



Background

Joining a job with a negative mindset

Reasons for choosing a nursing career:

- Exam scores for admission.
- Originally not interested in nursing.
- Influenced by others' recommendations.
- Selecting with the intent to change majors.

Male nurses are extremely rare in China due to cultural backgrounds influenced by Confucian thinking.

Derong Zeng et al. (2023) Why do male nurses choose to work in foreign countries? A qualitative study on Chinese male nurses working in Japan. Heliyon, e23262. <https://doi.org/10.1016/j.heliyon.2023.e23262>

Derong Zeng et al. (2024) Challenges Faced by Male Nurses Adapting to the Foreign Healthcare System: A Qualitative Study of Chinese Nurses Working in Japan. Psychologia(In press).

Choosing to work in Japan

Positive motivations :

- Experience of working abroad.
- Learning Japanese.
- Studying medical care in Japan.
- Relatively high wages.
- Lesser wealth disparity.

Negative motivations:

- Escaping gender bias in China.

Results (1) Participants who average 30 years old and have varying work experiences in China and Japan. Most have over two years of experience in Japan, particularly in long-term care.

Participants Characteristics		N
Mean age (SD+) in years		30±2.8
Years worked in China	0	8
	0.5-2	8
Years working in Japan	0.5-1	2
	>2	14
Experienced section in Japan	Internal Medicine	4
	Surgery	2
	Operating Room	2
	Emergency	1
	Mixed Medicine	1
	Long term care ward	8

Aims This study aims to explore the career planning and advice of Chinese male nurses working in Japan for future male nurses aspiring to work abroad. The research focuses on their perspectives on career choices, work experiences, and future planning.

Methods Design: a qualitative and inductive research design.

Sample: convenience and snowball sampling. 16 male nurses who are licensed in Chinese and Japanese nursing licence and had to have worked in Japan for at least six months were interviewed via Zoom

Data Analysis: Raw data transcribed using NVIVO, themes generated.

Ethical approval From the Kyoto University Hospital Ethics Committee (R3261) and obtained oral and written informed consent from participants.

Results (2)

The recognition from patients, the recognition from leaders. It feels quite fulfilling, pretty good. (Participant 8)

At first, I was quite satisfied, just that in my one-sided understanding, the salary in Japan was at least five times more than in China. I always believed that money and this recognition were consistent. That's it, giving me money means recognizing me, recognizing me means satisfaction. (Participant 3)

Theme 3

Professional Satisfaction and Achievement :

Despite facing numerous challenges, nurses find satisfaction and a sense of accomplishment through patient care, professional recognition, and personal growth, indicating the rewarding nature of the nursing profession.

Starting a company is one of the current plans. To be more sincere or more professional in this market and trade aspect, rather than the nursing aspect. (Participant 9)

Future plans, I mainly want to learn more, to understand some of Japan's medical system. I believe that this medical system will be useful in China in the future. If there comes a day, I still want to return to China. Maybe start a nursing home or something like that. (Participant 8)

Theme 4

Career Development Planning :

Nurses' future considerations encompass career shifts, further education, and decisions about working domestically or abroad, showcasing a strategic approach to career progression and openness to various pathways.

Expectations, Challenges, and Adaptation :

Nurses face a gap between their initial expectations and the realities of working in Japan, including the hurdles of cultural and professional adaptation, highlighting the need for resilience in cross-cultural settings.

Theme 2

I moved to Japan for higher wages to save money and return to China, and to explore and widen my perspectives. (Participant 2)

Japan's service overtime is worse than expected, challenging the notion of better rights protection. The difficulty lies in caring for dementia patients, requiring safety assurance without mutual understanding. (Participant 13)

First of all, before coming here, one must do some research on Japan's nursing care, on what their job entails. Then, find out about their salary, and not be deceived by intermediaries, not just take the intermediaries' word for it, but to do a real investigation. The third is, if you can endure, that is, being away from home and separated from your parents for a long time, being in a foreign land, if you can endure loneliness and solitude, then you can come. (Participant 10)

First is language, second is workplace culture, and third is professional knowledge. These three aspects, I think, are very important. (Participant 2)

Theme 5

Knowledge Transfer and Advice :

Practical guidance for prospective overseas nurses emphasizes the significance of language acquisition, cultural adjustment, skill enhancement, and adeptness in communication and relationships, aiming to facilitate successful cross-cultural professional experiences.

When I was in China, my college entrance examination score wasn't high. I remember it was around 2011, everyone said that the global situation wasn't good either. I remember that time.

As a nurse to find a job that is definitely employable. Being a nurse in a big city still has its employment advantages, and the salary is enough to support oneself, which is quite good. (Participant 4)

Theme 1

Nursing Career Choice and Motivation :

The decision to enter the nursing profession is influenced by a complex interplay of personal, familial, and economic factors, underscoring the intricate balance between internal desires and external realities.

Conclusion This study not only offers a comprehensive understanding and practical advice for the career planning of Chinese male nurses working abroad but also provides valuable insights into the international development and talent cultivation of the nursing profession. By sharing these experiences and recommendations, we aim to facilitate cross-cultural exchanges within the nursing industry, assisting future nurses working overseas in better preparing and planning their careers.

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