

Exploring Global Career Aspirations: A Study on FEU Nursing Students' Intentions and Factors Influencing International Employment Choices

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Abstract—The pressing issues of nursing shortages and inadequate staffing in the country continue to pose a threat to patient care, highlighting the need to create strategies to help nursing students achieve their goals and ensure that the nursing workforce is diverse, well-trained, and able to meet the rising demand for healthcare services globally. Thus, descriptive quantitative research was conducted to determine the intentions and factors influencing FEU nursing students' decisions on international employment choices and their perceptions of contemporary healthcare. The findings show that most respondents express an apparent inclination to work overseas, citing motivations such as pursuing a better life, economic stability, and professional development. Students' concerns about service delivery, marked by uncertainty and resource scarcity, reflect the challenges arising from a lack of hands-on clinical experience. Additionally, a resounding dissatisfaction with compensation is evident, with 95.918% strongly disagreeing that Filipino nurses receive fair and sufficient compensation. Regarding the motivational factors, economic reasons emerged as the most influential factor among the four factors cited, describing the respondents as financially and externally motivated to migrate and leave the country. With this, the researchers recommended solutions to address the pressing need for healthcare reforms and improved working conditions within the Philippines to retain its nursing workforce.

Keywords— Compensation, employment, migration, nursing, overseas.

I. INTRODUCTION

Worldwide demand for nurses is rising as nursing becomes more globally connected. The Philippines is widely recognized for having highly skilled nurses. However, the country that produces many of the best competent nurses deployed across the globe needs more ability to compensate them nearly as much as they would earn overseas. Because of the poor and unfavorable working conditions in the country, many Filipino nurses seek opportunities for employment outside the country. According to a 2021 DOH estimate, 51 percent of all competent Filipino nurses have relocated abroad (Beltran, 2023), with 19,000 nurses migrating yearly to seek better employment

(Dahl et al., 2021). According to several studies, there are several reasons why Filipino nurses migrate and work abroad such as opportunities for better compensation and financial stability, more opportunities to further professional and personal development such as skills and abilities, advancements in healthcare facilities and technology abroad, and a chance to fulfill one's ambitions and support their family in their home country (Bentulan et al., 2022; Kent-Wilson et al., 2015; Smith & Gillin, 2021; Cepeda, 2022; Kingma, 2001, as cited in Kline, 2003).

Unfortunately, nurse migration may result in healthcare policy difficulties when the nation's nursing resources are depleted. While nurses migrate to other countries for better employment and career opportunities, the country still suffers from inadequate staffing of healthcare institutions and nursing shortages. The standard nurse-to-patient ratio as set by the Department of Health (DOH) is 1:12. However, it was found that the current state of the ratio at Philippine General Hospital, a public hospital in Manila, was at 1:20, which is higher than what DOH has established (Tamayo et al., 2022). This instability in rationing and inadequate staffing eventually leads to patient overcrowding, medication errors, and worse, higher mortality rates (Bradley University, 2023).

It is established that most Filipino nurses consider migrating to seek better employment overseas. However, the pressing issues of nursing shortages and inadequate staffing in the country continue to pose a threat to patient care, highlighting the need to create strategies to help nursing students achieve their goals and ensure that the nursing workforce is diverse, well-trained, and able to meet the rising demand for healthcare services globally. Thus, the researchers aim to achieve the following objectives in this study: to determine the proportion of Far Eastern University (FEU) nursing students who express the intention to pursue employment overseas upon graduation, to assess and determine if there are significant differences in the viewpoints of nursing students regarding the contemporary healthcare sector, focusing on aspects such as the quality of

healthcare services and compensation, and to identify the primary determinants that shape the decisions of nursing students regarding international employment opportunity, categorizing these influential factors into economic consideration, job-related and skill-related factors, socio-political climate, and personal and family-related considerations. In addition, the researchers deem it important to understand these factors to see if motivating and encouraging student nurses to stay and work for the country is still possible.

The study contributes to statistical predictions on future shortages and reforms in healthcare policies to protect healthcare workers and improve working conditions. A study understanding the motivations, challenges, and experiences of Filipino nurses who embark on migration is essential as it explores the interplay between "brain drain" and "brain gain" in healthcare, thus highlighting its importance in informing policies, addressing healthcare disparities, and enhancing healthcare competence (Brush & Sochalski, 2011).

II. METHODOLOGY

This section will cover the methods and procedures used in conducting the research, including the research design, data collection instruments and procedures, population and sampling, statistical procedures, and the potential limitations the researchers encountered while conducting the study. Specifically, descriptive quantitative research design was utilized for its purpose of describing the characteristics of the population of interest or a phenomenon systematically and accurately (Dulock, 1993), which is highly applicable to our study's objectives; in this case, determining the viewpoints of nursing students on the contemporary healthcare sector and the factors that shape their decisions regarding international employment opportunities.

The study was conducted at Far Eastern University-Manila, involving 49 second and third-year active students enrolled in a Bachelor of Science in Nursing program during the first semester of the school year 2023-2024, which was determined through purposive sampling. A 38-item modified survey questionnaire was developed as the primary data gathering instrument, distributed virtually and in-person through links and generated QR codes. The data was then stored, analyzed, and evaluated using Microsoft Excel. The statistical tool used was descriptive statistics, specifically measures of central tendency and frequency, and inferential statistics using Z-Test hypothesis testing to determine if there are significant differences in the respondents' perceptions, addressing the second objective. Time constraints, unequal population representation, and the respondents' availability contributed to inaccurate data and results lapses. Nonetheless, the study's design, anchored towards descriptive quantitative techniques, procedures, and statistical analyses, helped achieve the objectives, explicitly describing the needed data through frequency distribution tables and measures of central tendencies.

III. RESULTS AND DISCUSSIONS

This section presents the gathered data, results from the applied statistical analyses, and the summary and key findings

from the gathered data. These are best presented in tables and figures following a sequential order based on the objectives of the researchers. The key findings were reiterated and discussed more thoroughly and comprehensively with the help of the study's literature review.

Section I. Demographic Profile

The demographic profile of the 49 respondents who participated in the survey is shown in this section. The data, which included percentages and frequencies, were presented using a descriptive analysis. The information acquired was used to present the respondents' demographic profile, including age, sex, and year level.

A. Year Level

Regarding their year level, Fig.1 shows that the majority are second-year nursing students, comprising 77.551% of the respondents ($n= 38$), while third-year nursing students only comprise 22.449% of the respondents ($n= 11$).

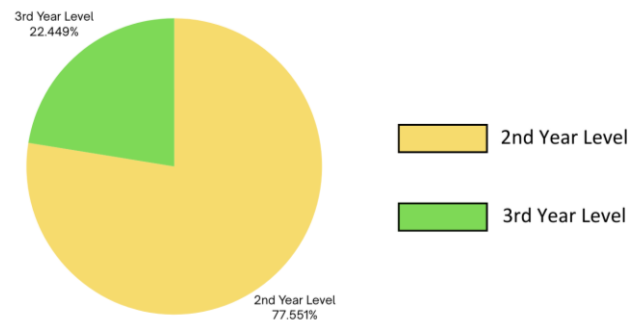


Figure 1. Distribution of the respondents' year-level

B. Age

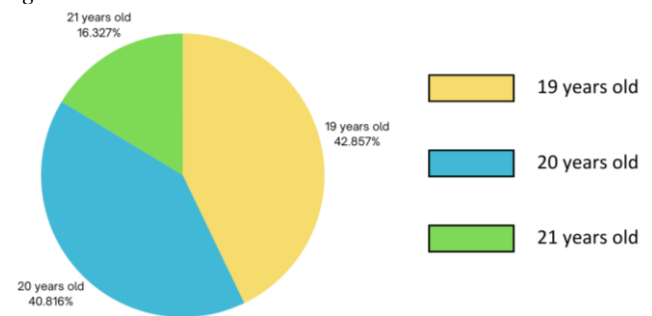


Figure 2. Distribution of the respondents' age

Fig. 2 shows the age of the respondents. With a percentage of 42.857%, most respondents were 19 years old ($n=21$), followed by respondents aged 20 with 40.816% ($n=20$). Lastly, the one with the lowest frequency was 21 years old, comprising only 16.327% of the respondents ($n=8$). The results indicate that most respondents are 19-20 years old, considering that most are sophomores and only a few are third-year students.

C. Sex

Regarding the respondents' sex, Fig. 3 shows that the majority were female, comprising 81.633% of the respondents ($n= 40$), while the percentage of male respondents was only 18.367% ($n= 9$). According to Sigurd Maurud, Børøsund, and Moen (2022), as referenced in WHO (2020), women comprise around 90% of the nursing workforce worldwide. The

proportion of men in the nursing workforce is considerably low. Due to stereotypes and pressures, males may be discouraged from pursuing careers in nursing by societal norms and expectations that are frequently linked to femininity.

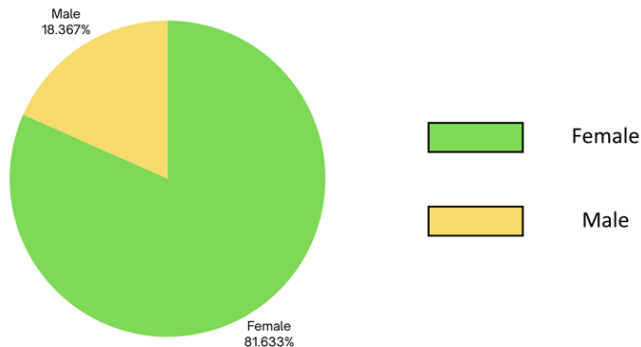


Figure 3. Distribution of the respondents' sex

Section 2. Intentions to pursue employment overseas

This section presents the data gathered on the respondents' intention to seek employment overseas. These were measured through dichotomous questions answerable by Yes or No and were then analyzed using frequencies and percentages.

TABLE I. Frequency distribution table of items on intentions to pursue employment overseas.

Intentions to Pursue Employment Overseas	Frequency (%)	
	YES	NO
1. Do you plan to work overseas in the future?	47 (95.918)	2 (4.082)
2. Do you intend to stay and work in the Philippines for experience?	43 (87.755)	6 (12.245)
3. If yes, do you intend to work abroad for good after working in the Philippines?	34 (79.070)	9 (20.930)
4. Do you intend to relocate your family to another country when you graduate and have a secure job?	35 (71.429)	14 (28.571)

As seen in Table I, 95.918% of the students expressed that they plan to work overseas ($n = 47$), while only 4.082% expressed no plans to work overseas ($n = 2$). RNspeak (2018) states that every Filipino has the opportunity and decision to provide a better life for themselves and their family. When referring to the wealthy and impoverished Filipinos who were offered the chance to immigrate and start a new life in the West, the word "chance" is used. On the other hand, the decision to enhance their lifestyle is referred to as a choice. Nurses prefer to seek employment overseas rather than in the country to escape the Philippines' unpredictable economic conditions and enhance their standard of living; professionals like nurses and caregivers are compelled to look for employment abroad.

Meanwhile, 87.755% expressed wanting to gain work experience in the Philippines ($n = 43$), while 12.245% said otherwise ($n = 6$) and did not intend to work in the Philippines. According to Marcelo (2023), the possibility of higher financial benefits influences their decision-making process. Filipino nurses may look overseas for better employment and financial

conditions that are not easily accessible in their own country, and many Filipino nurses wish to enhance their expertise and skills outside of the usual hospital setting. They explore opportunities for professional enhancement, including pursuing higher degrees, specialist certificates, or researching various aspects of healthcare. Working outside of hospitals or overseas allows them to broaden their perspectives and get a range of experiences, which benefits their overall professional development.

Of the 43 who wanted work experience inside the country, 79.070% expressed that they intended to work abroad for good after working in the Philippines ($n = 34$). In comparison, 20.930% expressed their intentions to stay and work in the country ($n = 9$). Meanwhile, 71.429% expressed their intention to relocate their family to another country after graduation and acquiring a stable job ($n = 35$). According to Hughes (2022), nurses desire to work abroad for better professional prospects and to provide family members with more excellent financial stability and security. Economic promotions, such as larger salaries and retirement benefits given by firms outside the country, are among the primary motivators. Another aspect is a desire for greater chances and professional development, frequently viewed as more easily available in other nations.

Section 3. Students' perceptions of contemporary healthcare

This gathered data on students' perceptions of contemporary healthcare is presented in this section. Their perceptions were measured based on two variables: quality of healthcare services and compensation, which were analyzed using descriptive statistics. In addition, the presence of significant differences in the perceptions of students in two varying year levels was analyzed through hypothesis testing, particularly Z-Test.

A. Quality of healthcare services

TABLE II. Mean rating of items on perceptions of the quality of healthcare services

Quality of Healthcare Services	WEIGHTED		VERBAL DESCRIPTION
	MEAN	STDEV	
1. Utilizes the latest equipment and facilities.	2.306	0.895	Disagree
2. Have a visually appealing physical setting with appropriate signs, symbols, and elements.	2.776	1.046	Uncertain
3. Delivers the service that was promised on schedule.	2.918	1.017	Uncertain
4. Provides service rapidly and effectively.	2.633	1.014	Uncertain
5. Staff availability is as needed and demanded.	2.837	1.264	Uncertain
GRAND MEAN	2.694		Uncertain

Table II shows the mean rating of items on perceptions of the quality of healthcare services, which aims to determine if the quality of services was being delivered according to the standards. Results show that the respondents *Disagree* with the statement "Utilizes the latest equipment and facilities," with a

weighted mean of 2.306. Meanwhile, they expressed that they are *Uncertain* about the rest of the statements: “*Have a visually appealing physical setting*” with a mean of 2.776, “*Delivers the service that was promised on schedule*” with a mean of 2.918, “*Provides service rapidly and effectively*” with a mean of 2.633, and lastly “*Staff availability is as needed and demanded*” with a mean of 2.837. Students are still *uncertain* (Grand mean 2.69) whether the quality of health care services is being delivered in contemporary times. This might be due to their lack of intensive clinical experience and exposure, as they have only performed most clinical activities inside the classroom.

In the modern era, students' concerns about the quality of healthcare services can be ascribed to various issues. Students, particularly those in their early academic degrees, may have needed more exposure to real-world clinical situations. Uncertainty regarding delivering healthcare services might stem from a need for hands-on experience. The study revealed the presence of resource scarcity and its detrimental influence on student training and attitude. One of the barriers to putting theory into the real world is the need for proper equipment. This implies that students are trained in the classroom to utilize certain equipment when performing a technique, only to discover that such equipment is not accessible when they get to a clinical environment (Kerthu & Nuuyoma, 2019).

TABLE III. The mean score on the rating of the overall quality of healthcare services

Rating of the Overall Quality of Healthcare Services	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
1. On a scale of 1 to 5, with 1 being the “Very poor” and 5 being “Very good”, please rate the overall quality of healthcare services in the Philippines.	2.510	0.767	Poor

In the questionnaire, the respondents were asked to rate the country's overall quality of healthcare services. Results show that the respondents perceive that the overall quality of healthcare services is *Poor*, garnering a weighted mean of 2.510. A study conducted by Collado (2019) in the public health sector in the Island Municipality of Jomalig, Quezon Province in Luzon, Philippines, found that there are areas for improvement in the facilities, services provided, and health personnel. Deficiencies are also detected using the WHO Tracer Checklist domains. The relatively “complete” health services are only provided at the main health facility; however, due to distance and the associated costs, some individuals who seek treatment and health care cannot come. Electricity supply, greater financial allocation for its facilities, and equipment and further training for health workers are among the concerns and goals of the island's public health sector.

B. Compensation

Regarding compensation, the respondents were asked whether they think nurses in the country are fairly compensated. Figure 4 illustrates the summary of the responses to the question. It was shown that

only 4.082% responded “Yes” (n= 2), while 95.918% responded “No” (n= 47). This means that most respondents do

not think that Filipino nurses are receiving fair compensation as equated to the amount of responsibility and effort they exert. Respondents were also asked to describe their level of agreeableness of whether the compensation nurses receive is enough. As shown in Table IV, the respondents “Strongly Disagree” with both statements “*The compensation nurses receive is enough to support themselves*” (n = 1.653) and “*The compensation that nurses receive is enough to support their families*” (n = 1.367). Accumulating a grand mean of 1.510, the results show that the respondents *strongly disagree* that nurses are receiving fair and enough compensation to support themselves and their families despite the efforts they exert in their work.

Do the respondents think that Filipino nurses are fairly compensated for the amount of responsibility and effort they provide?

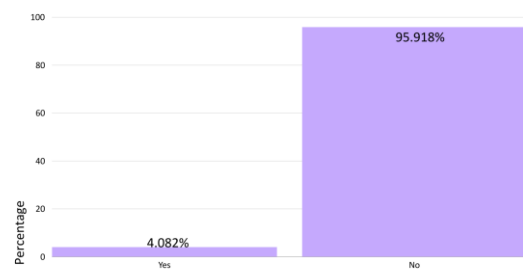


Figure 4. Distribution of responses on students' perception of fair compensation

TABLE IV. Mean rating of the level of agreeableness on nurses' compensation

Level of Agreeableness on Nurses' Compensation	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
The compensation that nurses receive are enough to support themselves	1.653	0.779	Strongly Disagree
The compensation that nurses receive are enough to support their families	1.367	0.668	Strongly Disagree
GRAND MEAN	1.510		Strongly Disagree
STDEV	0.736		

Alibudbud (2023) mentioned Filipino nurses' heightened frustration and burnout as attributed to the nature of compensation in the country. Nurses are receiving low salaries amidst the rising cost of living, especially in urban areas such as Metro Manila. This emphasizes the lack of just compensation as it is believed that paying nurses a salary that could not even be considered a living wage is not just compensation for nurses' efforts to obtain their license to practice their profession. In turn, this leads to Filipino nurses seeking more economically rewarding jobs.

C. Significant differences in students' perceptions

One of the objectives of this study is to determine if the perceptions of the students on the contemporary healthcare of the country have a significant difference. This was done through inferential statistics, particularly a Z-Test for two sample means. The following assumptions are made:

$H_0 =$ There is no significant difference between the perception of 2nd year nursing students and 3rd year nursing students on the contemporary healthcare system.

$H_1 =$ There is a significant difference between the perception of 2nd year nursing students and 3rd year nursing students on the contemporary healthcare system.

TABLE V. Significant differences between the perceptions of 2nd Year and 3rd Year students on the quality of healthcare services

	2 nd Year	3 rd Year
Mean	2.553	2.364
Known Variance	0.455	0.632
Observations	38	11
Hypothesized Mean difference	0	
z	0.71727016	
P(Z<=z) one-tail	0.236603708	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0.473207415	
z Critical two-tail	1.959963985	

Level of significance, $p \leq 0.05$

As seen in Table V, the mean of the perceptions of 2nd-year students on the quality of healthcare services is 2.553, indicating that 2nd-year students perceive that the quality of healthcare services in the country is *poor*. On the other hand, the mean of the perceptions of 3rd-year students is 2.364, indicating that they perceive a *poor* quality of healthcare services in the country.

Results show that the calculated p-value of 0.473 for the two-tailed test is greater than the significance level of 0.05 ($p > 0.05$). This means that there is no sufficient evidence to reject the null hypothesis. Therefore, the researchers failed to reject the null hypothesis, inferring that there is no significant difference between the perceptions of the two-year levels on the quality of healthcare services.

TABLE VI. Significant differences between the perceptions of 2nd Year and 3rd Year students on compensation

	2 nd year	3 rd year
Mean	1.565	1.318
Known Variance	0.475	0.214
Observations	38	11
Hypothesized Mean Difference	0	
z	1.385152997	
P(Z<=z) one-tail	0.0803002845	
z Critical one-tail	1.644853627	
P(Z<=z) two-tail	0.16600569	
z Critical two-tail	1.959963985	

Level of significance, $p \leq 0.05$

On the other hand, Table VI presents the Z-test on the perceptions of the two-year compensation levels. It was shown that the mean of the perceptions of 2nd-year students is 1.565, indicating that they strongly disagree that the compensation nurses receive is enough. The mean of the perceptions of 3rd-year students also shows that they strongly disagree (1.318).

The calculated p-value for this test was 0.166, greater than the significance level at 0.05 ($p > 0.05$). This means there needs to be sufficient evidence for the researchers to reject the null hypothesis, thus failing to reject it. Therefore, it can be ruled out that there is no significant difference between the perceptions of the two-year levels of nurses' compensation.

This infers that both year levels have equally significant perceptions of contemporary healthcare in terms of quality and compensation, thus further emphasizing the need to address the problems surrounding these aspects of the Philippine's healthcare.

Section 4. Factors influencing decisions on international employment opportunities

This section presents the data gathered on the factors that influence the decisions of nursing students on international employment opportunities, categorizing these factors into four: economic reasons, job and skill-related factors, socio-political climate, and personal and family considerations (Bentulan et al., 2022; Ibitayo, 2011). These were measured through a 5-point Likert scale and were analyzed using descriptive statistics.

A. Economic reasons

TABLE VII. Mean rating of items on economic reasons

Economic Reasons	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
Receiving high salary increments abroad	4.633	0.755	Very Likely
Receiving sufficient benefits such as retirement and health benefits abroad	4.612	0.812	Very Likely
Receiving good financial incentives abroad	4.592	0.674	Very Likely
Receiving attractive allowances abroad	4.592	0.788	Very Likely
Making enough money abroad to send back to my family at home	4.694	0.796	Very Likely
Low-paying jobs in my country	4.551	0.959	Very Likely
GRAND MEAN	4.612		Very Likely
STDEV	0.796		

The factors under economic reasons play a pivotal role in shaping the respondents' choices. Notably, the prospect of making enough money abroad to support families back home emerged as the most influential economic factor ($WM = 4.694$). Similarly, a study conducted by Dahl, Bjørnnes, and Nortvedt (2021) found that nurses are mostly financially motivated to seek employment overseas mainly because of their obligation to provide for their families. The desire to receive high salary increments abroad ($WM = 4.633$) ranked second. This suggests that the allure of better financial rewards significantly impacts nursing students' decisions regarding overseas employment.

Additionally, the desire for sufficient benefits such as retirement and health benefits abroad ranked the third most influential ($WM = 4.612$), underlining the importance placed on comprehensive compensation packages. Receiving financial incentives and attractive allowances abroad were also deemed crucial ($WM = 4.592$), reinforcing the notion that monetary considerations strongly sway nursing students toward

international employment. The desire to seek employment abroad to receive financial benefits may be attributed to the Philippine government not ensuring Filipino nurses receive enough benefits and livable salaries (Alibudbud, 2023). Amid the COVID-19 pandemic, the disbursement of Filipino nurses' hazard pay and special risk allowances was delayed, leading to their dismay and burnout. Lastly, the perception of low-paying jobs in their home country was also considered influential. However, it ranked the least among the six items ($WM= 4.551$), indicating that financial aspects significantly influence nursing students to seek employment opportunities abroad. According to Arcadio and Leopando (2017), the overproduction of nursing professionals is traced back to the early 2000s, when the demand for international nurses increased. This led to the expansion of expensive but low-quality nursing schools in the Philippines. Many individuals overestimated their chances of being able to graduate and migrate to high-paying jobs abroad, which warranted a specific skill rather than a general qualification. Although many were successful, many graduates remained in the country with limited employment opportunities. This is particularly true in LGUs with limited resources to generate jobs.

B. Job and skill-related factors

Table VIII shows the mean rating of items on job and skill-related factors. The prospect of having more career opportunities abroad is the most influential consideration for nursing students among the five items listed ($WM= 4.592$). The prospect of enhanced career opportunities abroad significantly impacts their intentions to seek employment beyond their home country. The development of skills abroad, as evidenced by ranking.

TABLE VIII. Mean rating of items on job and skill-related factors

Job and Skill-Related Factors	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
More career opportunities abroad	4.592	0.762	Very Likely
Development of skills abroad	4.551	0.678	Very Likely
Learning and upgrading new job skills abroad	4.531	0.793	Very Likely
Lack of necessary training in my country	3.816	1.054	Likely
Lack of nursing job opportunities in my country	3.796	1.241	Likely
GRAND MEAN	4.257		Very Likely
STDEV	0.993		

Second most influential ($WM= 4.551$). The desire for skill development abroad is compelling; nursing students recognize the potential for honing their skills and gaining valuable experience through international employment. Additionally, learning and upgrading new job skills abroad, the third most influential factor ($WM= 531$), emphasizes nursing students' importance on continuous learning and skill enhancement. The prospect of acquiring new job skills abroad is a motivating factor in their decision-making process. While less strongly emphasized than the previous factors, $WM= 3.816$ suggests that the perception of inadequate training opportunities in their home country contributes to the appeal of seeking training

abroad. Similarly, the lack of nursing job opportunities in their home country ($WM= 3.796$) is a factor that influences nursing students' decisions to explore international employment options. However, it is considered the least influential among the five.

Based on studies, limited employment opportunities in the country are considered one of the major push factors motivating nurses to leave the country (Lorenzo et al., 2007). It was reported that job insecurity is prevalent in the country, with nurses working on short-term contracts with lower pay (Jackson, 2021). Likewise, job stability and an opportunity to enhance their skills further motivate them to migrate. Health-related organizations must be strengthened to prevent work-related exploitation. Bilateral negotiations with destination countries must also be explored to craft mechanisms that could improve postgraduate training. Returnee integration programs should be established simultaneously to maximize skills and knowledge transfer and to inspire eventual return and service to the country. The survey underscores the importance of job and skill-related factors in shaping nursing students' intentions to pursue international employment opportunities. The high-weighted means for career opportunities abroad, skill development, and learning new job skills highlight the considerable impact of these factors on their decision-making process.

C. Socio-political climate

Table V shows the mean rating of the items under Socio-Political Climate. Results show that the most influential factor among the six items for the respondents is the high standard of healthcare services abroad ($WM= 4.592$); advanced technology provided in the hospitals abroad ($WM= 4.531$) ranked second most influential; the high standard of educational system abroad ($WM= 4.408$) ranking third; and increased workload due to lack of nurses ($WM= 4.306$); which ranked fourth. Meanwhile, it was found that respondents are "Likely" to be influenced by the lack of clinical services in the country ($WM= 4.041$), which ranked fifth most influential among the six items, and greater political stability abroad ($WM= 3.980$), which ranked sixth among the items in Socio-Political Climate. Overall, the items in the Socio-Political Climate garnered a grand mean of 4.31, inferring that the respondents' decisions about international employment are likely to be influenced by the Socio-Political Climate.

TABLE IX. Mean rating of items on the socio-political climate

Socio-Political Climate	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
Advanced technology provided in the hospitals abroad	4.531	0.739	Very Likely
High standard of healthcare services abroad	4.592	0.762	Very Likely
High standard of educational system abroad	4.408	0.934	Very Likely
Greater political stability abroad	3.980	1.108	Likely
Lack of clinical services in my country	4.041	1.098	Likely
Increased workload due to lack of nurses	4.306	1.004	Very Likely
GRAND MEAN	4.310		Very Likely
STDEV	0.972		

The Philippines is generally known as a country with a job-

scarce environment; those in the healthcare sector are no exception. The major reason why nurses are motivated to leave the country is because of the socio-political instability in the country, having little to no opportunities for employment and investing less effort in maximizing the health budget (Lorenzo et al., 2007). In addition, nurses seek to fulfill their duties efficiently through the help of advanced technology. Studies show that health information technology is advantageous for nursing as it quickens the pace of communication and analysis of lab results and increases efficiency in charting and patient protection (Buntin et al., 2011). Thus, these nurses are tempted to seek a country with better socio-political stability, more opportunities for employment, and advanced technologies to keep up with the demands of time.

D. Personal and family-related considerations

TABLE X. Mean rating of items on personal and family-related considerations

Personal and Family-Related Considerations	WEIGHTED MEAN	STDEV	VERBAL DESCRIPTION
More opportunities to travel and learn more cultures abroad	4.408	0.956	Very Likely
Opportunity to improve communication skills abroad	4.327	1.008	Very Likely
Opportunity for my family to migrate	3.878	1.166	Likely
Motivation from family members to work abroad	3.959	1.117	Likely
Family members are already living abroad	3.571	1.384	Likely
Family members are already working abroad	3.729	1.300	Likely
GRAND MEAN	3.979		
STDEV	1.193		<i>Likely</i>

Table X shows the mean rating of the items under Personal and Family-Related Considerations. Results show that the respondents are highly influenced by greater opportunities to travel and learn more about cultures abroad ($WM= 4.408$), ranking the highest among the six items, and the opportunity to improve communication skills abroad ($WM= 4.327$) ranked second. Results also show that respondents are “Likely” to be influenced by the motivation from family members to work abroad ($WM= 3.959$), ranking third; opportunity for their family to migrate ($WM= 3.878$), which ranked fourth, the fact that their family members are already working abroad ($WM= 3.729$), ranking fifth among the six items, and the fact that their family is already living abroad ($WM= 3.571$) which ranked last among the items in Personal and Family-Related Considerations. Overall, it was shown that the respondents' decisions about international employment would likely be influenced by personal and family-related considerations ($GM= 3.979$).

International travel can benefit nurses as they may gain many skills such as communication, cultural awareness and sensitivity, and confidence (Long, 2016). These encompass the personal benefits that nurses may acquire once they have chosen to migrate, seek employment, and establish a new life abroad. Similarly, another factor that motivates nurses to work abroad is their family, wherein the opportunity to provide for

them and offer them the possibility to migrate is considered (Lorenzo et al., 2007).

E. Primary motivational factor (N= 49)

TABLE XI. Summary of the levels of motivational factors (n= 49)

Motivational Factors	WEIGHTED MEAN	VERBAL DESCRIPTION	RANK
Economic reasons	4.612	Very likely to be influential	1
Socio-political climate	4.310	Very likely to be influential	2
Job and skill-related factors	4.257	Likely to be influential	3
Personal and family-related considerations	3.959	Likely to be influential	4

Table XI presents the ranking of the levels of motivational factors. The most influential factor among the four is economic reasons ($WM= 4.61$). This is attributed to the fact that these nursing students are financially motivated to leave the country because of the nature of compensation, wherein their salaries are low enough to be called a living wage. They receive little to no benefits despite their efforts to fulfill their duties in the country. In addition, they wanted to fulfill their obligation to provide for their families. This motivates them to seek employment in countries with better economic stability.

Ranking second most influential is socio-political climate, wherein nursing students seek countries with better socio-political stability, offering them more employment and career opportunities. They also intend to seek countries providing advanced health information technology so they can fulfill their duties efficiently and timely according to time demands.

Job and skill-related factors came in as the third most influential factor. This is attributed to the fact that the working conditions in the country need to put those in the healthcare sector at an advantage, especially nurses, who work for short-term contracts with low pay. In addition, nurses seek to enhance their skills in a country where they can thrive better.

Lastly, personal, and family-related considerations were the least influential factor among the four. This is because nursing students aim to travel abroad to gain personal benefits attributed to their careers, such as additional nursing skills. Moreover, nursing students are motivated by their families. They want to provide for them and allow them to migrate abroad, where a new, better life awaits.

IV. CONCLUSION

The study's findings reveal compelling insights into the intentions, perceptions, and determinants influencing the decisions of nursing students in pursuing international employment. The findings show that respondents express a clear inclination to work overseas, citing motivations such as pursuing a better life, economic stability, and professional development. The preference for international employment is underscored by the perceived limitations of the healthcare landscape in the Philippines, as evidenced by uncertain perceptions of the quality of healthcare services. Students' concerns about service delivery, marked by uncertainty and resource scarcity, reflect the challenges arising from a lack of

hands-on clinical experience. Additionally, a resounding dissatisfaction with compensation is evident, with 95.918% strongly disagreeing that Filipino nurses receive fair and sufficient compensation. Despite variations in perceptions between 2nd and 3rd-year students, statistical analyses reveal no significant differences, indicating a shared perspective on healthcare quality and compensation.

The study further explores the factors influencing decisions on international employment, with economic reasons and socio-political climate emerging as major determinants. This is attributed to the nature of compensation in the country wherein the government does so little and invests little to no effort in healthcare. Nurses are being compensated unjustly amidst the rising costs of living. The overwhelming desire of nursing students to seek international employment due to perceived limitations in healthcare services, lack of hands-on clinical experience, and dissatisfaction with compensation reflects systemic issues that require urgent attention. Moreover, the findings emphasize the significant influence of job- and skill-related factors and personal and family-related considerations on nursing students' decisions to pursue international employment. The high likelihood of being influenced by factors like healthcare standards abroad and opportunities for cultural exposure underscores the multifaceted nature of students' decision-making. Evidently, opportunities for cultural exposure and higher healthcare standards abroad strongly sway the preferences of nursing students. In conclusion, this research sheds light on the nuanced motivations and concerns of nursing students, providing valuable insights for educators, policymakers, and healthcare institutions aiming to address the aspirations and challenges of the nursing workforce in the Philippines. Furthermore, this study underscores the pressing need for healthcare reforms and improved working conditions within the Philippines to retain its nursing workforce.

V. RECOMMENDATIONS

Despite the significant findings gathered in this study, it is worth noting that it also bears some lapses. The sample size was small compared to the actual population of nursing students in Far Eastern University-Manila, which might lead to inaccuracies in generalizing the results. This is due to time constraints in accomplishing this study. Thus, the researchers recommend that future researchers embark on the same journey to conduct the study on a larger sample size representative of the actual population of interest.

The researchers also propose a series of recommendations concerning FEU Nursing Students' intentions and the factors influencing their choices in international employment to address critical aspects of healthcare infrastructure, resource allocation, salary structures, and perceptions of contemporary health. To establish a robust healthcare foundation, it is imperative to research infrastructure gaps and resource allocation. This involves assessing the availability and distribution of healthcare facilities and medical equipment to ensure equitable access across regions, fostering inclusivity within the healthcare system. Simultaneously, investigating resource allocation, including budgetary considerations and workforce distribution, offers a framework for analyzing the

efficiency and effectiveness of healthcare systems, contributing to the development of a resilient and responsive healthcare infrastructure.

The recommendation includes conducting a comprehensive salary benchmarking study to evaluate the current remuneration levels of healthcare professionals in comparison to international standards and the local cost of living in the Philippines. The objective is to garner insights into the competitiveness of existing salary structures. This not only attracts but also retains skilled personnel in the healthcare sector. Such adjustments would align with international standards and the economic realities of the Philippines, thereby fostering a conducive environment for healthcare professionals to thrive in their roles.

Turning to the perception of contemporary health, enhancing exposure to real-world clinical scenarios, and providing adequate resources are essential to improving the hands-on experience and modern healthcare services nursing students receive. Simulation exposure, such as those conducted at FEU's VINES Laboratory, prepares students for real-world clinical settings. The government's attention to resource availability is crucial to optimizing simulation experiences, allowing students to apply learned concepts effectively in practical healthcare scenarios. This comprehensive approach to recommendations addresses multifaceted aspects influencing the decisions and experiences of FEU Nursing Students.

APPENDIX

TABLE XII. Table for interpretation on level of agreeableness

MEAN SCALE	VERBAL DESCRIPTION
1.00 - 1.80	Strongly Disagree
1.81 - 2.60	Disagree
2.61 - 3.40	Uncertain/ Neither agree nor disagree
3.41 - 4.20	Agree
4.21 - 5.00	Strongly Agree

TABLE XIII. Table for interpretation on rating scale on quality

MEAN SCALE	VERBAL DESCRIPTION
1.00 - 1.80	Very poor
1.81 - 2.60	Poor
2.61 - 3.40	Fair
3.41 - 4.20	Good
4.21 - 5.00	Very good

TABLE XIV. Table for interpretation on level of influence

MEAN SCALE	VERBAL DESCRIPTION
1.00 - 1.80	Very unlikely
1.81 - 2.60	Unlikely
2.61 - 3.40	Neither likely nor unlikely
3.41 - 4.20	Likely
4.21 - 5.00	Very likely

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