitude towards continuing nursing education was positively correlated with the intention toward continuing nursing school education. In addition, there was a positive correlation between subjective norm about nursing profession and the intention of the nursing profession. It can be explained that the nursing students considered that those who were important to them, such as parents, friends, teachers, wanted them to practice nursing profession. Therefore, they are inclined to have the intention of the nursing profession according to the environment that is important to them as well. Like this study, it was found that the surrounding people of nursing students, whether they are parents, relatives, friends, teachers who teach in secondary school, seniors nursing students, patients, patients' relatives, nurse instructors, nurses, doctors, colleagues in the health team is a group of people who have a great influence on the nursing profession. Therefore, the subjective norm about nursing profession was correlated with the intention of the nursing profession. This was consistent with the research of Thongphath et al. (2016) that found that subjective norms to continue education in nursing school was positively correlated with nurses' intention toward continuing nursing school education.

For the results of this study, it was found that the perceived behavioral control of nursing profession positively correlated with nursing profession

intention. It can be explained that the perceived behavioral control of nursing profession is determined by two factors which are the belief that there will be obstacles preventing to do behavior and assessing the level of ability to control that obstacle (Ajzen, 1991). As with this study, perceived behavioral control of nursing profession of nursing students that they are capable of working in the nursing profession depends on the belief that they have support or obstruction in the nursing career and confidence in their own ability to control things that promotes or hinders the practice of nursing. The promotion of the nursing profession in this study is knowledge and ability, responsibility, patience, multidisciplinary team, and nursing practice skills. On the other hand, the obstacles that arise from the nursing profession include the examination for a licensed nursing practice that does not pass, small compensation, don't have time to look after the family, teamwork problems, and risk for litigation. Therefore, if nursing students perceived as having professional competence and able to handle various obstacles they will have the intention to practice nursing profession and will be able to practice professionally without the idea of resignation. This was consistent with the research of Thongphath et al. (2016) that found that perceived behavioral control was positively correlated with nurses' intention toward continuing nursing school education.

3. Factors predicting the nursing professional intention of nursing students by stepwise multiple regression analysis revealed that attitude towards nursing profession, subjective norm about nursing profession and perceived behavioral control of nursing profession can predict the intention of the nursing profession with statistical significance at the level of .01 and able to predict 52.1 percent of nursing professional intention ($R^2 = .521$, $p<.01$). This study is based on the conceptual framework of the planned behavior theory by supporting the idea that people with a positive attitude towards behavior will be motivated for the intention to do that behavior. The results of this study correspond to past studies that found that belief evaluation on nursing profession can predict the nursing professional intention (Chansakul, 2018) and the intention to study in a nursing program was predicted by attitude toward nursing among senior high school students in the Eastern region of Thailand (Hemachayat, Sittiwit, & Chalermkittichai, 2011). Moreover, subjective norm about nursing profession can predict the intention of the nursing profession. This was not consistent with the studies of Hemachayat et al. (2011), which found that subjective norm was not a factor to predict the intention to study in a nursing program in senior high school students in the Eastern region of Thailand. In addition, perceived behavioral control of nursing profession can predict the intention of the nursing profession. This supports the

belief that people will decide to do activities or conducting various behaviors or not due to their own perceptions of competencies and the perception that they can control or behave that behavior. This study was consistent with the studies of Hemachayat et al. (2011) that found that the intention to enroll in a nursing program among senior high school students in the Eastern Region of Thailand was predicted by perceived behavioral control over studying in nursing.

From this study, it was also found that the perceived behavioral control of nursing profession was able to predict the highest intention of the nursing profession, which is congruence with Ajzen's concept (1991), which stated that any person with high perceived ability to control behavior will be able to do that action more successful than those with less perceived ability to control behavior.

Suggestions

Implications for nursing practice

1. Nursing educational institutions should develop guidelines of pre-school preparation activities of nursing students in promoting a positive attitude towards the nursing profession, subjective norm about nursing profession, and perceived behavioral control of nursing profession.

2. College of nursing under the Ministry of Public Health should be continuing teaching to encourage nursing students to have a positive attitude towards nursing profession from first year to fourth year. Moreover, educational

institution should promote the perceived behavioral control of nursing profession and provide information related to nursing profession for peer, families, and academic instructors in order to increasing the intention of the nursing profession in the future.

Suggestions for future research

1. There should be a study of other factors that may influence the intention of the nursing profession. Since

this study, independent variables could predict 52.1 percent of the intention of the nursing profession. Therefore, there are still other factors that may predict the intention of the nursing profession.

2. There should be a qualitative study in the colleges under the Ministry of Public health about what are the motivation factors that increase or decrease the intention of the nursing profession

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