



Engagement of Nurses in Entrepreneurship: A Review

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ABSTRACT

Nursing is one of the essential professions in the healthcare industry. Nurses are known for their potential and entrepreneurial spirit to augment their income, enhance their skills, improve their professional lives, or pursue their passion in the healthcare industry. However, limited research has been conducted on nurses' behavioral motives and perceptions towards entrepreneurship in the healthcare industry and has yet to be extensively explored. Taking on this challenge will require a comprehensive strategy that considers many different aspects and involves collaboration between policymakers, healthcare providers, educators, and training programs that meet the needs of the nursing workforce. This review article aims to fill this gap by comprehensively analyzing the existing literature on the study.

Keywords: *Nurses, Motives, Perception, Entrepreneurship*

Introduction

In recent years, as more nurses explore business and leave the bedside, there has been a growing interest in nursing entrepreneurship to address the challenges facing the nursing profession. Nurses are reclaiming their traditional right to independent practice in small but increasing numbers as they search for more professionally and personally fulfilling ways to contribute to healthcare delivery systems. With a primary focus on health promotion, illness and accident prevention, chronic and palliative care, rehabilitation and support services, clinical specialty practice, and management consulting, they are expanding their clinical roles and providing various cutting-edge services. In addition to being effective clinicians, these nurses foster a positive public perception as patient advocates, caregivers, counselors, and educators [1]. In the Philippines, becoming an entrepreneur is more or less a requirement in order to make a living. Individuals get into ventures for themselves so that they can provide for their families [2]. Entrepreneurship in the healthcare industry is open to nurses, who may choose to launch ventures in areas such as palliative care/home care, counseling nursing, caregiver training, and complementary therapy [3].

From the beginning of the global crisis in the United States, there has been a significant decrease in the number of available jobs, which has resulted in the unemployment of tens of thousands of people. These professionals make major contributions to the quality of hospitals and to public health by drawing on their individual skill sets and experiences. Moreover, they ensure that underserved patients have access to the necessary medical care. According to the PRC, however, there were an estimated 221,323 nurses in the country who were unemployed or underemployed over the years 2001-2011 [4]. "If they are into clinical review and decision making, they may consider a career as a clinical appeals specialist who abstracts relevant facts documented in the patient's medical record, reviews clinical cases and responds to written medical appeals of patients and clients," Baldoz said [5]. These days, the vast majority of women are quite capable of performing the tasks that were traditionally reserved for men. Because nursing is predominantly a female-oriented field, it stands to reason that when there is a surplus of nurses, the majority of those nurses will be female [4]. Also current studies of female entrepreneurs frequently make comparisons to male entrepreneurs without taking into account the ways in which gender and gender relations impact the fundamental ideas and conceptions of entrepreneurship [6]. Entrepreneurial nurses are trapped between traditional and novel perspectives on nursing identity, norms, values, and roles. Entrepreneurship is a learning process that enhances nurses' ability to think creatively from a more extensive health perspective [7]. In addition, entrepreneurship in nursing provides nurses with self-employment alternatives that enable them to pursue their vision and passion for improving health outcomes through creative methods [8]. There are some nurses who also try their hand at business ownership. They would rather take charge of things themselves than have someone else direct their actions. They are not afraid to take risks. These registered nurses are confident in their ability to achieve success as business owners since they possess the necessary skills. A person who organizes and runs any company, particularly a business, typically with a great deal of initiative is referred to as an entrepreneur, as described by the definition provided by the dictionary [4]. The skills necessary to be a successful entrepreneur are possessed by nurses. They are intelligent, quick-witted, good thinkers on their feet, effective communicators, attentive listeners, and versatile and adaptable individuals. Nurses are honest, hardworking, and completely focused on providing excellent service to our clients. They are even good salespeople. Nurses are engaging in sales activity each time you try to persuade a patient to stick to a treatment plan or follow through

on some testing. In addition, they have accumulated a substantial body of knowledge and experience that is marketable, useful, and in high demand [9]. In contrast to conventional conceptions of the nursing profession, the viewpoints of nurse entrepreneurs, who bring their business acumen to the field, are refreshingly novel. The third iteration of the Mental Health and Wellness Survey was carried out in September of 2021, and its findings indicated that nurses are still adversely affected by the pandemic regarding their mental health and well-being. In response to this issue, nurses are exploring new career paths to devise a plan for successfully launching their ventures [17]. Motivating factors can be internal or external and can be categorized into four categories: financial benefits, independence/autonomy, personal development, and family security. Push factors include the desire to raise family income, discontent with salary-based employment, difficulties in obtaining an appropriate position, and the need for flexibility to accommodate family obligations. Pull elements include autonomy, self-actualization, an enhanced status quo, and social standing. The purpose of instincts (motives) is survival, success, and avoidance of failure [10]. The internal motivation of nurses can take many forms. Many of those polled expressed feelings of confinement and a desire to make a difference for patients and their families. They also desire to follow their own goals and values, move beyond medications and procedures, and put their knowledge and skills to use. Many of the nurses who were polled expressed feelings of confinement and a desire to make a difference for their patients and the families of those patients. These nurses acknowledged that they needed to follow their own goals and values, go beyond medications and procedures, and use their knowledge and skills to do so [11]. The most important details in this text are the four main factors that influence the motivation of entrepreneurs: independence, personal and family security, self - employment, and intrinsic motivation [12]. We can determine that self-efficacy is a psychological resource that adds to the psychological drive to actualize one's entrepreneurship while preparing to launch a business. It is a belief in one's abilities to undertake entrepreneurship and cope with stress caused by uncertain tasks that strengthens entrepreneurial intention and reduces adverse concerns or pressure on a business. It has been found that greater entrepreneurial self-efficiency leads to a better drive for entrepreneurship. In addition, educational support is necessary to develop entrepreneurs' capabilities and the desire to be successful [13]. To help experienced nurses build entrepreneurial views and competencies, enhancing entrepreneurial competencies in the short and long term will be essential. In the short term, entrepreneurial adaptation programs and practical entrepreneurial education, including marketing, funding, finance, and accounting, can be designed and supported. In the long term, strategies such as providing expert consulting and exploring additional routes that can improve perceived behavioral control can be considered. In addition, hospital nurses could apply creative ideas and explore new entrepreneurial opportunities based on their extensive nursing experience and education. Seeking and recognizing chances is essential for entrepreneurial success, and this skill to seize opportunities could be appropriately developed through entrepreneurial education. Moreover, the necessity of entrepreneurial education has a beneficial effect on entrepreneurial intent. Nurse entrepreneurs need more entrepreneurial experience and knowledge; therefore, they require entrepreneurial education in exploring entrepreneurial ideas and opportunities, validity analysis, business planning, effective management techniques, marketing, finance, accounting, and law [14]. Many articles demonstrate that entrepreneurial education correlates positively with the intention to pursue entrepreneurship. However, there is no published academic article that investigates the impact of entrepreneurial education in the Philippines on becoming an entrepreneur. Some research, however, challenges the relationship between entrepreneurial education and the inclination to start a firm. In addition, it is well-known that business magnates like Bill Gates (Microsoft), Amancio Ortega (Inditex Group, Zara), Mark Zuckerberg (fb), Steve Jobs (apple), Ralph Lauren (Polo Ralph Lauren), and Richard Branson (Virgin Group) did not complete college. The same holds true for the Philippines. Despite the fact that numerous commercial tycoons in the Philippines lack a college degree, they continue to emphasize the significance of education [18]. Entrepreneurial enthusiasm had a significant impact on the recognition of opportunities and the behavior of entrepreneurs. Furthermore, the findings suggested that the relationship between entrepreneurial enthusiasm and entrepreneurial behavior was partially mediated by entrepreneurial recognition. As a result, entrepreneurs who were filled with passion were more likely than others to discover possibilities and launch brand new enterprises [15]. But, with the correct mindset and resources, nurse entrepreneurs may establish significant and effective initiatives that benefit patients and the entire healthcare industry [16]. Despite the fact that there are legal standards and a variety of entrepreneurial disciplines open to nurses, the number of nurse entrepreneurs is extremely low; as a result, this demographic is not represented in statistics. In addition to this, there has been a dearth of research on nurse entrepreneurship, with only a handful of exploratory studies assessing entrepreneurial intention among nursing students [14].

Method

Databases such as Google Scholar, PubMed, ScienceDirect, and ResearchGate were used to conduct this review. This review used the following keywords: Nurses, Motives, Perception, Entrepreneurship

Figure 1. Summary of Related Literature about the Engagement of Nurses in Entrepreneurship.

AUTHOR AND YEAR	IMPORTANT INSIGHTS ON ENGAGEMENT OF NURSES IN ENTREPRENEURSHIP
Sanders <i>et al.</i> (2012)	Nurses are reclaiming their traditional right to independent practice in small but increasing numbers as they search for more professionally and personally fulfilling ways to contribute to healthcare delivery systems.
Velasco <i>et al.</i> (2013)	Nurses get into ventures for themselves so that they can provide for their families

Puspita et al. (2021)	Entrepreneurship in the healthcare industry is open to nurses, who may choose to launch ventures in areas such as palliative care/home care, counseling nursing, caregiver training, and complementary therapy
Jakobsen et al. (2021)	Entrepreneurship is a learning process that enhances nurses' ability to think creatively from a more extensive health perspective.
Solidum et al. (2018)	Entrepreneurship in nursing provides nurses with self-employment alternatives that enable them to pursue their vision and passion for improving health outcomes through creative methods
Colichi et al. (2019)	Nurses acknowledged that they needed to follow their own goals and values, go beyond medications and procedures, and use their knowledge and skills to do so
Bose et al. (2013)	Factors that influence the motivation of entrepreneurs: independence, personal and family security, self-employment, and intrinsic motivation.
Javalgi et al. (2018)	The purpose of instincts (motives) is survival, success, and avoidance of failure.
Kim et al. (2022)	Nurse entrepreneurs need more entrepreneurial experience and knowledge ,which requires entrepreneurial education in exploring entrepreneurial ideas and opportunities, validity analysis, business planning, effective management techniques, marketing, finance, accounting, and law.
Bacarisas et al. (2018)	With the correct mindset and resources, nurse entrepreneurs may establish significant and effective initiatives that benefit patients and the entire healthcare industry.
Cardillo et al. (2018)	Nurses have accumulated a substantial body of knowledge and experience that is marketable, useful, and in high demand.
Bao et al. (2017)	Entrepreneurial enthusiasm had a significant impact on the recognition of opportunities and the behavior of entrepreneurs.
Muntean et al. (2015)	Gender and gender relations impact the fundamental ideas and conceptions of entrepreneurship.

Conclusion

In conclusion, nurses in Metro Manila start their ventures for various reasons, such as financial gain, career progress, personal fulfillment, and autonomy. Nevertheless, their self-efficacy, the perceived barriers they face, and the social support they receive all play a role in how they view entrepreneurial opportunities. It is possible to harness the entrepreneurial spirit of nurses and use it to produce new solutions that meet the issues that are now being faced by the healthcare business as it continues to undergo continuous change. When they do so, nurses can pursue their ambitions of becoming entrepreneurs while still providing high-quality care to their patients.

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Conflict of Interest

No conflict of interest was disclosed among the authors.

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