Examining the Impact of Human Capital on Career Development among Nurses: A Gender-Based Comparison across Public and Private Health Care Settings in District Muzaffargarh

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ABSTRACT

The current study was designed to check the association of career development with human capital among nurses. The significance of expertise, networking and practice were reviewed with cohort comparison. Utter occupational proficiency had an optimistic impact on nurses' promotion at the middle and upper job levels. The data was collected from 201 nurses from all Tehsils of district Muzaffargarh using purposive sampling in terms of their qualifications. The structured questionnaire was used to collect data from the nurses, including 157 female nurses and 44 male nurses. The findings indicated the training of human capital in terms of emotional labor, communication, and management skills was related to the career development ($p<0.05$) of nurses. Health setting and gender were related to the career development ($p<0.05$) of nurses. In public hospital female nurses were paid more than male nurses, and they were also getting more beneficial allowance in both health care settings, but the opportunity for male nurses was more in private hospitals and for females in public hospitals. There were equal chances of promotion for both genders in both health care settings. The study concluded that career development opportunities were more for female nurses in public hospitals than male nurses who experienced more career development in private sectors of health care.

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1.0 Introduction

Career development is a primary contributing element in the intrusion of wellbeing systems and the nursing occupation worldwide. It is straightly associated with the continuation of high supremacy care delivery. The educational system and recognized career structure supported it flexibly by providing the independent opportunity of performance, career mobility, and nursing enterprise (Schreuder & Coetzee, 2011). It is necessary for the government, nursing association and other supporting bodies to promote the career development of nurses by using the resources of articulation of education and occupational system that makes the opportunities available for the nurses to be promoted from one category to another or changing in position within and out of health care system (Donner & Wheeler, 2001). To promote such a developmental system, it is crucial to recognize the central system of knowledge, attitude, skills and scientific disciplines for nursing practices. For career development in the nursing sector, the nurses move from one level to an advanced level at the different areas of their practical work or position in which they perform various functions including privatizing the nursing profession, independent or autonomous specialized roles as consultant or advanced practitioner (Flexer, 2008). The categorization of nursing progressively innovated from the typical role of females; spiritual ideals, humanitarian aims, apprenticeship, instinct, experiment, common sense, philosophies, error and research, to the multidimensional influence of medication, political disciplines, expertise, economics, war and feminism (Perry, 1985). The significance of expertise, practice and networking in the nursing profession are reviewed with peer comparison. The job expertise and absolute experience proved an optimistic element of enhancing the chances of promotion from junior to middle or senior nursing management (Macken & Hyrkas, 2014). Moreover, the nurses also want to change training, experience, and mentoring for their professional retention (McCarthy et al., 2007).

For career development, enlarging the area of human capital was beneficial because of the sense of generalization of numerous professions. Such interpretations are also useful for calculating gender difference, qualification, current occupation, age, customary performance recognition and tenure (Sattar et al., 2015). These attributes give the nurses a sense of organizing their schedule than regular work routine to get more opportunities for career development and financial inducement that allow them to improve their settlement level if they are longing for it by developing their human capital. Human capital enhances the expertise and training that leads the organization to bloom toward success (Donner & Wheeler, 2001). The competent nurses' managers are skillful and trained to coordinate the resources in both ways; monetary and personal. They are also efficient in meeting the goals, looking into the hospital's vision and mission, and following the rules by making the others follow (Cals et al., 2013). Their knowledge about motivational elements, professional capabilities, and factors leads them to enhance job satisfaction that implies achieving the targeted strategies of uninterrupted improvements in the career development and enhancing opportunity to achieve the shined future ahead (Lambrou et al., 2010). By subsequent this significant association between the human capital and career development among nurses, the research has the following objectives to conduct study:

1.1 Objectives

- To check the gender difference in association with career development and human capital.
- To check the link between human capital and career development, if any.
- To check the gender differentiation among nurses in their career development at different health care settings.

2.0 Literature Review

Investment in human capital is well recognized as a key determinant of a career path in various fields, including nursing profession. Human capital may be defined as individuals' stock of education and training, skill, and professional experience that is usable to produce valued economic goods and services and help career advancement. In contrast, the human capital in the health care sector especially among nurses improves health outcomes, patients care and workforce productivity and career advancement (Hashmi, Arshad, & Ibrahim, 2023). The success of nurses' career progression accordingly depends on the use of educational attainments, experience and interpersonal skills after obtaining the required nurse qualifications in the public and private sectors of health care delivery services. The subject of gender differences in career development has been418 the locus of much interest in human capital research. Typically, nursing profession is stereotyped for female employee with gender stereotyping acting as a key determinant of roles, chance and status of the nurses in the workplace. However, male nurses comprise a smaller group, where it has been observed that they are promoted much faster or 'up the glass escalator'. On the other hand, female nurses have to compromise work experience and family needs which pose career limitations to them despite making more numbers in the career. Gender dynamics States the nature of the healthcare facility organizational and political environment of working in health institutions as public and private hospitals may have various differential policies or support structures and promotional avenues for nurses (D. Ahmad, Khurshid, & Afzal, 2024).

Training and skill development as one of the constituents in human capital is an important factor in promotion in nursing careers. Skills like emotional labor, communication and management skills are most relevant to this type of work environment because healthcare requires interpersonal contact and work groups (T. I. Ahmad, 2013). Promotional programmes that are targeted at developing these competencies has been revealed to shift the career trajectories of nurses. In many instances, public hospitals have probable structured training for programmes and workshop for the refinement of soft and technical competence of nurses, and whereas most private hospitals put the emphasize more on individual performance and diddle more on prompt development of the structure creating geometry way for career (Lamontagne-Godwin et al., 2019).

This means that, professional relationships also influence career advancement and are part of person's capital. Professional communication empowers the nurses to find mentorshiop, advice and promotion on their working stations (Arshad, Hassan, & Yasir, 2023). Female nurses primarily those in the public health sector enjoy well-structured tutor-protégée relationships enhanced by support structures that help them in their career. Male nurses, where they are employed use word of mouth where in private facilities, they are given opportunity for leadership and specialized positions. Contrasts in networking opportunities, therefore, provide additional evidence for the

sexed trajectory of career advancement in nursing (Malik & Sattar, 2019).

Another critical factor in career mobility is one's level of job competence, combined with vigorous and perpetual training and skills up gradation to meet current and future HCS needs. According to the literature, specialized certifications based on education and specialized experience ensure that nurses promote and acquire leadership positions. Unfortunately, in most public healthcare working environments, women especially nurses attend such educational classes more often due to government sponsorship. On the other hand, various private healthcare centers emphasize work experience, field experience, performance over certified standards; this would be advantageous for the male nurses trying to advance their career conduct within different private healthcare centers (Manzoor, Tabbasum, Ahmed, Zahid, & Syed, 2023).

Another factor that greatly influence career advancement for nurses is healthcare policies ant organizational practices. Employment in public healthcare organisations is structured and there are normally specific policies for career promotions for staffs; ensuring that female nurses employed within such organisations under the national health insurance scheme gain fair promotion chances for competitive and experience-based promotions. However, private hospitals are managed on businesslike approach emphasizing on performance and efficiency appears to benefit male nurses who display good organizational leadership and decision-making abilities. They also explain why the analysis of career development needs to take into consideration peculiarities of given healthcare organizations (Qaisrani, Liaquat, & Khokhar, 2016).

3.0 Methodology

The current research was undertaken on nurses' universe about career development concerning education; BSN of their promotion to the next grade of 16th and 17th or equivalent within the last two years. All Tehsils of District Muzaffargarh comprising Muzaffargarh, Kot Adu, Ali pur and Jatoi. The nurses of public hospitals of District Head Quarter of (DHQ of Muzaffargarh and Tehsil Headquarters (THQ) of KotAdu, Ali pur and Jatoi) and private hospitals Tayyip Erdogan Trust Hospital and Social security Hospital of Muzaffargarh were included in the study. Sample of 44 male nurses and 157 female nurses from all the selected health care settings in which 88 nurses are from public sector health care settings and 121 from Private sector health care settings. Data was collected using structured questionnaire by adopting the Likert scale ranging between 1 – 5, where 1 represents Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree. Pretesting was used to determine the reliability of the instrument with the human capital (=0.842) and career development (=0.758) scales proven suitable for data collection.

Besides, the collected data was analyzed using the SPSS software version 21.0. Coding of the data and preliminary testing was completed at the primary stage of statistical analysis, and the corresponding testing was conducted based on the objectives of the study. The relationships between human capital and career development regarding gender differences in the public and private health care sectors were examined using GLM. This study used SPPS version 21.0 to analyze the collected data. In the examination of data statistically at first data were coded, pretested data then tests were performed. To also confirm the interaction between human capital and career development based on gender at public and private hospitals GLM was used.

4.0 Findings and Results

The socio-economic characteristics are demonstrated in Table 1. Age is the first variable that depicts more frequency (86) and percentage (42.8) in the age group from 20 to 25 years as compared to other age groups. Gender is the second variable that describes the more frequency (157) and percentage (78.1) of female nurses than the frequency (44) and percentage (21.9) of male nurses. The next variable of marital status describes more frequency (116) and percentage (57.5) of married people than the other categories of nursing staff. Forth variable of residence area depicts that the frequency (106) and percentage (52.7) of rural residents is more than urban residents. The fifth variable, accommodation, demonstrates that most of the respondents were living in rental houses with 104 frequencies and 51.7 percentile. Furthermore, the last variable of the monthly income of respondents from all sources shows that the second category of monthly income (PKR. 26,000 to 30,000) have more frequency (71) and percentage (35.3) than the other categories of monthly income.

Table 1: Distribution of respondents concerning the socio-economic profile

Sr #	Variable	Categories	Frequency	Percent
1	Age			
		Less than 20 years	6	3.0
		20-25 year	86	42.8
		26-30 year	68	33.8
		31-35 year	27	13.4
		36-40 year	14	7.0
2	Gender			
		Male nurse	44	21.9
		Female nurse	157	78.1
3	Marital Status			
		Single	85	42.3
		Married	116	57.7
4	Area of Residence			
		Rural	106	52.7
		Urban	95	47.3
5	Your Accommodation is			
		Own	81	40.3
		Rented	104	51.7
		Living with relatives	16	8.0
6	Your Monthly Income from all sources			
		20,000-25,000 rupees	25	12.4
		26,000-30,000 rupees	71	35.3
		31,000-35,000 rupees	53	26.4
		36,000-40,000 rupees	22	10.9
		41,000-45,000 rupees	17	8.5
		46,000-50,000 rupees	5	2.5
		Above than 51,000 rupees	8	4.0

Table 2 depicts the role of indicators of HC training, communication, management, and emotional labor in the nurse's career development. An association was found between training and career development ($p<0.05$) of nurses. The indicator of management was also related to career development with a value $p<0.05$. Likewise, the factor of communication has also a relationship with career development ($p<0.05$). The last indicator, emotional labor, has also a relationship with career development ($p<0.05$). Furthermore, there was also the association of career development and gender in association with human capital ($p<0.05$).
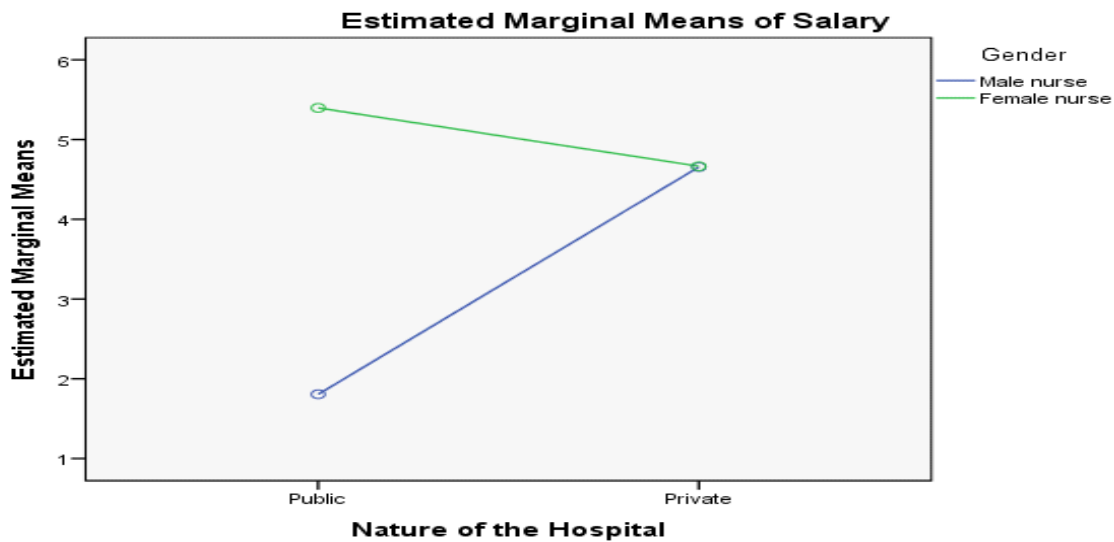
Table 2: Multivariate regression model for career development

Effect		Value	F	Hypothesis df	Error df	Sig.
Intercept	Pillai's Trace	.294	15.147[b]	5.000	182.000	.000
	Wilks' Lambda	.706	15.147[b]	5.000	182.000	.000
	Hotelling's Trace	.416	15.147[b]	5.000	182.000	.000
	Roy's Largest Root	.416	15.147[b]	5.000	182.000	.000
Training	Pillai's Trace	.082	3.244[b]	5.000	182.000	.008
	Wilks' Lambda	.918	3.244[b]	5.000	182.000	.008
	Hotelling's Trace	.089	3.244[b]	5.000	182.000	.008
	Roy's Largest Root	.089	3.244[b]	5.000	182.000	.008
Experience	Pillai's Trace	.028	1.042[b]	5.000	182.000	.394
	Wilks' Lambda	.972	1.042[b]	5.000	182.000	.394
	Hotelling's Trace	.029	1.042[b]	5.000	182.000	.394
	Roy's Largest Root	.029	1.042[b]	5.000	182.000	.394
Ability	Pillai's Trace	.043	1.643[b]	5.000	182.000	.151
	Wilks' Lambda	.957	1.643[b]	5.000	182.000	.151
	Hotelling's Trace	.045	1.643[b]	5.000	182.000	.151
	Roy's Largest Root	.045	1.643[b]	5.000	182.000	.151
Team Work	Pillai's Trace	.048	1.821[b]	5.000	182.000	.111
	Wilks' Lambda	.952	1.821[b]	5.000	182.000	.111
	Hotelling's Trace	.050	1.821[b]	5.000	182.000	.111
	Roy's Largest Root	.050	1.821[b]	5.000	182.000	.111
Management	Pillai's Trace	.079	3.139[b]	5.000	182.000	.010
	Wilks' Lambda	.921	3.139[b]	5.000	182.000	.010

	Hotelling's Trace	.086	3.139[b]	5.000	182.000	.010
	Roy's Largest Root	.086	3.139[b]	5.000	182.000	.010
Communication	Pillai's Trace	.060	2.313[b]	5.000	182.000	.046
	Wilks' Lambda	.940	2.313[b]	5.000	182.000	.046
	Hotelling's Trace	.064	2.313[b]	5.000	182.000	.046
	Roy's Largest Root	.064	2.313[b]	5.000	182.000	.046
Sense of Responsibility	Pillai's Trace	.025	.923[b]	5.000	182.000	.467
	Wilks' Lambda	.975	.923[b]	5.000	182.000	.467
	Hotelling's Trace	.025	.923[b]	5.000	182.000	.467
	Roy's Largest Root	.025	.923[b]	5.000	182.000	.467
Creativity	Pillai's Trace	.055	2.105[b]	5.000	182.000	.067
	Wilks' Lambda	.945	2.105[b]	5.000	182.000	.067
	Hotelling's Trace	.058	2.105[b]	5.000	182.000	.067
	Roy's Largest Root	.058	2.105[b]	5.000	182.000	.067
Commitment	Pillai's Trace	.052	1.990[b]	5.000	182.000	.082
	Wilks' Lambda	.948	1.990[b]	5.000	182.000	.082
	Hotelling's Trace	.055	1.990[b]	5.000	182.000	.082
	Roy's Largest Root	.055	1.990[b]	5.000	182.000	.082
Emotional Labor	Pillai's Trace	.073	2.884[b]	5.000	182.000	.016
	Wilks' Lambda	.927	2.884[b]	5.000	182.000	.016
	Hotelling's Trace	.079	2.884[b]	5.000	182.000	.016
	Roy's Largest Root	.079	2.884[b]	5.000	182.000	.016
Empathy	Pillai's Trace	.019	.709[b]	5.000	182.000	.617
	Wilks' Lambda	.981	.709[b]	5.000	182.000	.617
	Hotelling's Trace	.019	.709[b]	5.000	182.000	.617
	Roy's Largest Root	.019	.709[b]	5.000	182.000	.617
Pub./Pri. hosp	Pillai's Trace	.040	1.524[b]	5.000	182.000	.184
	Wilks' Lambda	.960	1.524[b]	5.000	182.000	.184
	Hotelling's Trace	.042	1.524[b]	5.000	182.000	.184
	Roy's Largest Root	.042	1.524[b]	5.000	182.000	.184
Gender	Pillai's Trace	.078	3.079[b]	5.000	182.000	.011
	Wilks' Lambda	.922	3.079[b]	5.000	182.000	.011
	Hotelling's	.085	3.079[b]	5.000	182.000	.011

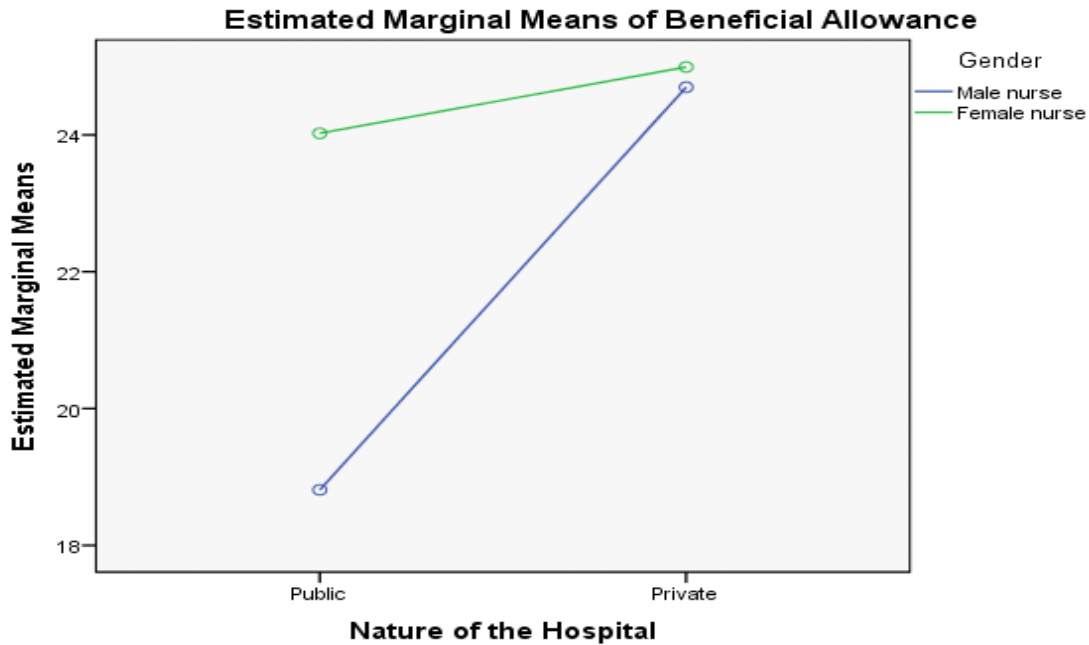|						
	Trace					
	Roy's Largest Root	.085	3.079[b]	5.000	182.000	.011
Pub./Pri. hosp * Gender	Pillai's Trace	.070	2.746[b]	5.000	182.000	.020
	Wilks' Lambda	.930	2.746[b]	5.000	182.000	.020
	Hotelling's Trace	.075	2.746[b]	5.000	182.000	.020
	Roy's Largest Root	.075	2.746[b]	5.000	182.000	.020

Design: Intercept + Training + Experience + Ability + Team Working + Management + Communication + SR + Creativity + Commitment + Emotional Lab + Empathy + Q4 + Q2 + Q4 * Q2 Exact statistics

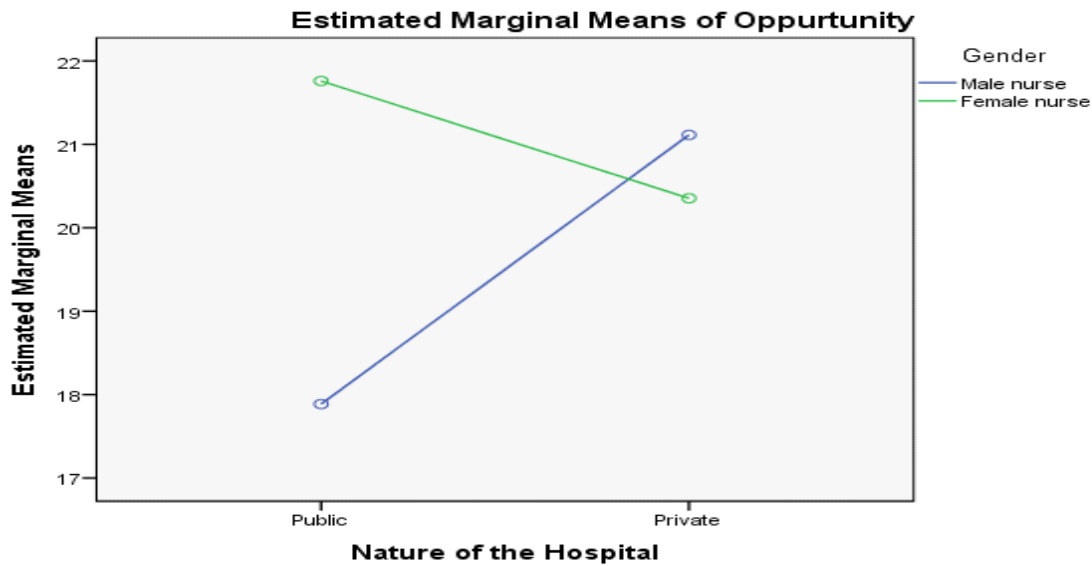**Estimated Marginal Means of Salary**

Covariates appearing in the model are evaluated at the following values: Training = 31.35, Experience = 8.87, Ability = 16.93, Team Work Skill = 16.08, Management Skill = 12.65, Communication Skill = 12.77, Sense of Responsibility = 13.08, Creativity = 15.84, Commitment Skil = 12.80, Emotional Labor Skill = 11.78, Empathy = 12.21
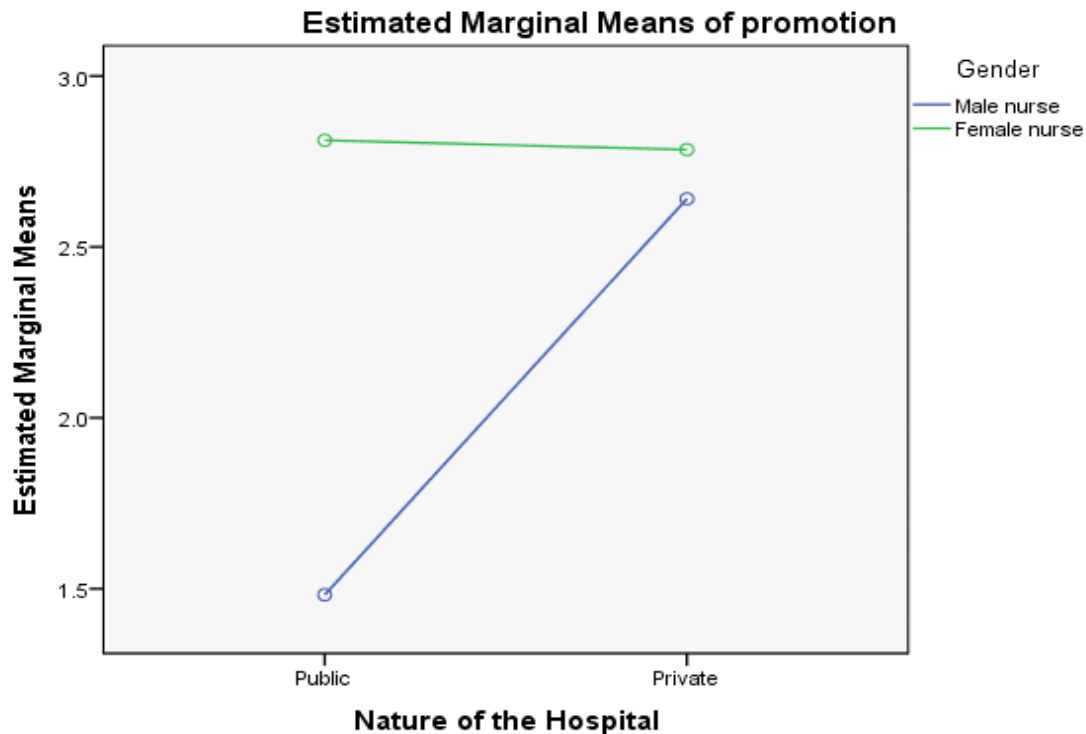

Estimated Marginal Means of Reward

Covariates appearing in the model are evaluated at the following values: Training = 31.35, Experience = 8.87, Ability = 16.93, Team Work Skill = 16.08, Management Skill = 12.65, Communication Skill = 12.77, Sense of Responsibility = 13.08, Creativity = 15.84, Commitment Skil = 12.80, Emotional Labor Skill = 11.78, Empathy = 12.21

Estimated Marginal Means of Beneficial Allowance

Covariates appearing in the model are evaluated at the following values: Training = 31.35, Experience = 8.87, Ability = 16.93, Team Work Skill = 16.08, Management Skill = 12.65, Communication Skill = 12.77, Sense of Responsibility = 13.08, Creativity = 15.84, Commitment Skil = 12.80, Emotional Labor Skill = 11.78, Empathy = 12.21

Estimated Marginal Means of Oppurtunity

Covariates appearing in the model are evaluated at the following values: Training = 31.35, Experience = 8.87, Ability = 16.93, Team Work Skill = 16.08, Management Skill = 12.65, Communication Skill = 12.77, Sense of Responsibility = 13.08, Creativity = 15.84, Commitment Skil = 12.80, Emotional Labor Skill = 11.78, Empathy = 12.21

Estimated Marginal Means of promotion

Covariates appearing in the model are evaluated at the following values: Training = 31.35, Experience = 8.87, Ability = 16.93, Team Work Skill = 16.08, Management Skill = 12.65, Communication Skill = 12.77, Sense of Responsibility = 13.08, Creativity = 15.84, Commitment Skil = 12.80, Emotional Labor Skill = 11.78, Empathy = 12.21

5.0 Discussion and Conclusion

5.1 Discussion

The current study was designed to check the association of human capital with the nurses' career development regarding gender and the nature of health care settings. The findings demonstrated an inter-relationship of the indicators of career development with each other in association with human capital. The indicator training was associated with the promotion, opportunity, beneficial allowance and salary enhancement of the nurses as found by the various researchers (Casey, Fink, et al.,2004; Kinfu et al. 2009; Rondeau et al., 2009; Lambrou et al., 2010; Matiti & Baillie, 2011; Cawston et al., 2012; Eley et al.,2014; and Amin et al., 2014). Team working skill is associated with promotion similar to the numerous researches (Tooke, 2008; Ceravolo et al., 2013; Bartel et al., 2014)**.** The findings agree with numerous researcher**s** (Bartel et al., 2014 and Chase, 2010) that management skill is related to salary enhancement and promotion. Communication skill is associated with salary enhancement, which is similar to previous research (Bartel et al., 2014). Emotional labor skill is related to beneficial allowance and this finding is similar to the prior research (Brotheridge & Grandey, 2002). Another finding of the study is in agreement with various researches (Pudney & Shields, 2000; Jimenez, 2015 and Edwards, 2015) that gender with human capital has a relationship with promotion and salary enhancement. In both health care settings of public and private hospitals, the human capital has associated with the salary enhancement of nurses, which several previous researchers also found (Ghorbani et al., 2014;

Temple & Thompson, 2014; Rawal & pardeshi, 2014; Mrayyan, 2005). Furthermore, the results also illustrated that the female nurses are availing more reward, opportunities, salary increments, beneficial allowances and promotion in public health care settings which are in agreement with various researches (Maier, 2015; Dar et al., 2014; Asegid et al., 2014; Chauhan, 2014; Temple & Thompson, 2014; Sultana et al., 2011; Nassar et al., 2011; Pillay, 2009 and Yang et al., 2008).

5.2 Conclusion

The study concluded that the nurses' training helped them enhance their human capital that boosts the chances of their career development. Moreover, training is also a crucial element for innovation in career development. These factors lead the nursing staff towards job satisfaction and motivation, which assure the development of career. Furthermore, the development of various skills for management and healthy communication in the working environment is also necessary to brighten career orientation chances. The study also concluded that females enjoyed more chances of career development and opportunities in both health care settings than male nurses. So, there is a need to create equal opportunities for career development for both male and female nurses. The difference was also found in the salary enhancement of male and female nurses, which is also needed to overcome. Moreover, the study concluded that female nurses were experiencing more career development in public hospitals than in private hospitals, but the chances of career development for male nurses were found more in private hospitals. But both genders are required equal treatment based on their human capital for career development in public and private health care settings.

5.3 Recommendations

The current research recommends professional training for the nurses to enhance their successful career and career development skills. There is the need to take some initiation by the government for organizing the platform for the scheduled training and workshops of male and female nurses that could enhance their career development opportunities. The study also suggests the private hospitals should manage the training sessions within a specified interval for all their nursing staff to meet the current needs of job and demand. Comprehensively, the present study results suggest the gender difference that is associated with their human capital and career development across both settings of hospitals. Further studies are needed to demonstrate the subject regarding different levels of the nursing profession.

5.4 Limitation of the study

The research was limited to private hospitals of Muzaffarghar, excluding private health care settings: Rasheeda Memorial Hospital KotAdu and Alquraish Hospital of Jatoi because of not getting access to nursing staff. The management was doubtful about the misuse of information collected from the nursing staff despite showing the researchers' institution's ethical consideration and permission letter. Moreover, student nurses were not part of the study because of having no specific designation and grade. The study covers all the tehsils of district Muzaffarghar of Southern Punjab, while the other districts were not included in the research because of the unavailability of resources and time shortage. The study was conducted in tehsils of district Muzaffargarh of

Southern Punjab. Other districts were not taken for the present study due to a shortage of time and resource unavailability.

Muhammad Umar: Problem Identification and Theoretical Framework

Muhammad Umar Zafar: Data Analysis, Supervision and Drafting

Nida: Methodology and Revision

Conflict of Interests/Disclosures

The authors declared no potential conflicts of interest in this article's research, authorship, and publication.

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