



Exploring Female Nurses' Career Sustainability: The Role of Self-Efficacy in Career Competency Development and Teamwork

Muhammad Yousuf Ali Khan *

HR Officer, Karachi University Business School, Karachi University
yousufiyyr7@gmail.com

Dr. Omar Ahmed Shaikh

Assistant professor, Karachi University Business School, University of Karachi
Shaikh.omar.os@gmail.com

* Corresponding Author

ABSTRACT

Qualified medical professionals are increasingly migrating to other emerging countries in search of better job prospects, contributing to the challenges faced by healthcare systems. Stakeholders have expressed concern about the detrimental effects of this “brain drain” on healthcare service delivery. Studies highlight several factors that hinder female nurses from maintaining long-term careers, including role conflict, limited family support, and various interpersonal, contextual, and institutional influences.

Key determinants of career longevity include effective teamwork, confidence in performing tasks, and strong professional competencies. This study aims to identify the most critical factors influencing female nurses' long-term commitment to the profession and to examine how these factors relate to one another. Guided by the Social Cognitive Career Theory, the research employed a quantitative approach involving 292 female nurses at a university in southern Nigeria. Data collected through a structured questionnaire were analyzed using structural equation modeling with IBM SPSS 28 and SmartPLS.

The findings indicate that participation in continuing education programs enhances female nurses' career success. Surprisingly, the results also suggest that collaboration negatively impacts long-term career prospects. Mediation analysis further reveals that self-efficacy mediates the relationships among collaboration, competency development, and career sustainability. Overall, the study emphasizes the

importance of initiatives that strengthen self-efficacy and professional growth to support more stable and enduring careers for female nurses.

Keywords: Female Nurses' Career, Sustainability, Self-Efficacy, Career Competency Development, Teamwork

INTRODUCTION

The global shortage of skilled medical professionals is placing immense strain on healthcare systems, particularly in developing countries like Nigeria, where workers continue to migrate in search of better opportunities. Stakeholders have raised concerns about the detrimental effects of this trend on healthcare delivery. Previous studies indicate that factors such as family disapproval and role conflict often hinder women from sustaining long-term careers in nursing. Other researchers argue that an individual's career persistence is shaped by a combination of personal, environmental, and institutional factors.

This study set out to examine the relationships among key variables influencing the long-term career commitment of female nurses, drawing on the Social Cognitive Career Theory. Quantitative data from 292 female nurses working in a tertiary hospital in southern Nigeria were analyzed using IBM SPSS 28 and SmartPLS. The results showed that collaboration negatively influenced career sustainability, while the enhancement of professional qualities had a strong positive impact. Additionally, skill development emerged as the most significant mediator in the relationship between collaboration and career sustainability, demonstrating the strongest positive association.

These findings offer valuable implications for stakeholders striving to improve career sustainability within Nigeria's healthcare sector. They underscore the need to strengthen professional competence, enhance team dynamics, and empower nurses through targeted interventions. Achieving long-term career stability in nursing requires prioritizing skill development, fostering effective teamwork, and building self-confidence.

Globally, the focus on career sustainability has intensified due to the technological advancements of the Fourth Industrial Revolution (4IR), shifting labor market dynamics, and the growing demand for skilled workers in the post-COVID-19 era. Career sustainability can be assessed by examining the continuity of an individual's career trajectory over time, which may reflect three key characteristics depending on the context.

Background of the Study

A large body of research indicates that nurses report higher levels of work satisfaction and success when given the opportunity to cooperate and progress in their careers. Some authors supporting this view include Moreira et al. (2020), Washman (2019), Van Heijden et al. (2016), and Anseel (2017). However, studies examining the experiences and opportunities of Nigerian female nurses are scarce. Several contextual HRM elements are considered by nurses when making career path decisions.

Organizations in the healthcare industry can demonstrate their appreciation for nursing staff, foster teamwork, and boost morale by creating a warm and inviting work environment. Nurses who are fulfilled in their work experience greater job security and are less inclined to leave their jobs, ultimately benefiting their patients.

The Importance of collaboration and skill development cannot be overstated, according to recent research, if healthcare professionals want to maintain their jobs. Ultimately, this study aims to determine if there is a correlation between female nurses' career duration, collaboration, and professional growth. By developing a structural model based on nurses' perceptions of factors that contribute to long-term success in the field, this research aims to assist healthcare organizations in providing greater support to their nursing staff.

Problem Statement

This study explores career guidance and development for female nurses of career guidance and development for female nurses by examining the relationships among emotional traits, self-esteem, personality preferences, and employability. The ongoing migration of skilled healthcare professionals from developing countries like Nigeria in search of better opportunities remains a major challenge for global healthcare systems. For nurses seeking long-term career success, the study underscores the importance of skill development, effective collaboration, and self-confidence.

The research also explores employability and intelligence as composites of various personality characteristics. Recognizing these connections can assist career counselors in establishing a career meta-competency framework that supports individuals in securing sustainable employment. Numerous factors—personal, environmental, and temporal—influence these dynamics.

Although research on sustainable careers is still emerging, existing evidence indicates a link between organizational culture and employee retention. By analyzing the factors that shape career management and career maintenance behaviors, this study adds valuable insights to the existing literature and offers practical implications for healthcare organizations and other stakeholders.

Gap Analysis

For this investigation, the data was analyzed using SPSS version 24. Central tendency, variability, percentage, and frequency were among the descriptive statistics used to define the dataset. Inferential statistics provided the groundwork for drawing meaningful conclusions from the data. We used the Pearson product-moment correlation, as suggested by Babbie (2010), to ascertain the kind and strength of the relationships between the variables. Our metric for gauging the strength of these links was the Rule of Thumb proposed by Guildford (1973).

Many problems remain unresolved in the study, notwithstanding the results. These concerns mostly pertain to the ways in which human and organizational traits, such as knowledge, capacity, performance, team effectiveness, and individual competence, influence the longevity of a career. There is a lack of generalizability in the existing literature on career sustainability since researchers have focused on a

small subset of occupations. One of the many crucial areas where research is needed is an analysis of the factors—predictor, mediator, moderator, and consequence—that impact the duration of a career.

This study addresses this knowledge gap by exploring mediating factors and their potential significance. A systematic and evolving strategy for career sustainability should incorporate human, contextual, temporal, and institutional components to strengthen the connection between individuals and their professional roles, as suggested by recent research. Webster et al. (2010) examined work self-efficacy as a mediator in the relationship between job demands and performance, while Tomas et al. (2019) identified occupational self-efficacy as a moderator in the relationship between job insecurity and workplace challenges.

These findings motivate the present research to propose a mediation model that places an emphasis on developing one's professional competence, one's ability to operate in a team, and one's chances of securing a job in the future. In order to establish self-efficacy as a mediator between collaboration and professional competency development, this study tests the theoretical assumptions and fills in the identified research gaps. Our understanding of career sustainability may be enhanced and practical insights can be provided by this approach, which aims to increase professional alignment and long-term career success.

Research Questions

1. What are the levels of staff nurses' perception toward talent?
2. What are the levels of self-efficacy among staff nurses?
3. What are the levels of organizational effectiveness as perceived by staff nurses?
4. Is there a relation among talent management, staff nurses' self-efficacy and organizational effectiveness?
5. To examine the factors influencing career sustainability among female nurses?
6. To determine whether or whether female nurses' careers are more likely to be sustainable as they gain more professional abilities.
- seven. To learn how female nurses' professional growth is affected by collaboration.
8. To investigate how self-efficacy affects the link between female nurses' professional competence growth, cooperation, and career sustainability.
9. With self-efficacy mediating, how can female nurses' career sustainability be enhanced via the cultivation of professional competences and collaboration?

Research Objectives

This study explores the relationships among self-efficacy, career longevity, competence development, and collaboration within the nursing profession, with a focus on female nurses. Self-efficacy is emphasized due to its mediating role in influencing these factors and their effect on long-term career sustainability. It is defined as an individual's confidence in their ability to perform tasks and achieve goals.

The findings highlight the importance of self-efficacy while also acknowledging potential workplace challenges, such as employees withholding concerns or engaging in social loafing, which may undermine collaboration. To gain

a more comprehensive understanding of the factors affecting career sustainability, future research could integrate multiple data sources, including performance appraisals and supervisor evaluations, to provide deeper insights into these dynamics.

Importance of the Study

This study examines the perspectives of female nurses regarding the relationships among self-efficacy, competence development, collaboration, and career sustainability. Self-efficacy is highlighted as a key moderator, as it shapes how these factors influence sustained performance at work. It is defined as an individual's confidence in their ability to achieve goals or succeed in their professional environment.

The study also acknowledges potential workplace challenges, such as social loafing or the exaggeration of work-related difficulties, which can hinder collaboration and productivity. Future research could incorporate data from multiple sources, including supervisor evaluations and performance reviews, to provide a more comprehensive understanding of these dynamics.

LITERATURE REVIEW

Relevant research has explored the relationships among collaboration, teamwork, professional competence, and long-term career success in the healthcare sector. For instance, Kalisch, Beatrice J., Hyunhwa Lee, and Eduardo Salas (2016), in "The Development and Testing of the Nursing Teamwork Survey," found that higher scores on the collaboration subscale were strongly associated with greater overall satisfaction with teamwork, highlighting the importance of a supportive work environment for nursing teams. Similarly, Juline E. Hammer (2022), in "What Factors Affect Team Members' Evaluation of Collaboration in Medical Teams," examined how factors such as seniority and workload influence perceived collaboration quality. Using structural equation modeling (SEM) and latent regression, this study emphasized the role of contextual factors in shaping team dynamics.

Collectively, these studies underscore the interconnectedness of self-efficacy, collaboration, and professional competence. While both collaboration and competence contribute to career sustainability, self-efficacy serves as a mediator, enhancing the positive impact of skill development and teamwork on long-term career success.

Conceptual Development

Lucien Pothouse (2022) examined the relationship between work satisfaction and collaboration among physicians and nurse practitioners, with a focus on gender and professional roles. Published in Volume 18, Issue 8, pages 819–824, the study addresses topics including gender, teamwork, primary care, and nurse practitioners.

The research emphasizes the importance of collaboration between primary care physicians and nurse practitioners in delivering high-quality patient care. Findings indicate that professional role mediates the relationship between gender and work satisfaction: female nurse practitioners report lower levels of job satisfaction compared to their male counterparts, while female physicians experience higher job

satisfaction than male physicians. These results suggest that occupational role plays a critical role in shaping the gender–collaboration–satisfaction dynamic.

Relation With Variable

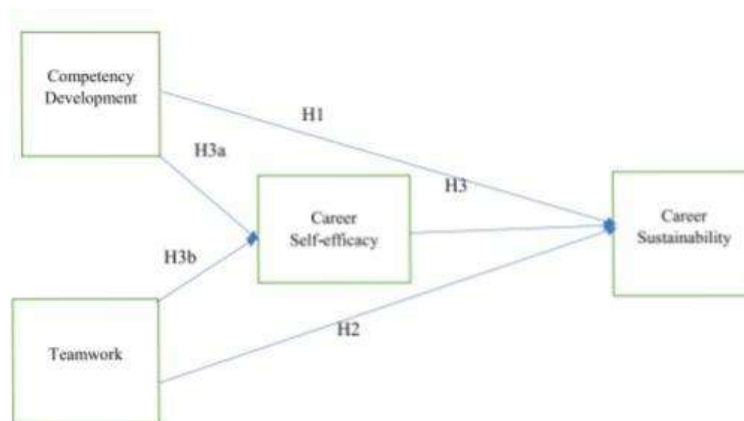
Helen P. Bartlest (2020) explored the competencies of nursing graduates and diploma holders in her article “*A Comparison of the Nursing Competence of Graduates and Diplomats from UK Nursing Programs*” published in the *Journal of Clinical Nursing* (pp. 369–381). The study investigates topics such as staff responsibilities, preceptorship programs, and the overall competencies of adult nursing graduates. Through a quantitative comparison, the research highlights the importance of assessing nursing competence and emphasizes that pre-registration programs should prioritize enhancing nursing skills, social awareness, and active participation.

Mohamed Amine Fferrag (2030) examined the impact of digital technology in healthcare in “*Digitization of the Healthcare Sector: A Study of Privacy and Security Concerns*” (*Volume 9, Issue 4*), addressing topics including cybersecurity, healthcare digitization, and privacy. The study demonstrates how the shift from traditional mechanical and analog systems to advanced digital solutions has transformed healthcare delivery, showcasing the sector’s adaptation to technological innovations.

Bayan Alilyyani (2021) investigated the influence of authentic leadership on nurses’ turnover intentions and satisfaction with quality care in Saudi Arabia in the study “*The Influence of Authentic Leadership on Nurses’ Turnover Intentions and Satisfaction with Quality Care in Saudi Arabia*” (6360). Focusing on topics such as authentic leadership, psychological safety, employee engagement, teamwork, patient satisfaction, and intention to leave, the research collected data from registered nurses providing outpatient and inpatient care across three public hospitals. The study aimed to develop a model linking authentic leadership to psychological safety, employee engagement, team performance, and satisfaction with care quality.

Gede Pronajaya, Rina Ananda, and Rian Adi Pamungkas (2021) examined the relationship between self-efficacy and nursing career development. Their study highlights how self-efficacy, staff engagement, and professional growth contribute to improved nursing performance and organizational outcomes, emphasizing the importance of confidence and continuous professional development in enhancing both individual and institutional performance.

Conceptual Development and Hypothesis



According to the study's structural model, an individual's ability to sustain employment is shaped by social, cultural, economic, political, and institutional factors, drawing on the findings of Edwards and Steins (1999) and De Vos et al. (2020). These relationships form the theoretical foundation of the research, as illustrated in Figure 1. The model is designed to provide a comprehensive understanding of the multiple, interacting factors that influence long-term career sustainability.

Summary of Relationship of Direct Variable Effect

This study investigates the factors—namely self-efficacy, collaboration, and competence development—that influence female nurses' ability to maintain long-term careers. The research places particular emphasis on the moderating role of self-efficacy in shaping the impact of collaboration and professional competence development on career sustainability, rather than focusing directly on the variable of "effort." Female nurses' self-efficacy functions as a mediator, enhancing the effects of competence development on career longevity. Understanding the relationship between self-efficacy and effort is therefore crucial for female nurses seeking to advance and sustain their careers.

Hypothesis

What guarantees the continuing existence of nursing professions has been the subject of substantial investigation from a number of nations. Many different approaches, techniques, and instruments have been utilized by researchers to determine the effects of different components in certain domains. There is a dearth of research on self-efficacy, collaboration, skill development, and sustained career success in Nigeria. De Vos and Van Heijden (2017) and De Vos et al. (2020) argue that the secret to a long-lasting career is work experiences that promote health, happiness, and productivity. A person's circumstances, the passage of time, and their own traits are among the many variables that determine the stability and contentment of their employment.

Interconnection Between Direct and Indirect Variables.

H1. Competency progression will have a significant influence on female nurses' long-term career prospects.

Collaboration is a critical component in the healthcare sector. Attributes such

as empathy, continuous self-improvement, and accountability contribute to a more successful and fulfilling professional experience. In healthcare, “teamwork” refers to the coordinated efforts of patients, healthcare professionals, and other stakeholders to identify the root causes of medical challenges and implement effective solutions. The increasing importance of specialists with extensive knowledge, adaptability, and experience in contemporary healthcare management has driven the adoption of collaborative teams.

Research emphasizes that teamwork supports both personal development and organizational success. Effective collaboration is fundamental for any healthcare organization aiming to achieve optimal outcomes. Kim and Park (2017) highlight the value of shared mental models and ongoing professional education in enhancing team performance. Moreover, studies indicate that nurses and other healthcare professionals’ benefit from team-based work environments, as these settings facilitate knowledge exchange, mentoring, and mutual learning. Open communication, which promotes active engagement, is particularly valued by women and is essential for successful collaboration. Overall, the evidence suggests that nurses working in cohesive teams experience higher job satisfaction and demonstrate greater commitment to their roles.

H2. Teamwork will have a significant influence on female nurses' long-term job prospects.

Confidence in one’s abilities is essential for career advancement. Self-efficacy, defined as an individual’s belief in their capacity to organize and complete tasks, plays a critical role in this process. Female nurses with high self-efficacy are more likely to take initiative, embrace challenges, and pursue professional opportunities. Training programs designed to enhance self-efficacy can improve nurses’ job satisfaction and support long-term career development.

Individuals with strong self-efficacy are more inclined to take risks, invest additional effort, and persist through obstacles, thereby increasing their likelihood of success. Attributes such as optimism, self-esteem, and resilience are closely linked to self-efficacy, which is vital for personal and professional growth. It influences how individuals approach challenges and motivates them to achieve their goals. Higher levels of self-efficacy are associated with increased motivation, engagement, and persistence, all of which contribute to improved job performance among nurses. Additionally, skill development and continuous learning enhance a nurse’s self-esteem, professional aspirations, and future career prospects. Understanding the competencies required for various roles enables nurses to better align their career objectives with their interests, abilities, and long-term goals.

H3. Improved professional competence, teamwork, and longevity in the nursing profession are all influenced by nurses' levels of self-efficacy.

H3(a). Both male and female nurses will experience a considerable improvement in their sense of self-efficacy as a result of their professional competence.

H3(b). Collaboration will have a significant impact on the self-efficacy of

female nurses.

Mediation and Moderation Analysis (Indirect Effect Analysis)

The mediating role of self-efficacy enables the examination of indirect effects and supports both mediation and moderation analyses, particularly in exploring the relationships among female nurses' career sustainability, professional competence development, and collaboration. Mediation analysis can determine whether self-efficacy links teamwork, competence growth, and long-term career success, providing a deeper understanding of its function.

Research investigating factors that influence the relationship between professional competence development, collaboration, and sustained career outcomes seeks to identify variables that may modify these effects. The primary goal is to uncover external factors that can shape or alter these interactions.

Ultimately, analyzing indirect effects allows for a comprehensive assessment of self-efficacy's mediating role in the relationships among collaboration, career sustainability, and competence development. This approach clarifies how self-efficacy contributes to the long-term professional success of female nurses by elucidating the pathways connecting these variables.

Communication Moderate the Relationship Between Direct and Indirect Variable

The nature of interactions between variables plays a critical role in shaping their relationships. In particular, female nurses' communication skills and styles can significantly influence the links among self-efficacy, collaboration, and professional competence development. Effective communication strengthens these interactions, allowing nurses to articulate their career goals, enhance their self-confidence, and foster both collaboration and skill development. Consequently, communication serves as a mediating factor between these elements, ultimately affecting the career duration of female nurses.

RESEARCH METHODOLOGY

Research Paradigm

Research paradigms are the theoretical or methodological foundations of a study. Through the mediation of self-efficacy, this research seeks to understand how female nurses may sustain their careers by developing their professional competence and collaborating with others. The goals and procedures of the study are consistent with the several theoretical frameworks upon which the research paradigm rests.

It is common practice to use a mixed-methods approach in this kind of study. This approach integrates qualitative and quantitative methodologies to provide a more comprehensive understanding of the subject. In the quantitative part of the study, researchers may collect quantifiable data on topics including competence development, self-efficacy, collaboration, and career sustainability. To get insight into the experiences and opinions of female nurses, the qualitative component involves surveying or interviewing them.

To further understand how self-efficacy mediates the relationships among female nurses' professional competence, collaboration, and career sustainability, a

mixed-methods approach is used. This approach provides information on the challenges nurses encounter and the lessons they've learned on the job, which helps us understand the factors that influence their ability to remain in the field for an extended period of time.

Research Design

To achieve the study aim, a descriptive correlational design was used.

Causal And Quantitative

This study proposed a model of female nurses' career length, professional competence growth, and collaborative practice as a function of self-efficacy as a mediator. The researchers in this study analysed numerical data using quantitative and causal approaches to find out whether the variables were correlated. Finding out how self-efficacy, professional competence growth, teamwork, and career success in the long run relate to female nurses was the main objective. The impact of self-efficacy on these relationships might be investigated in detail using this approach.

Pilot Testing

Analyses were carried out utilizing SmartPLS software to evaluate the study hypothesis using structural equation modeling (SEM). The factors' direct and indirect impacts were assessed.

Testing for Normality

Data pertaining to career sustainability, competence development, and collaboration were examined via normality testing, with self-efficacy mediating the process. Visual aids like Q-Q charts and a battery of statistical tests like the Kolmogorov-Smirnov and Shapiro-Wilk tests were used to verify for data normality.

Questionnaire/Instrument

To achieve the objectives of this study, several measurement instruments were developed and refined. The expert-designed instrument was based on the work of Beatrice et al. (2010), Miyuki and Sachiko (2011), and Schnauzer et al. (1997), and comprised 31 items organized into four dimensions. Extensive validation procedures were conducted to ensure the reliability and accuracy of the instrument. Three constructs—cooperation, job competency, and career sustainability—were measured using a five-point Likert scale, ranging from 1 (“Strongly Disagree”) to 5 (“Strongly Agree”). Specifically, the scale points were defined as follows: 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree. Self-efficacy was measured using a four-point scale, with 1 representing “Not at all true” and 4 representing “Exactly true.”

Extensive pre-testing and verification were conducted to ensure that all items were accurate, reliable, and valid. Respondents were asked to indicate their agreement or experience using a five-point Likert scale. For teamwork, job competency, and career sustainability, the scale ranged from 1 = “Not at all” to 5 = “Very often”. For professional self-efficacy, responses were scored from 1 = “Not at all true” to 4 = “Exactly true”.

ADOPTED.

This research picked it because of its learning and competency development

principles, which may build a feeling of continuity in a certain career. Educational tool.

CONSTRUCT(VARIABLES).

Teamwork, competency growth, professional self-efficacy, and career longevity.

ITEMS (NO OF QUESTIONS).

The number of questions is about 27.

CODING.

TW, CD, CE, CS.

SCHOLAR NAME.

Waliu M. Adegbite *, Crystal Hoole

Measure Utilize.

Finding out how nurses' self-efficacy relates to their competence development and collaborative skills was the main purpose of the research. Scientists are eager to learn how self-efficacy influences the relationships among female nurses' collaboration, competency development, and professional longevity. This approach offers a potential avenue for research into how self-efficacy impacts female nurses' professional growth, collaboration, and competency maintenance.

Sampling Size.

A total of 315 female nurses participated in the study, providing information on their self-efficacy, professional competence, teamwork skills, and years of experience in the field. Most of the participants were married, with 261 out of 292 nurses (89.4%) reporting marital status, while the remaining 11.6% were unmarried. Regarding age distribution, 13 nurses (4.5%) were aged 25 years or younger, 89 nurses (30.5%) were between 31–35 years, 61 nurses (20.9%) were between 36–40 years, and 51 nurses (16.2%) were above 40 years.

In terms of education, the majority of nurses held either a general nursing certificate (72.3%), a bachelor's degree in nursing (17.5%), or had completed post-graduate nursing programs (10.3%), totaling 211 participants. Regarding professional experience, 85 nurses (29.1%) had 11–15 years, 42 nurses (14.5%) had 16–20 years, and only 37 nurses (12.7%) had more than 20 years of experience in the field.

This demographic distribution provides a comprehensive overview of the participants' backgrounds and professional tenure, which is relevant for interpreting the study's findings.

Data Collection

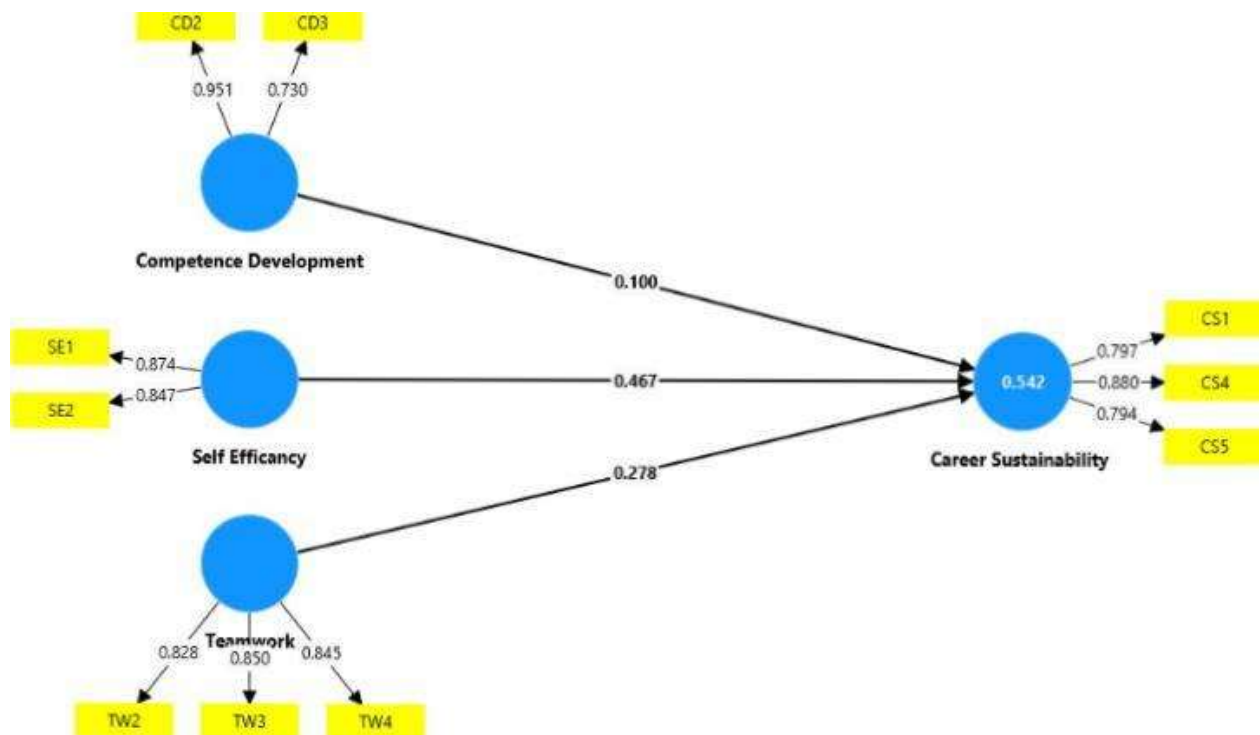
To deal with missing data, we utilized SPSS version 28, and for the PLS-SEM analysis, we used Smart PLS 4.0.7.2. The nurses who participated in this research were chosen at random and their information was collected using a Google Form. Respondents were requested to fill out a Google Form between August 18, 2022, and November 11, 2022. After then, contributions could no longer be received.

Descriptive Head.

In this research, we looked at how self-efficacy mediated the relationships among collaboration, professional skill development, and the longevity of female

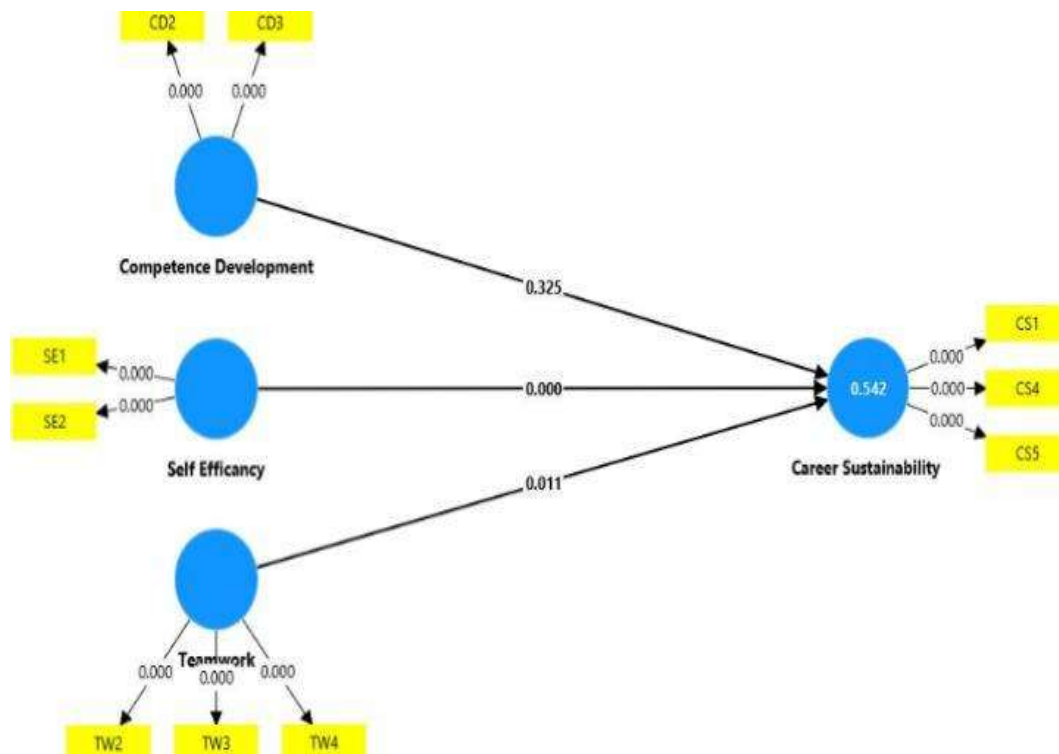
nurses' careers. The descriptive data indicates that 315 female nurses were a part of the trial. There was a total of 292 responses. Two hundred sixty-one nurses, or 89.4 percent, were wed, while thirty-one, or 10.6 percent, were single. The majority of the participants were married nurses. Here is the breakdown of the nurses' ages: Only thirteen (4.5%) were in the age group of 20–25, while eighty-nine (30.5%) were in the 31–35 age group and sixty-one (20.9%) in the 36–40 age group. The educational backgrounds of nurses are broken down as follows: There were 211 nurses (72.3% of the total), 51 of whom had a bachelor's degree in nursing, and 30 of them had post-graduate nursing credentials; the other nurses had a variety of certifications. The number of years of experience of nurses is broken down as follows: 87 had 6-10 years, 85 had 11-15 years, and 42 had 16-20 years, for a total of 87/29.1%. Out of all the nurses, only 37 (12.7%) have been practicing for 20 years or more.

Measurement Model Assessment



<u>Final results</u>	
<u>Path coefficients</u>	<u>show</u>
<u>Indirect effects</u>	<u>show</u>
<u>Total effects</u>	<u>show</u>
<u>Outer loadings</u>	<u>show</u>
<u>Outer weights</u>	<u>show</u>
<u>Latent variables</u>	<u>show</u>
<u>Residuals</u>	<u>show</u>
<u>Quality criteria</u>	
<u>R-square</u>	<u>show</u>
<u>f-square</u>	<u>show</u>
<u>Construct reliability and validity</u>	<u>show</u>
<u>Discriminant validity</u>	<u>show</u>
<u>Collinearity statistics (VIF)</u>	<u>show</u>
<u>Model fit</u>	<u>show</u>
<u>Model selection criteria</u>	<u>show</u>
<u>Algorithm</u>	
<u>Setting</u>	<u>show</u>
<u>Stop criterion changes</u>	<u>show</u>
<u>Posthoc minimum sample size</u>	<u>show</u>
<u>Execution log</u>	<u>show</u>
<u>Model and data</u>	
<u>Inner model</u>	<u>show</u>
<u>Outer model</u>	<u>show</u>
<u>Indicator data (original)</u>	<u>show</u>
<u>Indicator data (standardized)</u>	<u>show</u>
<u>Indicator data (correlations)</u>	<u>show</u>

Structural Model



<u>Final results</u>	
<u>Path coefficients</u>	<u>show</u>
<u>Intercepts</u>	<u>show</u>
<u>Total indirect effects</u>	<u>show</u>
<u>Specific indirect effects</u>	<u>show</u>
<u>Total effects</u>	<u>show</u>
<u>Outer loadings</u>	<u>show</u>
<u>Outer weights</u>	<u>show</u>
<u>Quality criteria</u>	
<u>R-square</u>	<u>show</u>
<u>R-square adjusted</u>	<u>show</u>
<u>f-square</u>	<u>show</u>
<u>Average variance extracted (AVE)</u>	<u>show</u>
<u>Composite reliability (rho_c)</u>	<u>show</u>
<u>Composite reliability (rho_a)</u>	<u>show</u>
<u>Cronbach's alpha</u>	<u>show</u>
<u>Heterotrait-monotrait ratio (HTMT)</u>	<u>show</u>
<u>Latent variable correlations</u>	<u>show</u>
<u>Model fit</u>	
<u>SRMR</u>	<u>show</u>
<u>d_ULS</u>	<u>show</u>
<u>d_G</u>	<u>show</u>
<u>Algorithm</u>	
<u>Setting</u>	<u>show</u>
<u>Samples</u>	<u>show</u>
<u>Execution log</u>	<u>show</u>
<u>Histograms</u>	
<u>Path coefficients histogram</u>	<u>show</u>
<u>Indirect effects histogram</u>	<u>show</u>
<u>Total effects histogram</u>	<u>show</u>
<u>Outer weights histogram</u>	<u>show</u>
<u>Model and data</u>	
<u>Inner model</u>	<u>show</u>
<u>Outer model</u>	<u>show</u>
<u>Indicator data (original)</u>	<u>show</u>
<u>Indicator data (standardized)</u>	<u>show</u>

DISCUSSION.

The purpose of this research was to investigate the relationships between self-efficacy, professional competence development, cooperation, and career duration in order to have a better grasp of the realities faced by female nurses. Talent, knowledge, and skill level as they pertain to one's occupation positively impact an individual's ability to remain employed, according to the researchers. Continuing professional development (CPD) should be a top priority for female nurses who want to advance in their dynamic and competitive sector. Continual skill and knowledge development may increase nurses' employability and treatment quality (Chin et al., 2019a). This study's findings are in line with previous research that establishes the importance of an individual's professional knowledge and talents on their career path (De Vos et al., 2017; Wang & Wanberg, 2017; Wittekind et al., 2010).

Collaboration is crucial to success in the workplace, but as this study demonstrates, it is not without its share of challenges. Researchers found that teams might enhance their information sharing if they had better leadership, better coordination, and more collaboration. Improving team dynamics in healthcare settings is critical for increasing job satisfaction and promoting effective collaboration, according to the research. Despite the lack of evidence linking nurses' ability to collaborate with job security, studies have highlighted the need to foster environments where nurses can collaborate to address challenges.

Researchers found that self-efficacy—the belief in one's own abilities to carry out tasks and achieve goals—regulated the relationships between collaboration, competency development, and career sustainability. Despite the lack of a link between self-efficacy and professional competence, it did have an influence on career longevity and a strong association with cooperation. People who have faith in themselves are more likely to help out their teams and make the most of educational chances, according to previous studies (Yoon & Kayes, 2016). Here, self-efficacy mediates between the ideas of cooperation and sustained professional success.

CONCLUSION

According to the study's findings, for female nurses to have successful careers, they need to be able to work well with others, have confidence in themselves, and show signs of professional competence. Improving organisational success, employee happiness, and professional longevity should be a top priority for healthcare organizations. This can only occur if they create conditions that value collaboration and allow for the ongoing improvement of skills. Success in one's chosen field requires self-confidence and the capacity to collaborate effectively.

Given the study's limitations—a small sample size, dependence on self-reported data from largely female nurses, and restricted geographical emphasis to southern Nigeria—it is questionable if the research has any practical repercussions. To understand what characteristics contribute to the duration of healthcare professionals' careers, future study should employ bigger, more varied samples and better methodology. While working in a team might be difficult, research shows that

nurses who are self-assured and competent are more likely to survive the course.

REFERENCE.

- Abele, A. E., & Spurk, D. (2009). The longitudinal impact of self-efficacy and career goals on objective and subjective career success. *Journal of Vocational Behavior*, 74, 53–62. <https://doi.org/10.1016/j.jvb.2008.10.005>
- Ackermann's, J., & Tams, M. (2017). Crafting your career: How career competencies relate to career success via job crafting. *Applied Psychology*, 66(1), 168–195. <https://doi.org/10.1111/APPS.12082>
- Adegbite, W. M., & Bawalla, O. G. (2023). Family supportive supervisor behaviour and Thriving at work: The mediating role of psychological wellbeing. *Prizren Social Science Journal*, 7(1), 33–45. <https://doi.org/10.32936/pssj.v7i1.351>
- Adegbite, W. M., Bawalla, O. G., & Adedeji, O. (2020). Measuring employees' well-being among Nigerian bankers: Exploring the socio-cultural indicators. *Journal of Workplace Behavioral Health*, 35(4), 279–304. <https://doi.org/10.1080/15555240.2020.1834866>
- Alamosa, A., Fieseler, C., & Wong, S. I. (2020). Thriving instead of surviving: A capability approach to geographical career transitions in the creative industries. *Human Relations*, 1–30. <https://doi.org/10.1177/0018726720956689>
- Bagozzi, R. P. (1981). Attitudes, intentions, and behavior: A test of some key hypotheses. *Journal of Personality and Social Psychology*, 41(4), 607–627. <https://doi.org/10.1037/0022-3514.41.4.607>
- Bandura, A. (2000). *Social foundation of thoughts and actions. A social cognitive theory*. Prentice Hall. <https://psycnet.apa.org/record/1985-98423-000>.
- Beatrice, J. K., Hyunhwa, L., & Eduardo, S. (2010). The development and testing of the nursing teamwork survey. *Nursing Research*, 59(1), 42–50. <https://doi.org/10.1097/NNR.0b013e3181c3bd42>.
- Chin, T., Jiao, H., & Jamadar, I. M. (2019a). Sustainable career and innovation during manufacturing transformation. *Career Development International*, 24, 397–403. <https://doi.org/10.1108/CDI-09-2019-331>.
- Committee on Diagnostic Error in Health Care. (2015). In E. P. Balogh, B. T. Miller, & J. R. Ball (Eds.), *Board on health care services, institute of medicine, and the national academies of sciences, engineering, and medicine in improving diagnosis in health care*. Washington, DC: National Academies Press. <https://doi.org/10.17226/21794>.
- De Vos, A., & Van der Heijden, B. I. (2017). Current thinking on contemporary careers: The key roles of sustainable HRM and sustainability of careers. *Current Opinion in Environmental Sustainability*, 28, 41–50. <https://doi.org/10.1016/j.cosust.2017.07.003>
- De Vos, A., Forrier, A., Van der Heijden, B., & De Cuyper, N. (2017). Keep the expert! Occupational expertise, perceived employability and job search: A study across age groups. *Career Development International*, 22(3), 318–332.

- <https://psycnet.apa.org/doi/10.1108/CDI-12-2016-0229>.
- De Vos, A., Van der Heijden, B. I. J. M., & Ackerman, J. (2020). Sustainable careers: Towards a conceptual model. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2018.06.011>
- Diener, E., Suh, E. M., Lucas, R. E., & Smith, H. L. (1999). Subjective well-being: Three decades of progress. *Psychological Bulletin*, 125(2), 276. <https://doi.org/10.1037/0033-2909.125.2.276>
- Dinh, J. V., Traylor, A. M., Kilcullen, M. P., Perez, J. A., Cherishing, E. J., Venkatesh, A., & Salas, E. (2019). Cross-disciplinary care: A systematic review on teamwork processes in health care. *Small Group Research*, 51(1), 125–166. <https://doi.org/10.1177/1046496419872002>
- Edwards, V. M., & Steins, N. A. (1999). A framework for analysing contextual factors in common pool resource research. *Journal of Environmental Policy and Planning*, 1(3), 205–221. [https://doi.org/10.1002/\(SICI\)1522-7200\(199911\)1:33.O.CO;2-X](https://doi.org/10.1002/(SICI)1522-7200(199911)1:33.O.CO;2-X)
- Filip, R., Muscatels, R. G., Anchidin-Norocel, L., Domain, M., & Savage, W. K. (2022). Global challenges to public health care systems during the COVID-19 pandemic: A review of pandemic measures and problems. *Journal of Personalized Medicine*, 12(8), 1295. <https://doi.org/10.3390/jpm12081295>
- Fornell, C., & Larcker, D. F. (1981). Structural equation models with unobservable variables and measurement error: Algebra and statistics. *Journal of Marketing Research*, 18(3), 382–388. <https://doi.org/10.2307/3150980>
- Gratton, L., & Erickson, T. J. (2007). Eight ways of building collaborative teams. <https://hbr.org/2007/11/eight-ways-to-build-collaborative-teams>.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2022). A primer on partial least squares structural equation modeling (PLS-SEM).