



Original Article

Professional attitude and self-respect of generation X and Y nurses

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Abstract

Objectives: This study aims to investigate Generation X and Y nurses' attitudes toward the profession and their professional self-respect.

Methods: This is a descriptive study. The sample comprised 356 nurses working in a hospital and family health center. The data were collected using an information form regarding sociodemographic and professional characteristics, the Attitude Scale for Nursing Profession, and the Scale of Professional Self-respect.

Results: Of the nurses, 28.1% were from Generation X and 71.9% were from Generation Y. Attitudes toward the profession and professional self-respect were positive in Generation X and Y nurses. Attitudes toward the profession scores were higher for Generation X than for Generation Y nurses; however, no difference was found between the generations in professional self-respect.

Conclusion: A positive, moderate-level significant relationship was found between professional self-respect and attitudes toward nursing in both Generations X and Y. The study results can be utilized to strengthen nurses' professional attitudes and self-respect and to develop recommendations for effective teamwork for nurses in different generations.

Keywords: Generation X; generation Y; nursing; professional attitude; professional self-respect.

Each individual chooses the profession that best suits their personality, traits, and skills, and as a result, they expect to be respected by society and to rise in status.^[1,2] Individuals' attitudes toward their profession can vary depending on the value they ascribe to it and their personal beliefs. Individuals' attitudes toward their profession are among the important factors that affect their professional satisfaction and success.^[3] Professional self-respect is the value judgment of the profession one chose.^[4-6] Having a positive attitude toward one's profession and professional self-respect affects whether one can live a successful and happy life.^[1]

Generations are groups of people within a given age range who, through social interaction, have developed a shared awareness of and worldview on particular social and histori-

cal phenomena and events; have gone through similar challenges and excitements; and have experienced similar important life events. A generation is composed of birth years spread over approximately 20 years.^[7-9] Different career expectations and preferences appear between generations in terms of workplaces, management patterns, and leadership styles.^[9] Today, most working nurses are composed of Generation X and Y nurses. The literature states that the year range of generations can vary based on the country. This study used the categorization that considers those born between 1965 and 1979 to be in Generation X and those born between 1980 and 1999 to be in Generation Y.^[10,11]

Individuals in Generation X care about working hard, earning money, and building a career because of future anxiety.

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What is presently known on this subject?

- Individuals who have a positive attitude toward their profession and professional self-esteem are effective in working successfully and happily.

What does this article add to the existing knowledge?

- Attitudes toward the profession and professional self-respect were positive in Generation X and Y nurses. Attitudes toward the profession scores were higher for Generation X than for Generation Y nurses; however, no difference was found between the generations in professional self-respect. In both generations, there is a positive relationship between attitude toward the profession and professional self-esteem.

What are the implications for practice?

- The variables have been determined to be related to the profession and working conditions are effective on the attitude toward the profession and professional self-esteem. Since the negativities in the working conditions affect both generations, it is believed that the improvements to be made in this regard will positively affect professional self-esteem and professional attitude and thus increase the quality of nursing services.

Generation X witnessed the emergence of the computer, is flexible, self-confident in work life, easily accepts change, and makes an effort to keep up with changing world conditions.^[7,10,12,13] Individuals in Generation X try to balance their work and personal life, do not want to work in stressful jobs, simplify their jobs, prefer to do a job on their own, want to manage their jobs by themselves, complete their jobs without supervision, and focus on enjoying their jobs.^[12,13,14] Although they are open to opportunities for a better future, they can generally work in a job for a long time.^[15]

Generation Y is the first to grow up with the effect of digital media. They see technology as a natural part of life and are dependent on it. They are better at technology than Generation X.^[7,10] They have a high adaptation capacity and are respectful of beliefs, races, ethnic origins, and sexual orientations. Generation Y are free-spirited individuals who oppose domination, are self-confident, and are afraid to be unsuccessful.^[13,15,16] They like to have fun in their jobs, can easily adapt to the jobs requiring abilities regarding technology, and do not want to work for long hours. Individuals in Generation Y are open to communication and learning, prefer teamwork, can bring innovation and energy to institutions, expect to be promoted quickly, prioritize their career and requirements from the institution, and do not hesitate to frequently change jobs.^[7,8,10,14]

When examining the literature, in studies conducted with nurses and nursing students, the attitude toward the profession was positive and high,^[17-28] professional self-esteem is above average and positive.^[1,4,5,29-33] No study has been found that examines the professional attitudes of nurses in terms of generations. In the literature, some studies state that professional self-esteem does not differ significantly in terms of generations in nurses.^[34,35] Reportedly, there is a negative relationship between professional self-esteem and reality shock,^[33] professional burnout,^[30] and academic burnout^[28,36] and anxiety level.^[17] In his 5-year project, De Jong^[37] stated that the development of nurses' professional self-esteem enables them to be more involved in decision-making processes and to gain more respect from other health professionals. Certainly, the

improvement of professional attitude and self-esteem will positively affect nursing services.

In nursing, individuals from different generations work together. If the members of the profession know about their generation as well as other generations, it will be useful for healthy communication with team members and for solving possible problems. In recent years, studies that investigate the differences between generations in nursing have been conducted. However, no study investigated Generation X and Y nurses' attitudes toward the profession and their professional self-respect. This study investigates the attitudes toward the profession and professional self-respect of Generation X and Y nurses who constitute most of the working nurses. The findings of this study can be used as data to strengthen nurses' professional attitudes and self-respect and can help develop recommendations to enhance the efficiency of teamwork and the quality of nursing services for nurses in different generations.

Materials and Method

Aim of study

This study aims to investigate Generation X and Y nurses' attitudes toward the profession and their professional self-respect.

Research questions

- Is there a difference between Generation X and Y nurses in their sociodemographic and professional characteristics?
- Is there a difference between Generation X and Y nurses in their attitudes toward the profession and their professional self-respect?
- Is there a relationship between attitudes toward the profession and the professional self-respect of Generation X and Y nurses?
- What are the factors that affect the attitudes toward the profession and professional self-respect of Generation X and Y nurses?

Design of study

This study used a descriptive design.

Participants

The study population was composed of 2693 nurses working in different kinds of health institutions (university hospitals, training and research hospitals, public hospitals, private hospitals, and family health centers [FHCs]) in Istanbul, Türkiye. The sample size was calculated based on a 95% confidence interval and 0.05 margin of error according to the sample size determination formula. The sample size was 337. The stratified sampling method was used based on the number of nurses in the institution. Generation X and Y nurses who met the inclusion criteria (graduated from a nursing department, were between 21 and 55 years of age, and volunteered to participate) were randomly chosen. Data were collected from 365 nurses

who agreed to participate in the study. However, nine individuals who had missing data on their forms were excluded from the study, and the study was completed with 356 nurses.

One of the researchers collected the data by visiting the rele-

vant institutions between December 12, 2019 and March 12, 2020. The data collection tools were given to the nurses and were collected on the same day or at an appropriate time for the participants. Filling out the data form took 8–12 min.

Table 1. Comparison of Generation X and Y nurses according to their sociodemographic and professional characteristics (N=356)

Characteristic	Generation X n (%)	Generation Y n (%)	χ^2 / p
Gender			
Female	94 (94)	220 (85,9)	$\chi^2=4,49$
Male	6 (6)	36 (14,1)	$p=,034$
Education			
High school	14 (14)	23 (9)	
Associate degree	22 (22)	20 (7,8)	$\chi^2=18,19$
Undergraduate	52 (52)	161 (62,9)	$p=,000$
Graduate (Master's/PhD)	12 (12)	52 (20,3)	
Duty			
Service Nurse	39 (39)	146 (57)	
Administrative Nurse	22 (22)	25 (9,8)	$\chi^2=18,42$
Family health professional	27 (27)	41 (16)	$p=,000$
Special branch nurse	12 (12)	44 (17,2)	
Working style			
Day	75 (75)	93 (36,3)	$\chi^2=43,15$
Shift	25 (25)	163 (63,7)	$p=,000$
Membership in professional organizations			
Yes	42 (42)	99 (38,7)	$\chi^2=,33$
No	58 (58)	157 (61,3)	$p=,564$
Choosing nursing willingly			
Yes	79 (79)	190 (74,2)	$\chi^2=,89$
No	21 (21)	66 (25,8)	$p=,345$
Wanting to choose nursing again			
Yes	46 (46)	106 (41,4)	$\chi^2=,62$
No	54 (54)	150 (58,6)	$p=,431$
Choosing nursing because of easy employment			
Yes	33 (33)	138 (53,9)	$\chi^2=12,59$
No	67 (67)	118 (46,1)	$p=,000$
Being content with the institution nurses work at			
Yes	58 (58)	121 (47,3)	$\chi^2=3,31$
No	42 (42)	135 (52,7)	$p=,069$
Being satisfied with the salary			
Yes	18 (18)	51 (19,9)	$\chi^2=,17$
No	82 (82)	205 (80,1)	$p=,680$
Liking the unit nurses work at			
Yes	75 (75)	162 (63,3)	$\chi^2=4,43$
No	25 (25)	94 (36,7)	$p=,035$
Being content with teammates			
Yes	77 (%77)	193 (%75,4)	$\chi^2=,10$
No	23 (%23)	63 (%24,6)	$p=,750$

χ^2 : ki-kare; p: Significant değeri.

Table 2. Comparison of Nurses' Attitudes Scale for Nursing Profession (ASNP) and Scale of Professional Self-respect (SPSR) Scores (N=356)

Generation	ASNP		SPSR		r/p
	N	x±SD	N	x±SD	
Total	356	159,35±17,00	356	109,19±17,00	r=.680 p=.000
Generation X	100	162,95±15,00	100	111,05±15,62	r=.607 p=.000
Generation Y	256	157,94±17,54	256	108,56±18,63	r=.699 p=.000
t/p	t=2,52 p=.012		t=1,32 p=.187		

x: Mean; SD: Standard deviation; t: t-test; r: Pearson correlation; p: Significance value.

Variables of the study

Independent variables: Generations X and Y

Dependent Variables: Attitude scale toward the nursing profession, professional self-esteem scale, and sociodemographic and professional characteristics of nurses (gender, education level, choosing the profession willingly, satisfaction with the institution and unit, satisfaction with the salary, etc.)

Data collection tools

The data were collected using the information form, Attitude Scale for Nursing Profession, and the Scale of Professional Self-respect.

Information form: The researchers developed the information form, and it included 12 questions regarding sociodemographic and professional characteristics (gender, education, working style, duty, etc.).

The Attitudes Scale for Nursing Profession (ASNP): This five-point Likert-type scale was developed by İpek Çoban and Kaşıkçı^[38] in 2011 and includes 40 items. The scale items are scored as 1, strongly disagree; 2, slightly agree; 3, moderately agree; 4, agree a lot; and 5, strongly agree. The scale is composed of positive and negative statements; negative statements are reverse scored. The lowest score possible on this scale is 40 and the highest is 200. Higher scores indicate higher levels of a positive attitude toward nursing. In this study, Cronbach's alpha coefficient was .89.

The Scale of Professional Self-respect (SPSR): This scale was developed by Arıcağ in 1999 to measure the professional self-respect of individuals who receive education in a field or practice a profession. The five-point Likert-type scale is composed of 30 items. The scale items are scored as 1, strongly disagree; 2, disagree; 3, neutral; 4, agree; and 5, strongly agree. The scale is composed of positive and negative statements; negative statements are reverse scored. The lowest score possible on this scale is 30, and the highest is 150.^[39] Higher scores indicate higher levels of professional self-respect. In this study, Cronbach's alpha coefficient was .91.

Ethical considerations

Before data collection, ethical approval was obtained from Istanbul University—Cerrahpaşa Social and Human Sciences

Studies Ethics Committee (date: 12.11.2019, number: 85078), and permission was obtained from all the institutions where the study was conducted. Permission to use the scale was obtained from the researchers who developed the ASNP and SPSR, and written consent was obtained from nurses who voluntarily agreed to participate in the study. Participation in the study was voluntary, and the data were only used for scientific purposes and were not disclosed to other institutions or individuals. This study was conducted in accordance with the principles of the Declaration of Helsinki.

Data analysis

The data were evaluated using the SPSS 24.0 Windows program and the statistical significance level was $p < 0.05$. The distribution of SPSR and ASNP mean scores was evaluated using the skewness and kurtosis analysis (-1.5 and $+1.5$), and the scale scores were normally distributed. The data were analyzed using frequency, percentage, arithmetic mean, standard deviation, Cronbach's alpha internal consistency analysis, chi-square, t-test, Pearson correlation analysis, one-way ANOVA test, and Tukey test. The Kruskal–Wallis and Games–Howell tests were used when the data were not normally distributed.

Results

Of the participating nurses, 88.2% were female, and their mean age was 33.09 ± 8.56 years (range, 21–55 years); 28.1% were in Generation X, and 71.9% were in Generation Y.

Table 1 shows the comparison of sociodemographic and professional characteristics of Generation X and Y nurses. In Generation X, the rate of female nurses, nurses who only work during the day, and who liked their unit was higher ($p < 0.05$). In Generation Y, the rate of nurses who had undergraduate degrees, worked as service nurses, and chose nursing because of the ease of employment was higher ($p < 0.05$). There was no significant difference between Generations X and Y in terms of being a member of professional organizations, choosing the nursing field willingly, picking the nursing field if they had to choose a profession again, being content with the institution they work at, being satisfied with the salary, and being content with teammates.

Table 2 shows the analysis of the ASNP and SPSR scores of

Table 3. Comparison of Attitudes Scale for Nursing Profession (ASNP) and Scale of Professional Self-respect (SPSR) scores of Generation X and Y nurses according to their sociodemographic characteristics

Demographic characteristic	ASNP			SPSR		
	Generation X (n) x±SD	Generation Y (n) x±SD	Total (n) x±SD	Generation X (n) x±SD	Generation Y (n) x±SD	Total (n) x±SD
Gender						
Female	(94)163.25±14	(220) 157.27±17	(314) 159.06±16	(94)110.92±15	(220) 107.96±18	(314) 108.84±17
Male	(6)158.36±18	(36)162.05±18	(42)161.52±18	(6)113.08±15	(36)111.58±20	(42)111.80±20
	p>0.05*	p>0.05*	p>0.05*	p>0.05*	p>0.05*	p>0.05*
Education Program						
High school	(14)164.29±14	(23)165.99±12	(37)165.35±13	(14)116.51±17	(23)111.62±21	(37)113.47±19
Associate degree	(22)162.50±13	(20)157.92±16	(42)160.32±14	(22)111.90±13	(20)115.44±20	(42)113.58±16
Undergraduate	(52)161.66±15	(161) 156.76±18	(213) 157.96±17	(52)107.85±15	(161) 107.32±17	(213) 107.45±17
Graduate (Master's/PhD)	(12)167.83±14	(52)158.03±16	(64)159.87±16	(12)116.95±16	(52)107.96±19	(64)109.65±19
	p>0.05**	p>0.05**	p>0.05**	p>0.05**	p>0.05**	p>0.05**
Duties						
Service Nurse	(39)160.17±16	(146) 155.95±18	(185) 156.84±17	(39)111.94±13	(146) 106.51±18	(185) 107.66±17
Administrative Nurse	(22)163.70±15	(25)160.72±18	(47)162.11±17	(22)106.04±15	(25)109.72±17	(47)108.00±16
Family health professional	(27)163.80±12	(41)164.17±12	(68)164.02±12	(27)112.36±16	(41)116.99±18	(68)115.16±17
Special branch nurse	(12)168.73±12	(44)157.16±17	(56)159.64±17	(12)114.35±20	(44)106.31±17	(56)108.03±18
	p>0.05**	p>0.05***	KW=9.08 p=.028 a<d<b<c	p>0.05**	F=3.75 p=.012 a<d<b<c	F=3.19 p=.024 a<b<d<c
Membership in professional organizations						
Yes	(42)162.44±14	(99)161.38±16	(141)161.7±16	(42)111.77±17	(99)109.49±18	(141) 110.17±18
No	(58)163.33±15	(157) 155.77±17	(215) 157.81±17	(58)110.52±14	(157) 107.82±18	(215) 108.55±17
	p>0.05*	t=2.51 p=.012	t=2.12 p=.035	p>0.05*	p>0.05*	p>0.05*

x: Mean; SD: Standard deviation; *t-test; **One Way ANOVA; ***Kruskal-Wallis; p: Significance value.

nurses. The ANSP mean score in Generation X was 162.95±15 and in Generation Y was 157.94±17. Participants had a positive attitude toward the profession. Nurses in Generation X had a higher positive attitude toward the profession than Generation Y nurses (p<0.05). The SPSR mean score in Generation X was 111.05±15 and in Generation Y was 108.56±18. The participants' professional self-respect was at a positive level. There was no statistically significant difference between the SPSR scores of Generation X and Y nurses (p>0.05). There was a positive moderate-level significant relationship between ASNP and SPSR scores in both Generation X (r=.607; p<0.001) and Y (r=.699; p<0.001).

Table 3 shows the comparison of the ASNP and SPSR scores of Generation X and Y nurses according to their sociodemographic characteristics. No significant difference was found between the ASNP and SPSR scores of Generation X and Y nurses in terms of gender and education (p>0.05). Generation Y nurses who worked in FHCs had higher SPSR scores than those who worked as service nurses and special branch nurses. Of the nurses in Generation Y, those who were members of professional organizations had higher ASNP scores (p>0.05).

Table 4 shows the comparison of ASNP and SPSR scores of Generation X and Y nurses according to their professional

characteristics. Of the Generation Y nurses, those who only worked during the day had higher mean SPSR scores. Of the nurses in Generations X and Y, those who chose the nursing field willingly, who would choose the nursing field again, who were satisfied with their salaries, and who liked their unit had higher ASNP and SPSR scores. Of the nurses in Generation Y, those who were content with their institution and their teammates had higher ASNP and SPSR scores (p<0.05).

Discussion

The majority of participants being Generation Y nurses was a predictable outcome given that while the number of Generation X nurses decreases owing to retirement, their numbers gradually increase among working nurses every year. The findings of the present study are supported by the results of previous studies.^[12,40,41]

Depending on their generation, participating nurses had a variety of responsibilities and working styles. The number of nurses only working during the day was higher in Generation X, and the number of nurses working as service nurses was higher in Generation Y. It is considered that because Generation X nurses have more professional experience, they worked

Table 4. Comparison of Attitudes Scale for Nursing Profession (ASNP) and Scale of Professional Self-respect (SPSR) scores of Generation X and Y nurses according to their professional characteristics

Demographic characteristic	ASNP			SPSR		
	Generation X (n) x±SD	Generation Y (n) x±SD	Total (n) x±SD	Generation X (n) x±SD	Generation Y (n) x±SD	Total (n) x±SD
Working style						
Day	(75)163.37±14	(93)160.33±15	(168)161.69±15	(75)110.34±16	(93) 112.43±17	(168)111.50±17
Shifts	(25)161.70±15	(163)156.58±18	(188)157.26±18	(25)113.16±13	(163)106.21±18	(188)107.13±18
	p>0.05*	p>0.05*	t=2.49 p=.013	p>0.05*	t= 2.59 p= .010	t=2.31 p=.021
Choosing nursing willingly						
Yes	(79)165.08±14	(190)161.64±16	(269)162.65±15	(79)113.28±14	(190)113.76±16	(269)113.62±15
No	(21)154.94±15	(66)147.28±16	(87)149.13±16	(21)102.66±17	(66)93.23±16	(87)95.51±16
	t=2.85 p=.005	t=6.12 p=.000	t=6.85 p=.000	t=2.86 p=.005	t=8.78 p=.000	t=9.126 p=.000
Willingness to choose nursing again						
Yes	(46)169.83±11	(106)166.99±14	(152)167.85±13	(46)120.45±13	(106)120.54±16	(152)120.51±15
No	(54)157.10±15	(150)151.54±16	(204)153.01±16	(54)103.04±12	(150)99.94±15	(204)100.76±14
	t=4.64 p=.000	t=7.68 p=.000	t=9.02 p=.000	t=6.65 p=.000	t=10.37 p=.000	t=12.32 p=.000
Choosing nursing because of easy employment						
Yes	(33)163.96±12	(138)157.17±17	(171)158.48±16	(33)112.35±13	(138)107.37±17	(171)108.33±17
No	(67)162.46±16	(118)158.84±17	(185)160.15±17	(67)110.40±16	(118)109.75±19	(185)109.99±18
	p>0.05*	p>0.05*	p>0.05*	p>0.05*	p>0.05*	p>0.05*
Being content with the institution nurses work at						
Yes	(58)163.98±14	(121)163.47±17	(179)163.64±16	(58)113.52±14	(121)116.36±19	(179)115.44±17
No	(42)161.53±15	(135)152.98±16	(177)155.01±16	(42)107.63±16	(135)101.39±15	(177)102.87±15
	p>0.05*	t=4.99 p=.000	t=4.94 p=.000	p>0.05*	t=6.90 p=.000	t=7.08 p=.000
Being satisfied with the salary						
Yes	(18)171.66±12	(51)166.78±16	(69)168.05±15	(18)120.13±15	(51)118.67±21	(69)119.05±19
No	(82)161.04±14	(205)155.74±17	(287)157.25±16	(82)109.05±15	(205)105.93±17	(287)106.82±16
	t=2.81 p=.006	t=4.14 p=.000	t=4.88 p=.000	t=2.81 p=.006	t=4.53 p=.000	t=5.29 p=.000
Liking the unit nurses work at						
Yes	(75)165.47±13	(162)161.99±16	(237)163.09±16	(75)113.63±15	(162)113.26±18	(237)113.38±17
No	(25)155.39±15	(94)150.95±16	(119)151.88±16	(25)103.30±14	(94)100.20±15	(119)100.85±15
	t=3.02 p=.003	t=5.08 p=.000	t=6.16 p=.000	t=2.97 p=.004	t=5.73 p=.000	t=6.60 p=.000
Being content with teammates						
Yes	(77)163.62±14	(193)159.19±17	(270)160.46±16	(77)111.12±15	(193)110.95±18	(270)111.00±17
No	(23)160.72±15	(63)154.09±171	(86)155.86±16	(23)110.80±16	(63)100.86±15	(86)103.52±16
	p>0.05*	t=2.01 p=.045	t=2.19 p=.029	p>0.05*	t=4.16 p=.000	t=3.43 p=.001

x: Mean; SD: Standard deviation; *t-test; p: Significance value.

as managers and special branch nurses and did not work in shifts. Işık et al.^[11] determined that Generation X nurses worked mostly day shifts.

Most of the Generation X and Y nurses stated that they chose the profession willingly. In studies, one out of every two people chose the nursing profession as their first choice,^[28] one out of every three people chose it because they were interested in the profession,^[24] and more than half of them chose the profession willingly.^[27] In the research conducted by Temel and Çiçekoğlu,^[35] more than half of the Generation X nurses

chose the profession willingly and half of the Generation Y nurses chose the profession willingly. Additionally, nearly half of the nurses reported that they would choose the profession again. Temel and Çiçekoğlu^[35] determined that the rate of choosing the nursing field again was much lower in their study. Most of the Generation X and Y nurses were not satisfied with their salaries, and no difference was found between the generations. Although more than half of the Generation Y nurses reported that they chose nursing because of the ease of employment, they reported that the salary was not sufficient.

The rate of those who were not satisfied with their salaries in the study of Işık et al.^[11] is similar to the finding of the current study. Asgari et al.^[42] determined that half of the female nurses are not satisfied with their salaries. The study found that there was no difference between the generations in terms of being content with the institution they work at. This is problematic given that the issues with personal rights, institutional factors, working conditions, etc. specific to nursing persist and have not been resolved throughout time.

In studies involving nurses and nursing students, attitude toward the profession is positive and high.^[17-28] The attitude toward the profession of Generation X and Y nurses was positive. However, the attitude toward the profession of Generation X nurses was more positive than that of Generation Y nurses. This result can be explained by generation characteristics such as Generation Y individuals get quickly alienated from their jobs,^[15] are aware of their multiple job choices,^[13] strike a perfect balance between home and work wanting,^[14] do not want to work for long hours,^[43] and do not hesitate to frequently change jobs.^[40] The results of the current study are supported by the findings of studies that show that Generation Y nurses have a greater desire to leave their jobs and profession^[13,44] and that Generation X nurses have a higher dedication to their profession^[44] and professional attitude.^[41]

The study determined that the professional self-respect of Generation X and Y nurses was positive, and no difference was found between the generations. This is a satisfactory result that suggests that members of the profession gained the awareness of respect and value toward nursing. The fact that there is no difference between the generations in terms of self-respect in the profession may be associated with professional institutional problems. In some studies that investigate nurses and professional self-respect in nursing students, professional self-respect was positive.^[1,4,5,29-33] Additionally, in studies by Temel and Çiçekoğlu^[35] and Sağlam et al.,^[34] professional self-respect did not create a significant difference between generations among nurses. The results of these studies comply with the results of the present study.

In analyzing the relationship between attitude toward the profession and professional self-respect, there was a positive, moderate-level significant relationship in both generations. In other words, as nurses' professional self-respect increases, their attitudes toward their profession become more positive. This is an important result showing that the value and meaning given to the job positively affect the attitude toward the profession. Therefore, carrying out activities that focus on the value and importance of nursing as a profession during the education period is suggested to be beneficial.

The study examined the factors affecting the attitude toward the profession and professional self-respect and found that gender had no impact on attitude and self-respect between generations. Some studies in the literature suggest that there is no significant difference between genders in terms of attitude toward the profession,^[18,20] professional attitudes of males are

higher,^[27] professional attitudes of females are higher,^[19,25] and professional self-respect of females is more positive,^[4,32,45] and there is no significant difference between genders in terms of professional self-respect.^[1,6] Thus, reaching a final judgment on this subject based on previous studies is challenging.

No significant difference was found between professional attitude and professional self-respect in terms of the education level of Generation X and Y nurses. There are studies with similar results regarding attitude^[18,25] and self-respect;^[1,31] however, there are also studies that state that as the nurses' education level increases, they have a more positive attitude^[20] and self-respect.^[45] Although professional attitude and self-respect are expected to increase with an increase in education level, the fact that there is no difference in both generations is a subject worth investigating.

The duty and working style of Generation Y nurses in their units did not affect their professional attitude; however, they affected their professional self-respect. Nurses who only worked the day shift and who worked in the FHC had higher self-respect. Given that nurses only work during the day at the FHCs, it is suggested that the two results are correlated. Furthermore, nurses working in FHCs are always working during the day and do not work on weekends, which is a factor that provides comfort. There is an impression that this result may have resulted from generational characteristics such as Generation Y individuals preferring to have fun rather than work, giving importance to balancing their work life and personal life,^[14,15] and do not want to work for long hours.^[43] The duty and working style of Generation X nurses in their units did not affect their professional attitude or self-respect. The results of the studies of Erol and Türk^[18] are similar to the results of the present study.

There are study results regarding whether being a member of professional organizations affects^[20] professional attitude or not.^[25] Although the professional attitude of Generation X nurses who were a member of professional organizations did not change, the professional attitude of Generation Y nurses was more positive. This may have resulted from the generational characteristics of Generation Y such as their awareness of ethical sensitivity and social responsibility,^[15] inclination toward teamwork,^[13] belief in collective action, and the importance given to sharing thoughts.^[16] Being a member of professional organizations did not affect the professional self-respect of Generation X and Y nurses. The study results of Çetinkaya Uslusoy et al.^[1] support the results of the present study.

It was determined that choosing the profession willingly and wanting to choose it again positively affected both the professional attitude and self-respect of Generation X and Y nurses. This was an expected result. Contrary to our findings, Shohani et al.^[27] found that choosing the profession voluntarily did not affect the professional attitude. Studies that show that choosing the profession willingly positively affects attitude toward the profession^[19] and professional self-respect^[1,32,35] support the result of the present study.

Generation Y nurses who liked their unit, who were content with the institution they worked at, their salary, and their teammates had a higher professional attitude and self-respect. Generation X nurses who were satisfied with their salaries and liked their unit had more positive attitudes toward the profession and higher professional self-respect. It is seen that more variables make a difference in the professional attitude and self-respect of nurses in Generation Y.

Struggles and limitations

The study results are restricted to institutions and nurses included in the study.

Conclusion

In this study, sociodemographic and professional characteristics, attitudes toward the profession, and professional self-respect in Generation X and Y nurses are investigated. Considering the sociodemographic and professional characteristics, the number of nurses who were female, who worked only on day shifts, and who liked their unit was higher in Generation X. In Generation Y, the number of nurses who had an undergraduate degree, who worked as service nurses, and who chose nursing because of the ease of employment was higher. There was no difference between Generations X and Y in terms of being a member of professional organizations, choosing the nursing field willingly, willingness to choose the nursing field again, being content with the institution they work at, being satisfied with the salary, and being content with teammates.

Attitudes toward the profession and professional self-respect are at a positive level in Generation X and Y nurses. Attitudes toward nursing scores were higher in Generation X nurses than in Generation Y nurses; however, no difference was found between the generations in terms of professional self-respect. There was a positive relationship between attitudes toward the profession and professional self-respect in both generations.

It was determined that the variables related to the profession and working conditions affected the attitudes toward the profession and the professional self-respect of Generation X and Y nurses. Considering that nurses' working conditions affect their professional self-respect and attitude toward the profession, it is inevitable that improvements in this area are necessary. Organizing activities emphasizing the ethical and moral aspects of the nursing profession and strengthening the motivation resources of nurses by considering the generational characteristics will increase the harmony in teamwork, work peace, satisfaction, and satisfaction of the employees, and there is no doubt that it will have positive reflections on nursing practices.

It is recommended to conduct qualitative studies that examine the professional self-esteem and attitudes of nurses from different generations, including Generation Z, who have just started their professional life.

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