

ORIGINAL ARTICLE

# Employment Status of Nursing Graduates of Kathmandu Model Hospital School of Nursing

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## ABSTRACT

**Introduction:** Nursing is a vital healthcare profession centered on caring for the sick, injured, and vulnerable, while also promoting health at both individual and community levels. Beyond clinical roles, nurses contribute significantly to research, management, policy-making, and advocacy. Those with advanced education often deliver independent primary and specialized care. While nursing plays a foundational role in global health systems, challenges such as unemployment, underemployment, migration, and skill-role mismatches affect the employment of new graduates, especially in developing countries. This study aimed to assess the employment status of Bachelor of Science in Nursing (BSN) graduates from Kathmandu Model Hospital School of Nursing (KAMHSON). Now, it has become Phect Institute of Health Sciences.

**Methods:** A cross-sectional study design was used to assess the employment status of BSN graduates from the years 2074 to 2080 B.S. Data were collected via a structured questionnaire using a Google survey form, following ethical approval from the IRC of phect-Nepal. Descriptive statistics were applied for data analysis.

**Results:** Among 103 respondents, (73.8%) were employed full-time, (16.5%) part-time, and 1.9% were self-employed. A minority were unemployed (4.9%) or pursuing further studies (2.9%). Most graduates (62.8%) worked in hospitals, mainly as clinical nurses (71.8%), with (67%) in the private sector. Over (70%) secured jobs within six months post-graduation, with (57.3%) employed in Nepal. Others were employed in countries including Australia, the USA, Canada, and the UK. Most reported average workloads (62.1%), but over half (52.4%) were dissatisfied with their income. While (69.9%) intended to continue in nursing, (5.8%) planned to switch careers. Personal interest was the leading motivation for choosing nursing (75.7%) followed by a desire to help the sick (38.8%), with others citing career opportunities abroad, social respect.

**Conclusion:** Most BSN graduates gained employment within six month of graduation primarily in clinical roles. However, dissatisfaction with income and retention issues highlight the need for better policies, professional development, fair pay, and supportive academic environments.

**Keywords:** Employment status, Nursing graduates, Kathmandu, BSN

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## INTRODUCTION

Nurses are vital to healthcare systems, especially in delivering patient care and promoting public health. In countries like Nepal, challenges such as underemployment, skill mismatch, migration, and uneven workforce distribution hinder optimal utilization of nursing graduates.<sup>1</sup> Globally, the nursing workforce has grown from 27.9 million in 2018 to 29.8 million in 2023 but disparities in employment and retention remain, particularly in low- and middle-income countries.<sup>2</sup> In Nepal, studies have highlighted employment patterns and challenges faced by nursing graduates. For instance, a study of B.Sc. nursing graduates from BP Koirala Institute of Health Sciences found variation in job satisfaction and placement<sup>3</sup>, while another noted adjustment issues among recent graduates entering the workforce.<sup>4</sup> Kathmandu Model Hospital School of Nursing (KAMHSON), established in 2002, has produced many graduates.<sup>5</sup> A follow-up study of its PCL graduates showed that 67.2% remained in Nepal, while others worked as nurses abroad.<sup>6</sup> This study assess the employment status of KAMHSON’s BSN graduates.

## METHODS

Across-sectional study was conducted at the Kathmandu Model Hospital School of Nursing (KAMHSON), a college under pfect-NEPAL. A descriptive cross-sectional study design was used to assess the employment status of BSN graduates from the years 2074 to 2080 B.S. Purposive sampling was employed. Data were collected via a structured questionnaire using a Google survey form, following ethical approval from the IRC of pfect-Nepal. The study’s purpose and objectives were explained in clear and understandable terms, and participants were given informed written consent. No discriminative words were used during the study and participants had full authority to withdraw at any time.

## RESULTS

**Table 1: Socio-demographic Information of the Respondents (n= 103)**

Variables	Frequency	Percent
Age Group in years		

23 - 25	39	37.86
26 - 28	30	29.13
29 - 31	34	33.01
<b>Marital Status</b>		
Single	53	51.5
Married	50	48.5
<b>Year of BSN Graduation</b>		
2074	18	17.5
2075	18	17.5
2076	7	6.8
2077	10	9.7
2078	14	13.6
2079	16	15.5
2080	20	19.4
<b>Permanent Address</b>		
Koshi Pradesh	16	15.5
Madhesh Pradesh	7	6.8
Bagmati Pradesh	23	22.3
Gandaki Pradesh	12	11.7
Lumbini Pradesh	9	8.7
Karnali Pradesh	4	3.9
Sudurpaschim Pradesh	2	1.9
<b>Country of Residence</b>		
Nepal	59	57.3
Australia	17	16.5
United States	10	9.7
Canada	7	6.8
United Kingdom (UK)	6	5.8
New Zealand	1	1
Dubai	2	1.9
Kingdom of Saudi Arabia	1	1

Table 1 illustrate the socio-demographic information of the respondents. Among the 103 participants, 39 (37.9%) fall within the age group of 26–28 years, while 34 respondents are aged 30–33 years. Regarding Marital Status, the majority of the respondents were single, accounting for 53 individuals (51.5%). Married respondents made up 50 individuals (48.5%), indicating a fairly balanced distribution between single and married individuals. The highest number of graduates were from the year 2080, with 20 individuals

(19.4%), 18 graduates (17.5%) 2074 and 2075. 16 graduates (15.5%). From 2079, 14 graduates (13.6%) from 2078, 10 graduates (9.7%) in batch 2077 where 7 (6.8%) graduates pass out in batch 2076.

Respondents came from all seven provinces of Nepal, with the highest number from

Bagmati Pradesh 23 (22.3%), lowest from Sudurpaschim Pradesh 2 (1.9%). At the time of data collection, a majority of respondents (59 or 57.3%) were residing in Nepal. Others were distributed across various countries 17 (16.5%) from Australia, 10 (9.7%), United States, 7 (6.8%) from Canada, 6 (5.8%) staying in United Kingdom (UK), Dubai: 2 (1.9%) staying in Dubai, 1 (1%) working in New Zealand, and 1(1%) working from Kingdom of Saudi Arabia.

**Table 2: Migration and Work Experience of the Respondents (n=103)**

Reason for staying abroad/migration *		
Career Advancement	63	61.2
For Further study	32	31.1
To earn money	18	17.5
Situation of the country	21	20.4
Marriage	6	5.8
Others	8	7.76
Year of Work Experience		
Up to 1 years	23	22.3
2 years	16	15.5
3 years	23	22.3
4 years	14	13.6
5 years	6	5.8
6 years	6	5.8
7 years	7	6.8

Table 2 presents information on the reasons for staying abroad and the years of work experience among the respondents. Among those staying abroad, the majority (61.2%) reported career advancement as the main reason, followed by opportunities for further study (31.1%), financial reasons (17.5%), and unfavorable conditions in the country (20.4%). A smaller proportion cited marriage (5.8%) and other personal reasons.

Regarding work experience, (22.3)% of respondents

had less than one year or exactly one year of experience, while another (22.3)% had three years of experience. Other experience levels included two years (15.5%), four years (13.6%), five and six years each (5.8%), and seven years (6.8%), indicating a wide range of experience levels among the nursing graduates.

**Table 3: Employment and Job Characteristics of the Respondents (n=103)**

Description	Frequency	Percent
Current Employment Status		
Employed full time	76	73.8
Employed part-time	17	16.5
Self-employed	2	1.9
Unemployed	5	4.9
Students Only	3	2.9
Working Sector		
Public/Government	69	67
Private	22	21.5
NGO/INGO	3	2.9
Semi Government	1	1
Not working	3	2.9
Others	5	4.85
Working Area (n=101)		
Hospital	62	60.2
Community	4	3.9
School	3	2.9
Home Care	12	11.7
Aged care	5	4.9
Others	15	14.9
Current working Position (n=101)		
Staff Nurse (Bedside Nurse/Clinical Nurse)	74	73.26
Nursing In charge/Administrator/Supervisor	6	5.94
Others	21	20.8
Working Unit		
Medical Ward	14	13.6
Nursing Home	12	11.7
ICU/CCU	11	10.9
Operation Theater	6	5.8
Palliative Care	5	4.9
Geriatrics	5	4.9

Pediatric	4	3.9
Acute Care /Emergency	3	2.9
Oncology	2	1.98
Others	39	38.61
<b>Working Hour</b>	<b>39.5 hour per week</b>	

Table 3 depicts that among the 103 respondents, the majority (73.8%) were employed full-time, while (16.5)% were working part-time. A small proportion were self-employed (1.9%), unemployed (4.9%), or students only (2.9%). Regarding the employment sector, most respondents were working in the public/ government sector (67%), followed by 21.5% in the private sector. Others were employed in NGOs/INGOs (2.9%), semi-government organizations (1%), or were not working (2.9%), with (4.85%) falling under other categories. Out of the 101 respondents, 60.2% worked in hospitals, while others were involved in home care (11.7%), aged care (4.9%), community settings (3.9%), and schools (2.9%). Additionally, (14.9)% were engaged in other areas such as nursing homes, health insurance, rehabilitation centers, NCLEX preparation centers, and online platforms.

In terms of position, (73.26% ) of respondents worked as staff nurses or bedside/clinical nurses, while 5.94% held administrative or supervisory roles, and (20.8%) occupied other nursing-related positions. Respondents worked in various units, including medical wards (13.6%), nursing homes (11.7%), ICUs/CCUs, operation theaters (5.8%), palliative care and geriatrics (4.9% each), pediatrics (3.9%), and emergency units (2.9%). A significant number (39 respondents) worked in other specialized or unspecified units.

**Table 4: Professional Development and Job Satisfaction of the Respondents (n=103)**

<b>Received Career Advancement Training</b>		
Yes	62	60.2
No	29	28.2
<b>Participated in Continuous Development Activities (CPD)</b>		
Yes	58	56.3
No	45	43.7
<b>Waiting time to get first nursing Job after graduation</b>		

< 6 months	73	70.9
6-12 months	13	12.6
>12 months	10	9.7
Hired before graduation	7	6.8
<b>Method used to find first Nursing Job</b>		
Walk-In	34	33
Online Search	31	30.1
Recommended by someone	31	30.1
Recruitment agency	2	1.9
Others (research, self)	3	
<b>Satisfied with current income</b>		
Yes	49	47.6
No	54	52.4
<b>Work load in current Job</b>		
Heavy/ too much	23	22.3
Average	64	62.1
All right	11	10.7
Light	5	4.9
<b>Post-graduation career plan</b>		
Stick to Nursing Service	72	69.9
Switch to other profession	6	5.8
Not yet Decided	24	23.3
Business	1	1

Table 4 exhibits the professional development experiences, job satisfaction, and future career plans of the nursing graduates surveyed. Regarding Career Advancement & Continuous Professional Development, A majority of respondents (60.2%) reported receiving career advancement training, while (56.3%) had participated in Continuous Professional Development (CPD) activities, suggesting a relatively good level of engagement in ongoing learning and development.

Regarding Employment Timeline, most respondents (70.9%) secured their first nursing job within 6 months of graduation, indicating a favorable job market for entry-level nurses. A small portion (6.8%) were hired even before graduating, while about (22.3%) experienced a waiting period of more than 6 months.

Regarding, Job Search Methods the most common approaches to securing the first nursing job were walk-ins (33%), online job searches (30.1%), and

recommendations by others (30.1%), showing a balanced reliance on both personal networks and independent efforts. Regarding Income Satisfaction, slightly more than half of the respondents (52.4%) expressed dissatisfaction with their current income, highlighting a potential concern regarding salary adequacy in the nursing profession.

Further, workload Perception the majority (62.1%) described their current workload as average, while (22.3%) felt it was heavy or too much, and only a small fraction (4.9%) reported having a light workload. Regarding, future Career Plans most respondents (69.9%) planned to continue in the nursing profession, demonstrating long-term commitment. However, (23.3%) were undecided, and 5.8% intended to switch to another profession, suggesting a need for strategies to improve retention and satisfaction.

**Table 5: Reason for choosing Nursing Profession**

<b>Reason for choosing Nursing Profession*</b>		
For easy access to job	22	21.4
Interested to become a nurse	78	75.7
Parents pressure	14	13.6
Failure in MBBS entrance	8	7.8
To serve sick people	40	38.8
There is glamour in this profession	11	10.7
Thinking I would join other profession later	1	1
Due to peer pressure	2	1.9
Better chance to go abroad	27	26.2
Good image of nursing profession in society	28	27.2
No planning, just chance factor	14	13.6
<b>Suggestion to enhance the image of the nursing profession*</b>		
Professional body (NAN) should be strong	76	73.8
Unity among all nurses for professional solidarity	85	82.5
Advocacy for nursing profession	67	65
Strict accreditation of nursing colleges	48	46.6
Similarity in Core curriculum at National Level	39	37.9
Develop good ideal leaders	51	49.5

Focus on quality education	58	56.3
Start various Specialty courses	54	52.4
Proper designation in GON/private as per degree	44	42.7
Separate nursing division in ministry of health and population	46	44.7
Conduct adequate quality nursing research	49	47.6
Provision of regular CNE/CME/ workshop for nurses	41	39.8
Focus on standard nursing care	55	53.4
Clear nursing policy at national level	50	48.5
Proper salary for nurses as per level	75	72.8
Proper supervision to juniors'	52	50.5
Develop standard placement criteria	52	50.5
Promote evidenced based practice	52	50.5
Linkage between service, education and research	54	52.4
Participation in political level	28	27.2
Develop autonomy	38	36.9

*Multiple Response- \**

Table 5 shows the reason for choosing nursing profession. Respondents given response on various options where the majority (75.7%) response reported a personal interest in becoming a nurse, followed by 38.8% who were motivated by a desire to serve sick people. Other significant factors included better opportunities to go abroad (26.2%) and the good image of the nursing profession in society (27.2%). A small percentage selected nursing due to parental pressure (13.6%), failure in MBBS entrance (7.8%), or peer pressure (1.9%).

Regarding strategies recommended by participants to improve the public image and professional standing of nursing. The top suggestions included unity among all nurses for professional solidarity (82.5%), strengthening the professional body (NAN) (73.8%), and ensuring proper salary as per qualification level (72.8%). Other frequently cited suggestions were to advocate for the nursing profession (65%), start specialty courses (52.4%), and develop clear national-level nursing policies (48.5%). There was also a strong emphasis on promoting evidence-based practice, standard nursing care, and linking education with

service and research.

**Table 6: Suggestions from BSN graduates for Improving Future Job Prospects at Kathmandu Model Hospital School of Nursing (KAMHSON)**

Suggestions *	Frequency	Percent
Proper guidance and supervision during clinical posting	47	45.6
Exposure to workshops/conferences/seminars	60	58.3
Curriculum should be revised	29	28.2
Periodic meetings among students, faculty, and coordinator	59	57.3
Opportunity for networking during the academic period	62	60.2
Multiple exposures to diverse learning environments	60	58.3
Availability of E-library facilities	65	63.1
Changing teaching strategy	1	1
Digitalization	1	1

*Multiple Response- \**

Table 6 shows Suggestions provided by respondents to enhance the future job prospects of nursing graduates. Key recommendations included ensuring the availability of E-library facilities (63.1%), promoting opportunities for networking during academic years (60.2%), and organizing multiple exposures to diverse learning environments (58.3%). Other notable suggestions included holding periodic meetings among students, faculty, and coordinators (57.3%) and encouraging participation in workshops, conferences, and seminars (58.3%).

## DISCUSSION

This study provides a comprehensive snap shot of the employment status, job conditions, and professional aspirations of BSN graduates. The age distribution (with many respondents aged 26–33) reflect a typical early-career nursing studies, similar to patterns observed in other Nepalese nursing studies.

Geographically, graduates originate from across all provinces, though Bagmati Pradesh contributed the highest share, likely reflecting population concentration and educational access disparities. More than 40% of respondents were abroad at the time of data collection consistent with the strong migration tendency observed among Nepalese nurses as many seek better working conditions, higher remuneration, or further education.<sup>7</sup>

The phenomenon of health-worker migration is well documented in Nepal, with causes including low pay, lack of advancement opportunities, and undervaluing of the nursing profession domestically.<sup>8</sup>

Regarding reasons for staying abroad, career advancement emerged as the most cited motive (61.2%), followed by further study (31.1%), financial gain (17.5%), and sociopolitical factors (20.4%). These align with known push and pull factors in nurse migration literature, where aspirations for professional growth, better salary, and improved working conditions often drive emigration.<sup>7</sup>

Work experience distribution was broad, but a substantial portion (22.3%) had only up to one year of experience, which is expected in a relatively recent graduates. This limited tenure may contribute to job mobility and turnover tendencies, as reported in global studies showing early career nurses face high stress, adjustment challenges, and turnover intentions (e.g. in first year).<sup>9</sup>

Regarding, Employment status findings are encouraging in that a large majority (73.8%) held full-time jobs, and another (16.5%) part-time. However, a minority remained unemployed or pursued further study. The dominance of public sector employment (67%) suggests that government institutions still absorb a substantial portion of nursing graduates in Nepal, although the private sector also plays a considerable role. In terms of workplace settings, most nurses were in hospital and clinical roles (60.2% in hospitals, 73.26% in staff/clinical positions), which is aligned with common pathways for fresh graduates worldwide as they gain experience.

Securing the first job within six months (in over 70% respondents) indicates a relatively favorable market

absorption for newly graduated nurses in this sample. This is consistent with studies showing that many new nurses find employment relatively quickly, though the quality of match and satisfaction may vary. The methods used to find employment walk-in applications, online search, personal recommendation reflect typical strategies in resource-limited settings where formal placement mechanisms are weak.

Notably, more than half the respondents (52.4%) were dissatisfied with their current income. This income dissatisfaction echoes findings in Nepalese nurse satisfaction studies, where low pay is a persistent grievance undermining retention. Workload perceptions were mostly “average” (62.1%), but 22.3% rated workload as heavy, which can contribute to burnout risk<sup>10</sup>

On the professional development front, a good proportion (60.2%) reported receiving career advancement training, and (56.3%) participated in CPD. These figures indicate some engagement in continuous learning, which is a positive sign. Nevertheless, qualitative studies in Nepal suggest that barriers such as lack of supportive management, limited autonomy, and weak institutional support hinder nurses’ professional development (e.g. “nurses’ views on need for professional development”).<sup>11</sup>

In terms of future career plans, a majority (69.9%) expressed intent to stay in nursing, while a minority were undecided or planned to leave. This retention intent is promising, yet the undecided segment points to an at-risk group who could be lost if dissatisfaction or lack of opportunities persist. Global literature shows that early career dissatisfaction and mismatch lead many new nurses to leave within their first years (New graduate study).<sup>12</sup>

Finally, motivations for choosing nursing in particular personal interest (75.7%) and desire to serve the sick (38.8%) reflect intrinsic motivations common in health profession entrants. The influence of extrinsic factors (opportunity abroad, social image) underscores the intermingling of altruistic and instrumental motives. Previous studies also document that many nursing students anticipate overseas opportunities and social respect as part of their motivation. Thus, this

study provides recent evidence on the employment outcomes of BSN graduates, highlighting nursing workforce integration and trends in Nepal. However, the study is limited to a single nursing college as well as cross-sectional study so cannot establish causal relationships regarding the employment and migration of nursing graduates.

## CONCLUSION

Most BSN graduates obtained full-time clinical positions within six months, primarily in Nepal; however, many reported dissatisfaction with their income and workload. While the majority intended to continue in the nursing profession, some were undecided or considering alternative careers. These findings highlight the need to enhance job satisfaction and retention through improved educational support, career development, fair compensation, and structured job placement.

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