

## Relationship between nurses' readiness and institutional readiness in developing nursing career paths in public health centers

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### Abstrak

Nursing career paths in public health centers have not been well established compared with nurses in hospitals. It is because the nursing career path has a different organizing system, which then becomes an obstacle in implementing the career path for nurses in primary health care. Therefore, this study aimed to identify the relationship between institutional and nurses' readiness in implementing nursing career paths within public health centers.

A cross-sectional study design with questionnaire as instrument was used in this research. A consecutive sampling technique was used to select 93 nurses from 13 public health centers. Furthermore, to identify the objective of this research, the Spearman's correlation coefficient was used to determine the relationship between paired data.

The results found that institutional readiness was 64 or 71.9% of maximum values, yet nurses readiness was 112 or 74.5% of maximum values. Thus, it can be concluded that there was a meaningful relationship between institutional and nurses readiness with career path implementation ( $p < 0.001$ ), indicating a strong positive relationship ( $r = 0.521$ ). The results of this study are expected to become a baseline data for public health centers and public health offices to establish a professional nursing career path in public health centers.