



What Motivates Men to Choose Nursing as a Profession? A Systematic Review of Qualitative Studies

Myungkeun Yi & Brian Keogh

To cite this article: Myungkeun Yi & Brian Keogh (2016): What Motivates Men to Choose Nursing as a Profession? A Systematic Review of Qualitative Studies, Contemporary Nurse, DOI: 10.1080/10376178.2016.1192952

To link to this article: <http://dx.doi.org/10.1080/10376178.2016.1192952>



Accepted author version posted online: 24 May 2016.
Published online: 24 May 2016.



Submit your article to this journal [↗](#)



Article views: 4



View related articles [↗](#)



View Crossmark data [↗](#)

Publisher: Taylor & Francis & Informa UK Limited, trading as Taylor & Francis Group

Journal: *Contemporary Nurse*

DOI: 10.1080/10376178.2016.1192952

What Motivates Men to Choose Nursing as a Profession? A Systematic Review of Qualitative Studies

Myungkeun Yi and Brian Keogh

Trinity College Dublin

Contact details

Corresponding author : MYUNGKEUN YI, MSc RN

E-mail address: myungkeunyi@nate.com

Tel. : +82 31 659 7721

Mobile : +82 10 2063 2018

Abstract

Aim: This systematic review was conducted to provide a deeper understanding of male nurses' motivations for choosing nursing as a career. Knowledge of the factors that motivate men to choose nursing will assist in the development of evidence based recruitment strategies to increase the number of men entering the nursing profession.

Background: Nursing continues to be a female dominated profession. While the number of men entering the profession has improved over the last number of years, they remain low. As demand for healthcare increases internationally, attracting more men into the nursing profession to address nursing shortages and to increase workforce diversification is important.

Methods A systematic literature review of qualitative data was conducted. The following electronic databases were searched; CINAHL, Pubmed, PsychINFO, Pubmesh, and Embase

WHAT MOTIVATES MEN TO CHOOSE NURSING

from January 1970 to December 2013 in English only. In addition, a search for relevant literature through reference lists and by contacting experts for grey literature was also completed.

Inclusion criteria: Qualitative studies which described male nurses' motivations for choosing nursing were selected.

Quality assessment: Brunton et al's (2011) ten item checklist from the Evidence for Policy and Practice Information (EPPI) Centre framework for critiquing qualitative studies was used to assess the quality of the studies.

Data collection and analysis: Relevant data was extracted from the included papers and compiled in a data extraction form drawn up by the reviewers. This was checked for accuracy by a second reviewer. The extracted data was coded and then synthesised under four main themes.

Result: Four main themes were identified which described male nurses motivations for choosing nursing; 'Early exposure to nursing and other health care professionals', 'Choosing nursing as a profession by chance', 'Choosing nursing because of extrinsic motivating factors', and 'Choosing nursing because of intrinsic motivating factors'.

Conclusion: To help encourage more men to enter and remain in nursing, recruitment and retention strategies need to focus on addressing the gender stereotypes associated with the nursing profession. In addition, strategies to make nursing more welcoming to men to address attrition rates need to be conceptualised, implemented and evaluated.

Keywords: nursing, male nurses, men in nursing, careers in nursing, career choice, choosing nursing, motivation, decision making

What Motivates Men to Choose Nursing as a Profession?

Introduction and Background

It has been generally accepted that gender imbalances within the professional world have diminished over the last few decades and this phenomenon can be observed in many areas.

However, within the nursing profession, there remains a marked gender imbalance where females dominate the workforce and have done so since the inception of modern nursing.

According to O'Lynn (2006) this dominance began when Florence Nightingale, who is

WHAT MOTIVATES MEN TO CHOOSE NURSING

considered a pioneer of modern nursing, established institutions to foster nursing education. At the time, these institutions only accepted females because she viewed nursing, by nature, as being unsuitable for men, and this view played a significant role in the invisibility of male nurses (Evans, 2004; O'Lynn, 2006). The gender imbalance in nursing is evident when we examine the numbers of registered male nurses versus female nurses. For example, according to the Nursing and Midwifery Board of Ireland (NMBI, 2012), male nurses made up about 10% of all registered nurses in 2012. Similarly in the United Kingdom, male nurse account for approximately 9% of all registrants (Nursing and Midwifery Council, 2012). In relation to the growing awareness of the shortage of nurses worldwide, attention has recently been drawn to the development of strategies to encourage men to enter nursing (Zamanzadeh, Valizadeh, Keogh, Monad, Negarandeh, and Azadi 2013; Meadus and Twomey, 2007). Legislation which allowed male and female nurses to practice alongside each other in post war Britain did increase the number of males joining the profession at the time (Mackintosh, 1997). However, the general perception that nursing is a single sex occupation unsuitable for men remains prevalent (Mckintosh, 1997). Recruitment drives including advertising campaigns that specifically targeted males have been tried (Evan, 2004) and other strategies such as attempts at reconstructing the perceived social image of male nurses (MacKinnon, 2007) and re-educating secondary school counsellors about the nursing profession (Meadus and Twomey, 2007) have also been tried with some effects. With the attention on men in nursing and the upheaval of society and the economy, it is true that the number of males joining the nursing workforce has risen in comparison to two decades ago. Despite this, as evident from the statistics presented above, male nurses still remain as a minority. Many researchers claim that the main reason that men are discouraged from entering the nursing profession is because of the stereotypical image of nursing work as female work (Evans, 2002; Zamanzadeh et al, 2013; Wolfenden, 2011; Robert, 2000; Clementson, 2008). In addition public perceptions of

WHAT MOTIVATES MEN TO CHOOSE NURSING

nurses as poorly paid, downtrodden with poor working conditions (Newman et al, 2002) despite relative job security does not aid the recruitment of nurses regardless of gender. However, there is no evidence to suggest that nursing is unsuitable for men or that professional caring is an exclusively female skill (O'Lynn, 2006) and there is nothing within the literature which suggests that patients and service users prefer one over the other. Rather, Carpenter (2000) suggests that diversifying the nursing workforce in a greater way will enrich the profession and that gender diversity is as essential to nursing as diversity of race and culture. This, she believes, will create a workforce that is responsive to the growing diversity of the populations that are being cared for in a variety of contexts (Carpenter, 2000). Furthermore, increasing the number of men in nursing will assist in strengthening the professional identity of nursing as well as contributing to a more stable workforce (LaRocco, 2007). As the demand for healthcare increases, attracting more men into the profession may also offer a resolution to workforce shortages at local and international levels (Eley, Bertello, and Rogers-Clark, 2012; Mooney, Glacken, and O'Brien, 2008). Knowledge of the factors that motivate men to choose nursing will assist in the development of evidence based recruitment strategies to increase the number of men entering the nursing profession. Therefore, this article presents the findings of a systematic review of qualitative studies which attempts to present a cogent understanding of male nurses' motivations for choosing nursing as a career.

Method

Aim of the study

The aim of this review is to synthesise the available evidence on male nurses' motivations for choosing nursing as a profession. By synthesising qualitative data, male nurses' motivations can be examined from a range of perspectives and contexts.

Searching strategies

WHAT MOTIVATES MEN TO CHOOSE NURSING

A comprehensive search for the most relevant papers to the review aim was undertaken. Firstly, a systematic search of existing literature was conducted using CINAHL, Pubmed, PsychINFO, Embase, Pubmesh, and Google scholar using keywords such as, nursing, male nurses, men in nursing, careers in nursing, career choice, choose nursing, motivation, and decision making from January 1970 to December 2013 in English. A preliminary review of the literature completed prior to conducting the main study did not locate any relevant studies before 1970. Secondly, an endeavour to obtain grey literature, which refers to any unpublished sources of evidence, was made by contacting experts in the topic area through e-mail. Lastly, reference lists of relevant studies were searched to complete an exhaustive search for eligible papers.

The results of the systematic search for eligible papers

The total number of the retrieved citations was 11,458 (figure 1). All the articles retrieved from those databases were firstly screened by title and abstract, and then where appropriate, full texts were printed and reviewed. As a result, four papers which met the inclusion criteria were selected. Six experts on this topic area were contacted by email to search for unpublished papers or other relevant grey literature. This process culminated in the retrieval of one sample of grey literature which was a PhD thesis (O'Connor, 2013) about men in the nursing profession in Ireland. Lastly, after searching the reference lists of all the relevant articles to this review, one additional eligible paper was found from O'Connor's (2013) reference list. This was a grounded theory study by LaRocco (2007). A summary of the selected papers is presented in Table 1.

[INSERT FIGURE 1 HERE]

[INSERT TABLE 1 HERE]

WHAT MOTIVATES MEN TO CHOOSE NURSING

Quality assessment, data extraction and analysis

The final six selected papers were assessed for the quality of the study using Brunton, Wiggins, and Oakley's (2011) ten item checklist from the Evidence for Policy and Practice Information and Co-ordinating centre framework. Each study was assessed using the ten questions and the answers were then scored. There were three possible scores for each question; 0, 0.5, and 1. If the study addressed the review question, 1 point was given. If the answer was unclear or implicit, 0.5 was given, and if the study did not address the review question at all, 0 point was given. At the end of the assessment the points were added together to determine an overall rating. The studies which scored over 5 points were included at either a high or medium quality level. To ensure that all papers were appropriately critiqued, two people were involved in this process. All studies, except Harding's (2009) were assessed at a high level with scores ranging from 9.5 to 10. Although Harding's (2009) study, received 7 points, it was still applicable at a moderate level. Therefore, all of the critiqued papers were included in the review. Qualitative data was then extracted from the selected studies using a specifically designed template and subjected to a thematic analysis. This process involved a number of steps. Firstly, before extraction, the results sections of the selected papers were read a number of times. The extracted data was coded and similar codes were grouped together to generate a set of sub-themes. The sub-themes were then reviewed and condensed to form higher order themes which removed any duplication or overlapping content. The themes were then refined to be as simple and precise as possible. The data was extracted by one reviewer and then checked for accuracy by the second reviewer. Coding was completed in a similar fashion and decisions about the coding and the emergent themes were discussed by the reviewers until consensus about the themes was achieved.

Findings

WHAT MOTIVATES MEN TO CHOOSE NURSING

The data extraction and analytic processes culminated in the synthesis of four themes:

1. Early exposure to nursing and other health care professionals
2. Choosing nursing as a profession by chance
3. Choosing nursing because of extrinsic motivating factors
4. Choosing nursing because of intrinsic motivating factors

Each theme is discussed in further detail below and is accompanied by exemplars from the original papers to illuminate the points under discussion.

Early Exposure to Nursing and Other Health Care Professionals

The first theme describes how early exposure to nursing and other health care professionals was influential in the male nurses decision to become nurses. This included participants who had friends or relatives who were nurses and in some cases this exposure was also to other men who had chosen nursing. This is exemplified in the following quotation from Harding's (2009) and Rajacich, Kane, Williston, and Cameron's (2013) study:

Eleven of the men who participated in this study were personally associated with (female) nurses either through friendship or kinship before they became nurses. Of these eleven, three had personal or family friends who were nurses, while the others were related to nurses. (Harding, 2009: 9)

... so I kind of floated around a bit and then I [did not] listen to my mother until the one time we sat down. We had a great conversation. She's an ICU nurse and she said, "you know you haven't looked into [nursing] yet and I know you always do the opposite of what I say so here we go right now" and I listened to her. (Rajacich et al., 2013: 73)

The male nurses who had friends or relatives who were nurses described being encouraged by them to consider nursing as a career. In some cases the male nurses were encouraged to consider nursing by their high school counsellors when they were in high school.

I admitted in nursing by chance, my high school counsellor said me that nursing is good for finding a job in the future and it's better than some career like

WHAT MOTIVATES MEN TO CHOOSE NURSING

agricultural engineering. (Participant 14, 40 years old). (Zamanzadeh et al., 2013:223)

Early exposure to nursing also included exposure to caring experiences as in the quotation below:

Grant identified the death of his wife four years before he entered nursing school as a factor in the decision-making process, "I thought, well maybe I could because of Carla's death and family bereavements." He described himself as having "an affinity with death – people who have terminal illnesses." He was sure that these experiences were why he chose a career pathway that eventually led him into nursing and hospice work. (Harding, 2009:8)

In addition, early exposure to nursing and their perceptions of nursing and nursing practice were gleaned from the media.

I guess, I got into nursing, I had a friend that uh a close buddy of mine he went into nursing a year before I did [...] I always saw like the medical, I don't know, shows on TV and such and always thought it was kind of exciting, exhilarating to see the fast pace and dealing with life and death and dealing with such strenuous circumstances so I guess that's kind of what attracted me to nursing originally (Chip). (Rajacich et al., 2013:73)

Choosing Nursing as a Profession By Chance

The second theme emerged from four out of the six papers and describes how many male nurses chose their nursing career accidentally based on their circumstances at the time of the decision. The evidence of the participants' accidental career choice can be seen in the following quotation:

Liam: Sure it was by accident if you like. I suppose back in 2001 just I was out of work in, I left college the year before and I was doing different things. I had been travelling, but I had been working for a company and then after 911 it was based in the travel industry and what happened then was that a lot of people who were kind of the last in were first out. So for a period of time I found myself looking for work. Now it just so happened that friends of mine were nurses and they were working in nursing so it was kind of fairly familiar. (O'Connor, 2013:112)

WHAT MOTIVATES MEN TO CHOOSE NURSING

Some of the male nurses chose nursing based on their national exam scores or final secondary school results. Because of the limited number of places in university, they were sometimes not accepted on to their desired course and ended up studying nursing instead. Therefore, they chose nursing as a way of getting into college and avoiding having to repeat their state exams. This is exemplified in the first following quotation which is taken from Yang, Gau, Shiau, Hu, and Shin's (2004) study. In the second quotation, the participant suggests that part of the reason he went to college to study nursing was not just about having no other choice, but also to avoid being drafted for military service.

'I didn't get accepted by any school except for that nursing one, so it was my only choice, and I studied there'. (Yang et al 2004, Page 645, Col. 2, line 10-12)

I hadn't any time to examine again my chance in Konkor (entry exam), for me going to university was a good fortune to avoid military task. At that time I didn't care what this university course should be [nursing or anything else]. (Zamanzadeh et al., 2013: 222)

Choosing Nursing Because of Extrinsic Motivating Factors

The third theme refers to motivation that comes from outside the individual such as money, or grades. In this review, the most common extrinsic motivating factors for the male nurses were job security, job opportunity, and high salary, which were identified in five studies. This is exemplified in the following two extractions:

One day I noticed a statement in the newspaper which said, 'Male nurses earn as much as NT\$ 50,000 per month', so I put 'nursing department' down on my form as my choice. (Yang et al., 2004: 645)

Job security was another important aspect of opportunities in nursing. Comments included, "I knew I would always have a job," and "I did it for a steady job that I could handle" (LaRocco, 2007:125)

WHAT MOTIVATES MEN TO CHOOSE NURSING

To a lesser extent there were other extrinsic motivating factors which were identified by Yang et al's (2004) and O'Connor's (2013) study. In Yang et al's (2004) study, the reputation of the school, the cost of tuition fees and the convenient location of the school featured strongly in male nurses' descriptions on why they chose nursing as a profession. In O'Connor's (2013) study, one of the participants' motivations to pursue nursing stemmed from the fact that he could get sponsorship to the nursing programme because he was already employed as a care assistant. In addition, it has also been found that some male nurses chose nursing because of their perception of nursing as a professional career and their belief that studying nursing could give them an opportunity for further study within and outside of nursing.

Choosing Nursing Because of Intrinsic Motivating Factors

The fourth theme describes intrinsic motivating factors which are factors that are internally motivating and emerge from within the individual such as a sense of personal satisfaction and enjoyment. In the first quotation from O'Connor's (2013) study, the participant clearly articulates his personal satisfaction with helping people and how this desire to help others motivated him to enter nursing.

Kieran: I'm very interested in the whole theory of it and then from a practical point of view I suppose I do enjoy being able to do it and I am glad sort of that that is my interest because I feel that you do help people, you know maybe I am sounding now like it is a calling! [laughs nervously] but you do you know it's a lovely thing to feel that maybe you have helped a patient or a family member or whatever even in some way and I think it's an area you know that you really can make a difference. (O'Connor, 2013:114)

Other intrinsic motivating factors were personal fulfilment, self-validation, a sense of altruism and caring, and their perception of nursing as a vocation. These are exemplified in the following quotations.

WHAT MOTIVATES MEN TO CHOOSE NURSING

A common theme through most of the narratives of the men who participated in this study was that nursing provided fulfilment through greater work satisfaction. For example, as Charles said about his former job as a technician, “I was finding it very boring. I was finding there was nothing; I wasn’t getting anything out of it at all”. Jock was “struck in a rut and I decided to move on ... I really wanted to get a better qualification”. Ian, at 21, “didn’t quite know where I was heading”, while Grant was “disenchanted”. (Harding, 2009:10)

Liam: I had always done a lot of work working with people and I suppose I find the work rewarding and enjoyable. A lot of other kinds of work that I had done had been kind of sales based and I was used to dealing with people.... I can relate to them... I think I was quite good at relating to people. I have a sort of sympathy and empathy for them. (O’Connor, 2013:116)

Allan was clearly motivated by a sense of altruism: “I can clearly remember that for a long time I had some connection to relief and disaster work in third world countries and that always held interest for me that I wanted to pursue.” (Harding, 2009:8)

Discussion

From the studies that are included in this review, the factors that motivate men to choose nursing can be summarised into four main themes. If we compare men’s motivations with women’s, the literature suggests that while men generally focus more on practical motivations, such as a good salary and job security, women are more attracted by the notion of nursing as being romantic and caring. This is evident in Boughn’s (2001) study who found that although both genders expressed a desire to care for others as part of their motivations for choosing nursing; all male students mentioned that practical motivations were more important factors. While early exposure to nursing and encouragement from other people are important motivating factors for men, it cannot be looked at in isolation to other factors such as the extrinsic motivating factors that have been mentioned earlier. In terms of salary and job security, caution needs to be taken when suggesting that nursing offers both a good salary and job security as this varies from country to country. In the economic downturn that has

WHAT MOTIVATES MEN TO CHOOSE NURSING

been experienced worldwide, the cost of healthcare and specifically the cost of healthcare personnel has been subjected to considerable scrutiny. In Ireland, where the review was completed, all nursing and midwifery staff within the public sector have faced substantial pay cuts. In addition, graduate entry salaries have been reduced by about 24% in recent years further damaging the reputation of nursing as being a well-paid profession.

While the perception of nursing as offering both job and financial security may continue to attract some men into nursing, in the absence of early exposure to other nurses or encouragement from family and friends it may prove an unsuccessful recruitment strategy in the long term. Key to attracting more men into nursing is to challenge the notion of nursing and caring as being feminine. This is difficult as societal stereotypes of nurses being female and men as nurses as being unusual or strange are persistent and strong. This is exacerbated by media portrayals of male nurses which often characterise them as being homosexual or funny (Weaver et al., 2013). The motivations described in this article may act as a buffer to protect males from any negative perceptions of their masculinity and they may continue to pursue nursing as a career. However for those men who may not have considered nursing because of a lack of exposure to positive role models, the image of nursing as uniquely female may be inherently damaging.

This review found that the intrinsic factors such as, a desire to care for people, or a desire to help people played an important role in some men's decision to become a nurse. This is congruent with the literature (Soerlie, Talseth, and Norberg, 1997; Boughn 2001; Whittock and Leonard 2003; Ierardi, Fitzgerald & Holland, 2010). It is true that nursing is as suitable for men as it is for women due to the fact that the nursing profession requires both masculine and feminine skills (Zamanzadeh, Valizadeh, Negarandeh, Monadi, and Azadi, 2013). However, O'Connor (2013) noted that male nurses could experience psychological conflict

WHAT MOTIVATES MEN TO CHOOSE NURSING

between their caring instinct and the traditional masculine traits. There may be a connection between this and the reason why male nurses tend to specialise in some specific areas such as emergency or psychiatric nursing where there is a perception that more masculine skills are required (Stott 2007). Male nurses have been traditionally more prevalent in mental health and intellectual disability nursing and retaining these specialities in preregistration programmes rather than opting for more generic forms of education may go some way to addressing the gender imbalance within the profession (Keogh and O'Lynn, 2007). However, addressing the low number of men within general nursing programmes will continue to be a priority if any real change is to occur.

Relying on chance to increase the number of male nurses to enter the nursing profession is not a realistic option despite its prevalence in terms of how men end up in schools of nursing. In Iran and Taiwan, compulsory military service is a societal feature that is not present in the other four studies included in this review. Avoiding military service is cited as a reason for choosing nursing as a career in both of those studies (Zamanzadeh et al., 2013; Yang et al., 2004). While this may mean that more men choose nursing in those countries, it does not alter the fact that many men leave the decision to chance and avoidance of military service is paramount regardless of the university course chosen. In addition, other factors, such as examination results, may prompt men to choose nursing in tandem with their desire to avoid military service. It is arguable that men who choose nursing based on convenience, to avoid repeating their exams or to avoid military service may be prone to higher attrition rates or may seek other employment once qualified. Males are already more vulnerable to leaving the course before completion (McLaughlin, Muldoon and Moutray, 2010) regardless of their motivations for entering the profession. There is a concern that people who choose nursing by chance may experience more difficulties when they start their nursing education and

WHAT MOTIVATES MEN TO CHOOSE NURSING

subsequent clinical experiences, because the nursing education systems are female oriented which could cause men to feel unwelcomed (Roth and Coleman 2008, MacWilliams, Schmidt, and Bleich, 2013). For example, Keogh and O'Lynn (2007) note that there are many cases in which male students are used for their physical strength rather than their actual caring abilities. In addition, their gender may exclude them from the full range of caring interventions especially during obstetric placements. O'Lynn (2004) describes many gender based barriers for male students and these may negatively impact on their progression within nursing programmes. Attracting more men into nursing who are motivated by intrinsic factors will help challenge these barriers can create a more welcoming environment for male nurses especially those who have not considered nursing as a first option.

Limitations

In terms of limitations, this review was completed as part of an MSc in Nursing at Trinity College Dublin. A review examining both quantitative and qualitative studies would have produced a more comprehensive description of male nurses' motivations; however this was beyond the timeframe allocated to completing the programme. This review concentrated on male nurses motivations, future reviews may want to consider the motivations of male students as well. Given the nature of the qualitative data extracted from the studies and their smaller sample sizes, it is not possible to generalise the finding although they are supported in the literature.

Conclusion and Recommendations

This review was conducted to gain a deeper understanding of male nurses' motivations for choosing nursing as a career in order to help enhance recruitment strategies to encourage men to choose nursing as a career. From this review, four main themes were synthesised. While most of the findings, such as choosing nursing because of intrinsic and extrinsic motivating

WHAT MOTIVATES MEN TO CHOOSE NURSING

factors and early exposure to nursing and other health care professionals were congruent with the previous literature, this review identified another major theme; that of men entering nursing by chance, depending on their circumstances. Further research in favour of forming nursing as a legitimate career choice for men would benefit the profession in terms of achieving diversification of the workforce. In addition, exploring female nurses' perceptions and experiences of male nurses may provide evidence of the practice areas where men excel further enhancing recruitment strategies. Based on the findings of the review we make the following recommendations to help improve recruitment and retention strategies:

- Recruiters should emphasise the advantages for male nurses when marketing nursing. Presenting nursing as a stable, flexible and reasonably well paid job where specialisation and further education is possible will help to dispel myths about nurses' poorer working conditions and low pay. In addition, emphasising the career possibilities for men is also important.
- Nursing bodies and institutions need to take responsibility for changing the image of nursing to a profession where both genders are welcomed and valued. Less gender bias when promoting nursing will help achieve a more neutral image of the profession. This is arguably the most important and difficult strategy.
- For those males who find themselves pursuing nursing by chance, strategies to enhance their retention within the programme should be conceptualised and developed. For example, the provision of male role models and supervisors during clinical practice experiences may help to dispel some of the stereotypes associated with nursing. In addition unlocking male nurses caring abilities in a supportive and welcoming environment may ignite some of the intrinsic motivational factors once they start the programme thereby increasing retention and job satisfaction.

WHAT MOTIVATES MEN TO CHOOSE NURSING

- More research about the gender barriers that exist for men in nursing needs to be completed.
- School guidance counsellors should be aware that nursing is a viable option for men and encourage male school leavers to consider it as a career.

ACCEPTED MANUSCRIPT

WHAT MOTIVATES MEN TO CHOOSE NURSING

References

- Beck C.T. (2000) The experience of choosing nursing as a career. *Journal of Nursing Education* **39**, 320-322.
- Brunton G., Wiggins M., and Oakley A. (2011) *Becoming a mother: a research synthesis of women's views on the experience of first time motherhood*, University of London.
- Retrieved from
<http://eppi.ioe.ac.uk/cms/LinkClick.aspx?fileticket=hGTI6U9cFJE%3d&tabid=3295&mid=6166> on 6 November 2013
- Bouhgn S. (1994) Why do men choose nursing?. *Nursing and Health Care* **15**, 406-411.
- Bouhgn S. (2001) Why women and men choose nursing. *Nursing and Health Care Perspective* **22**, 14-19.
- Clementson R. (2008) Men in nursing. *Nursing Journal* **12**, 37-43.
- Eley D., Eley R., Bertello M. and Rogers-Clark C. (2012) Why did I become a nurse? Personality traits and reasons for entering nursing. *Journal of Advanced Nursing* **68**, 1546-1555.
- Evans J.A. (2002) Cautious caregivers: gender stereotypes and the sexualisation of men nurses' touch. *Journal of Advanced Nursing* **40**, 441-448.
- Evans J. (2004) Men nurses: a historical and feminist perspective. *Journal of Advanced Nursing* **47**, 321-328.
- Harding T. (2009) Swimming against the malestream: men choosing nursing as a career. *Nursing Praxis in New Zealand* **25(3)**, 4-16.
- Ierardi J.A., Fitzgerald D.A. & Holland D.T. (2010) Exploring male students' educational experiences in an associate degree nursing program. *The Journal of Nursing Education* **49**, 215-218.

WHAT MOTIVATES MEN TO CHOOSE NURSING

- Keogh B. and O'Lynn C. E. (2006) Gender-based barriers for male student nurses in general nursing education programs: an Irish perspective. In *Men in Nursing: History, Challenges, and Opportunities*. (O'Lynn C.E., Tranbarger R., eds), Springer Publishing Company, LLC, New York, pp. 193-204.
- Keogh B. and O'Lynn C. E. (2007) Male nurses' experiences of gender barriers: Irish and American perspectives. *Nurse Educator* **32(6)**, 256-259.
- LaRocco S. A. (2007) A grounded theory study of socializing men into nursing. *The Journal of Men's Studies* **15(2)**, 120-129.
- LaRocco S. A. (2007) Recruitment and retention of men in nursing. In *Men in Nursing: History, Challenges, and Opportunities*. (O'Lynn C.E., Tranbarger R., eds), Springer Publishing Company, LLC, New York, pp. 241-253.
- MacWilliams B. R., Schmidt B., and Bleich M. (2013) Men in nursing: understanding the challenges men face working in this predominantly female profession. *American Journal of Nursing* **113(1)**, 38-44.
- Mackintosh C. (1997) A historical study of men in nursing. *Journal of Advanced Nursing* **26**, 232-236.
- MacKinnon M. (2007) Improving recruitment and retention of men into nursing. *American Assembly Men in Nursing* **25(1)**, 6-7
- McLaughlin K, Muldoon O.T, and Moutray M (2010) Gender, gender roles and completion of nursing education: A longitudinal study. *Nurse Education Today* **30**, 303-307.
- Mooney M., Glacken M., and O'Brien F. (2008) Choosing nursing as a career: a qualitative study. *Nurse Education Today* **28**, 385-392.
- Meadus R.J., Twomey J.C. (2007) Men in nursing: making the right choice. *The Canadian Nurse* **103**, 13-16.

WHAT MOTIVATES MEN TO CHOOSE NURSING

Newman K., Maylor U. & Chansarkar B. (2002) The nurse satisfaction, service quality and nurse retention chain, *Journal of Management in Medicine*, 16(4), 271 - 291

Nursing and Midwifery Board of Ireland (2012) *Register Statistics 2012*, Dublin. Retrieved from http://www.nursingboard.ie/en/statistics_article.aspx?article=2cb5c40d-979f-4546-8d94-f5e776de5130 on 26 October 2014

Nursing & Midwifery Council (2012) *Analysis of Diversity Data: 2011*. Retrieved from <http://www.nmc-uk.org/About-us/Equality-and-diversity/Analysis-of-diversity-data-2011/> on 26 October 2014

O'Connor T. (2013) *Men in the Nursing Profession: Masculinities and Gendered Identities*. Unpublished Doctoral Thesis, Keele University, Newcastle.

O'Lynn, C.E. (2004) Gender based barriers for male students in nursing education programmes. *Journal of Nursing Education* **43** (5), 331–333.

O'Lynn C. E. (2006) History of men in nursing: a review. In *Men in Nursing: History, Challenges, and Opportunities*. (O'Lynn C.E., Tranbarger R., eds), Springer Publishing Company, LLC, New York, pp. 5-40.

O'Lynn C. E. (2006) Men, caring, and touch. In *Men in Nursing: History, Challenges, and Opportunities*. (O'Lynn C.E., Tranbarger R., eds), Springer Publishing Company, LLC, New York, pp. 121-142.

Rajacich D., Kane D., Williston C., and Cameron S. (2013) If they do call you a nurse, it is always a “male nurse”: experiences of men in the nursing profession. *Nursing Forum* **48**, 71-80.

Roth J. E. and Coleman C. L. (2008) Perceived and real barriers for men entering nursing: implications for gender diversity. *Journal of Cultural Diversity* **15**(3), 148-152.

WHAT MOTIVATES MEN TO CHOOSE NURSING

- Robert J. M. (2000) Men in nursing: barriers to recruitment. *Nursing Forum* **35(3)**, 5-12.
- Stott A. (2007) Exploring factors affecting attrition of male students from an undergraduate nursing course: a qualitative study. *Nurse Education Today* **27**, 325-332.
- Soerlie V., Talseth A., and Norberg A. (1997) Male nurses – reasons for entering and experiences of being in the profession. *Scandinavian Journal of Caring Sciences* **11**, 113-118.
- Sullivan E. J. (2000) Men in nursing: the importance of gender diversity. *Journal of Professional Nursing* **16 (5)**, 253 – 254.
- Villeneuve M. J. (1994) Recruiting and retaining men in nursing: a review of the literature. *Journal of Professional Nursing* **10(4)**, 217-228.
- Wolfenden, J. (2011) Men in nursing. *The Internet Journal of Allied Health Sciences and Practice* **9(2)**, 2-6
- Whittock M. and Leonard L. (2003) Stepping outside the stereotype. A pilot study of the motivations and experiences of males in the nursing profession. *Journal of Nursing Management* **11**, 242-249.
- Weaver R., Ferguson C., and Wilbourn M. & Salamonson Y. (2013) Men in nursing on television: exposing and reinforcing stereotypes. *Journal of Advanced Nursing* **70(4)**, 833-842.
- Yang C.I., Gau M.L., Shiau S.J., Hu W.H., and Shin F.J (2004) Professional career development for male nurses. *Journal of Advanced Nursing* **48(6)**, 642-650.
- Zysberg L. and Berry D. (2005) Gender and students' vocational choices in entering the field of nursing. *Nursing Outlook* **53**, 193-198.
- Zamanzadeh V, Valizadeh V, Keogh B, Monad, M, Negarandeh R and Azadi A (2013) Choosing and remaining in nursing: Iranian male nurses' perspectives. *Contemporary Nurse* **45**, 225-232.

WHAT MOTIVATES MEN TO CHOOSE NURSING

Zamanzadeh V, Valizadeh L, Negarandeh R, Monadi M., and Azadi A (2013) Factors influencing men entering the nursing profession, and understanding the challenges faced by them: Iranian and developed countries' perspectives. *Nursing and Midwifery studies* **2(2)**, 49-56.

ACCEPTED MANUSCRIPT

WHAT MOTIVATES MEN TO CHOOSE NURSING

PRISMA flow chart of study selection process

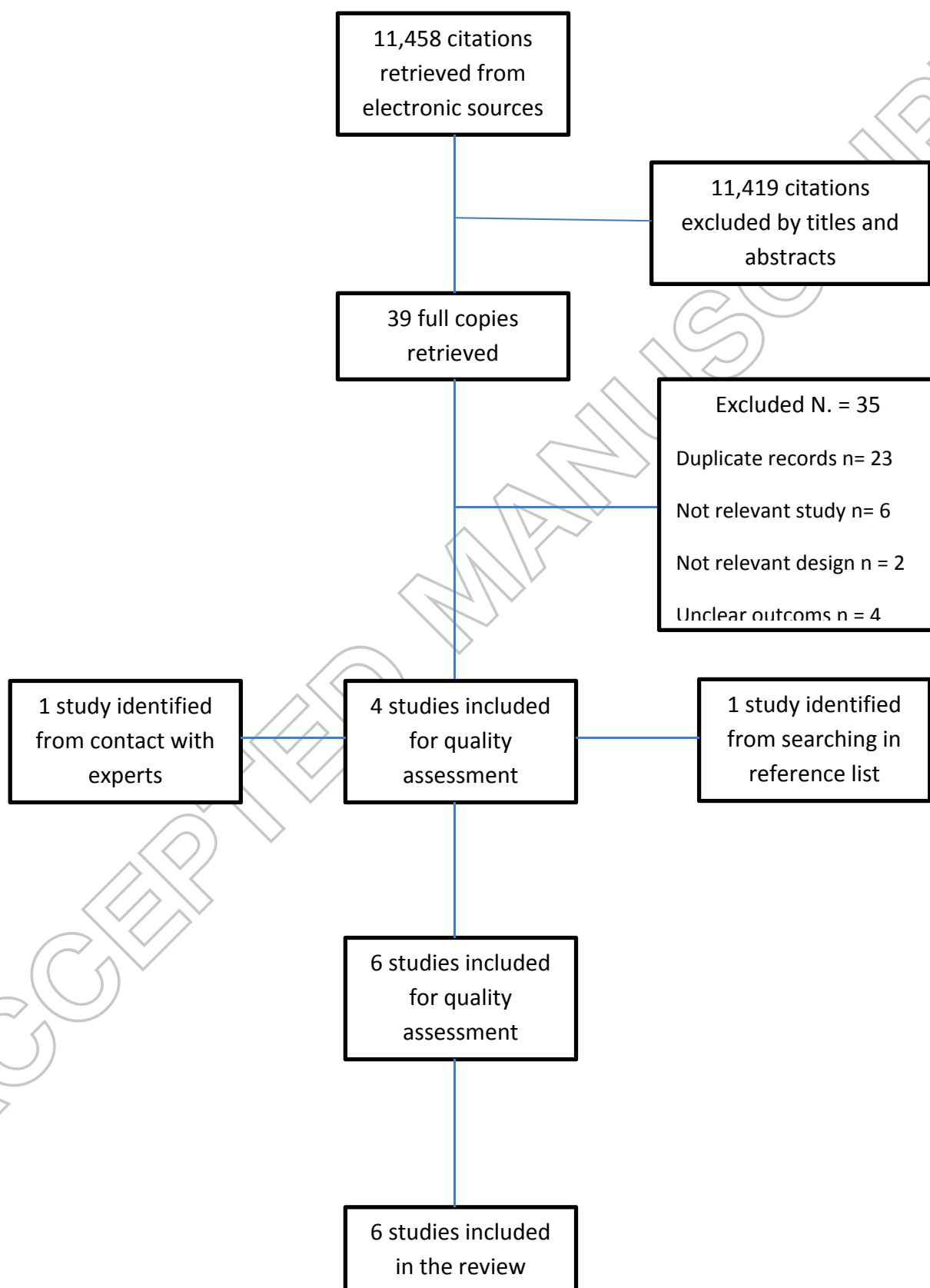


Table 1. Bibliographic details of included papers

Authors	Study aims	Methods	Participants	Outcomes
Yang et al (2004)	An exploration of male nurses' motivation and their professional developmental process.	A descriptive qualitative study using convenience sampling.	15 Taiwanese nurses.	Scores on the Joint College Entrance Examination. The convenient location of a school. The reputation of a school. Tuition expenses.
LaRocco (2007)	An exploration of the processes that led to the male nurse's decision to become a nurse and to remain a nurse.	Grounded theory using a homogeneous sample of individuals which focused on men in nursing.	20 American male nurses.	Opportunities in nursing such as a variable career choice and job security. Family/social influences such as encouragement of family and relatives.
Harding (2009)	An exploration of male nurses' motivation for choosing nursing as a career.	Qualitative methods using purposive and snowballing sampling.	18 New Zealander male nurses.	Formative experiences. The call: nursing as vocation. Expediency. Personal acquaintance with a nurse. Personal fulfilment.
O'Connor (2013)	An investigation of the	A qualitative interpretive	16 Irish male nurses.	Early exposure to hospital.

WHAT MOTIVATES MEN TO CHOOSE NURSING

	experiences of men working as nurses in Ireland, how they relate to masculinities and how they negotiate a gendered identity.	approach using a purposeful sampling.		<p>Experience of caring.</p> <p>Intrinsic factors such as helping people, personal interest in nursing, caring, and altruism.</p> <p>Extrinsic factors such as a desire to enter university, job opportunity, and financial security.</p>
Rajacich et al (2013)	An exploration of issues surrounding recruitment, retention, and work life satisfaction for male nurses.	A descriptive qualitative study using purposive and snowball sampling.	16 Canadian male nurses.	Most participants were encouraged by their family and friends who were in the health profession to enter nursing.
Zamanzadeh et al (2013)	An exploration of male nurses' motivation, and the reasons for remaining in nursing.	A descriptive qualitative method using purposive sampling.	18 Iranian nurses.	<p>Ranks on the national university entrance exam.</p> <p>Encouragement of their family and friends.</p> <p>Job security and economic stability.</p>