Part-time employment in Jordan as a nursing policy solution

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Abstract

Aim

Explore the potential of a part-time work option for nurses as a strategy for managing domestic markets in Jordan by examining perceptions of working nurses and nursing students in the context of current social and cultural variables.

Background

Unemployment among Jordanian nurses has become a reality in recent years. However, labor markets literature in nursing rarely studies what kind of policy responses should occur during a surplus of nurses.

Methods

A cross-sectional design structured the study. The perceptions of nurses and students were measured through a questionnaire developed specifically for the purpose of this exploratory study.

Results

Both nurses ($n = 51$) and students ($n = 56$) supported the introduction of the new suggested part-time option. However, students were more willing to start working or transfer into part-time work, take payment on hourly basis, and support colleagues to transfer into part-time work. Different solutions were also suggested by participants.

Discussion

The results were useful for providing the foundational data to further study the viability of a part-time work option for Jordanian nurses. The results show how optimistic current and future Jordanian nurses are regarding this employment option. For countries that may need to diversify their employment models due to excess supply of nurses and to address gender imbalances, this work may help inform policy development.

Implications for nurses

Both employed and unemployed nurses will benefit if health care managers consider its application. The flexibility of this option may help improve the quality of life of many nurses.

Implications for health policy

The results of this study provide nursing leaders and managers with foundational evidence that may be applicable in the Jordanian health sector. Although further studies are recommended, nursing leaders and policy makers should consider such a solution.