

Ebelerin Mesleki Profesyonel Değerlerinin ve Motivasyonlarının Kuşaklararası İncelenmesi

Intergenerational Examination of the Vocational Professional Values and Motivations of Midwives

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ÖZ

Amaç: Bu araştırma; ebelerin mesleki profesyonel değerlerinin ve motivasyonlarının kuşaklararası incelenmesi amacıyla yapılmıştır.

Yöntem: Araştırma tanımlayıcı/kesitsel tipte, Şubat-Temmuz 2023 tarihleri arasında yürütülmüştür. Araştırmanın evrenini, Türkiye’de ebe olarak görev yapan ebeler, örneklemini ise, 180 ebe oluşturmuştur. Veriler, “Tanıtıcı Bilgi Formu, Ebelerin Profesyonel Değerleri Ölçeği ve İş Motivasyon Ölçeği” ile çevrimiçi ortamda toplanmıştır.

Bulgular: Çalışmaya katılan Y kuşağındaki ebelerin, Ebelerin Profesyonel Değerleri Ölçeği toplam puan (sırasıyla 133.93±15.40; 121.16±5.36 ve 126.61±16.41) ve tüm alt puan ortalamalarının Bebek Patlaması ve X kuşaklarından daha yüksek olduğu; yine Y kuşağındaki ebelerin İş Motivasyon Ölçeği toplam puan (sırasıyla 3.55±0.25; 3.09±8.52 ve 3.20±0.75) ve tüm alt puan ortalamalarının Bebek Patlaması ve X kuşaklarından daha yüksek olduğu, kuşaklararası bu farkların istatistiksel olarak anlamlı olduğu belirlenmiştir (p<0.05).

Sonuç: Çalışmaya katılan Y kuşağındaki ebelerin mesleki profesyonel değerlerinin ve motivasyonlarının Bebek Patlaması ve X kuşağındaki ebelere göre daha yüksek olduğu sonucuna ulaşılmıştır. Ebelere mesleki profesyonel değerlerini ve iş motivasyonlarını artırmaya yönelik çalışmaların planlanması ve bu planlamaların kuşak farklılıkları dikkate alınarak yapılması önem taşımaktadır.

Anahtar Kelimeler: Ebelik, Meslek, Profesyonel, Değer, Motivasyon.

ABSTRACT

Objective: This study was conducted with the aim of intergenerational examination of the professional values and motivations of midwives.

Method: The research was conducted in descriptive/cross-sectional type between February and July 2023. The population of the study consisted of midwives working as midwives in Turkey, and the sample consisted of 180 midwives. The data were collected online with the “Descriptive Information Form, Professional Values Scale for Midwives and Job Motivation Scale”.

Results: The total score of the Professional Values Scale for Midwives (133.93±15.40; 121.16±5.36 and 126.61±16.41, respectively) and all sub-scores of the midwives in the Y generation participating in the study were higher than the Baby Boomers and X generations; again, it was determined that the total score of the Y generation midwives on the Job Motivation Scale (3.55±0.25; 3.09±8.52 and 3.20±0.75) and all sub-score averages were higher than the Baby Boomers and X generations, and these intergenerational differences were statistically significant (p<0.05).

Conclusion: It has been concluded that the occupational professional values and motivations of the midwives in the Y generation participating in the study are higher than the midwives in the Baby Boomers and X generation. It is important to plan studies to increase the professional values and work motivation of midwives and to make these plans by taking into account generational differences.

Key words: Midwifery, Profession, Professional, Value, Motivation.

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Yazar Katkıları: A) Fikir/Kavram, B) Tasarım, C) Veri Toplama ve/veya İşleme, D) Analiz ve/veya Yorum, E) Literatür Taraması, F) Makale Yazımı, G) Eleştirel İnceleme

1. INTRODUCTION

Professionalism is defined as "the manner of behavior in which a member of a professional group carries out the tasks, roles, and responsibilities of their profession" (1). Occupational professionalism, on the other hand, is described as "having certain characteristics that determine an individual's attitude, perspective, and behavior towards their profession" (2). Occupational professionalism is highly important in enhancing job motivation, satisfaction, and quality among profession members, along with establishing professional values related to the profession, creating professional unity, and increasing status (2,3). Therefore, for midwives who belong to a professional group, gaining a professional identity, possessing professional expertise, demonstrating these values, and embracing them are necessary (4). Additionally, midwives should be aware of their personal and professional values and be capable of evaluating their effects to provide quality and qualified care (5,6).

Motivation is defined as "the effort expected to be displayed towards a specific goal" (7). One of the essential elements for the professional application of a profession is motivation. High motivation is required for increasing professional status, commitment, ensuring effective and efficient work, and enhancing the quality of the job (8,9). Midwifery, being one of the world's oldest professions, has its own profession-specific professional values and sources of motivation in each generation. These professional values begin with midwifery education and continue to strengthen throughout the professional life (1,2). Various factors influence midwives' professional attitudes, values, and motivations. Among these factors, generational differences, i.e. intergenerational disparities, play a significant role in shaping professional values and motivation (5).

Generation; refers to a group of individuals born in the same time period. Generations are generally classified in the literature based on time and certain characteristics as follows: Silent Generation (1925-1945), Baby Boomers (BP) (1946-1964), Generation X (1965-1979), Generation Y (1980-1999), and Generation Z (2000 and onwards) (9). Due to different parenting styles and the changes occurring during their respective periods and significant events experienced, there can be various differences in perception levels, attitudes, beliefs, values, thoughts, and preferences among different generations, leading to communication problems (2,10). Studies have also indicated that the professional values of members from different generations can change, and at times, they may experience role confusion and conflicts, which can harm professional professionalism and values (5,6). Particularly, rapid technological and social advancements in recent times have been noted to potentially lead to significant differences in the professional values and motivations of professionals from different generations (1,11).

Currently, the midwifery profession is carried out by midwives of different ages and even generations within the same team. The expectations, professional perceptions, and commitment to the workplace of different generations can vary due to evolving social, economic, and technological conditions (1,6,8). For this reason, it is thought that understanding the intergenerational differences and professional values of midwives will contribute to both the advancement of the profession and the provision of quality service. It will also contribute to increasing the status of the midwifery profession in society (5,10). Furthermore, the findings of this study can serve as a guide for institutions and managers, and initiatives in this direction

to enhance the professional motivation of midwives will lead to a highly skilled workforce. No study specifically examining midwives' professional values and motivations in the context of intergenerational differences was found in the literature. Therefore, this study was conducted to examine midwives' professional values and motivations across generations.

Research Questions:

1. Are there differences in midwives' professional values across generations?
2. Are there differences in midwives' professional motivations across generations?

2. METHOD

Study Type

The research was conducted as a descriptive/cross-sectional study.

Location and time of the study

The research was conducted between February 2023, and July 2024, online, through various digital platforms.

Population and Sample of the Study

The population of the study consisted of midwives working in Turkey. The number of midwives in Turkey is 59,040 (12). According to the known sample formula of the population ($n = (N \cdot t^2 \cdot p \cdot q) / (d^2 \cdot (N - 1) + (t^2 \cdot p \cdot q))$), with a 80% confidence interval and a 5% margin of error, the sample size was determined as 163. To account for possible data loss, the study was completed with 180 midwives. In the study, 60 midwives from each of the BP, Generation X, and Generation Y cohorts, born between 1958 and 1999 and working as midwives, were included.

The BP generation represents those born between 1946 and 1964, the Generation X represents those born between 1965 and 1979, and the Generation Y represents those born between 1980 and 1999. However, considering that reaching midwives from the BP generation might be difficult due to their advanced age and the possibility of retirement, a maximum age limit of 65 was set for the participation of the BP generation in the study. The Generation Z midwives, who would be a maximum of 23 years old in the year of the study and would not form a sufficient sample, were not included in the study. The age of the participants on the date they filled out the survey was used. By including midwives who have worked as midwives in the profession for at least three years, the difference between professional values was tried to be preserved, and midwives working in different units were not affected by the results of the study.

Data Collection

The research data were collected using the "Introductory Information Form, PVSM and JMS". Data collection forms were sent as links to the mobile phones of midwives who were reachable by the researcher, listed in their contacts, and included in digital groups (Instagram, Facebook, and WhatsApp). The midwives who received the link were asked to send the data collection link to the midwife groups in their own circles, aiming to reach a sample from different regions and generations. The midwives were instructed to fully answer the questions

in the link and participate in the study by checking the box indicating their acceptance of the research, based on the inclusion criteria explained in the link. The midwives who were sent the link to the study were asked to mark their age range after their consent for the study was obtained. The first 60 people who marked their age groups were included in the study. The study was completed with the participation of 60 midwives from each age group. After the group reached 60 people, no more people were included in this group and the study continued in other groups.

Introductory Information Form

The Introductory Information Form consists of 18 questions developed by the researcher in accordance with the literature (2,5,8,13-19) to determine the socio-demographic and some professional characteristics of midwives.

Professional Values Scale for Midwives

The Professional Values Scale for Midwives, was developed by Meydan and Kaya (2018) to determine the professional values of midwives. The PVSM is a 5-point Likert scale (1 = not important, 2: some what important, 3: important, 4: very important, 5: extremely important). The total score obtained from the scale ranges from 30 to 150, and as the scale score increases, it is interpreted that the professional values of midwives are more positive (8). The Cronbach's alpha reliability coefficient of the PVSM was calculated as 0.96, and in this study, it was found as 0.84.

Job Motivation Scale

The Job Motivation Scale, was developed by Aksoy (2006) to determine the motivation levels of employees and is a Likert-type scale (1: not satisfied at all, 2: not satisfied, 3: undecided, 4: satisfied, 5: very satisfied). The JMS was used in a sample of teachers, and factor analyses were performed by Yılmaz (2009) (15). The analysis results revealed that the scale consisted of four sub-dimensions: "team compatibility (items 7, 12, 13, 14), job integration (items 2, 5, 6, 8), organizational commitment (items 1, 4, 9), and personal development (items 3, 10, 11)," with a total of 14 items (15). Scoring ranges were classified as "very low 1.00-1.80, low 1.81-2.60, moderate 2.61-3.40, high 3.41-4.20, very high 4.21-5.00 points." High scores obtained from each sub-dimension indicate high motivation in that dimension. The Cronbach's alpha reliability coefficient of the JMS was calculated as 0.82, and in this study, it was found as 0.86.

Data Analysis

The Statistical Package for the Social Sciences (SPSS 24.0) soft ware package was used for data analysis. Descriptive statistical methods (mean, standard deviation, median, frequency, ratio, minimum, maximum) were used to evaluate the study data. The normality of quantitative data was evaluated using the Kolmogorov-Smirnov and Shapiro-Wilk tests. For comparisons between three or more groups showing a normal distribution, the One-way ANOVA test and Bonferroni test for pairwise comparisons were used. For comparisons between three or more groups that did not show a normal distribution, the Kruskal-Wallis test and Bonferroni-Dunn tests for pairwise comparisons were used. For the comparison of qualitative data, the Pearson Chi-Square test and Fisher-Freeman-Halton Exact test were used. The relationship between

scale scores was determined by the Pearson correlation test. A significance level of $p < 0.05$ was considered statistically significant.

3. RESULTS

The mean age of midwives from the BP generation who participated in the study was 60.3 ± 8.31 (min=59, max=63), for Generation X it was 47.5 ± 2.32 (min=44, max=58), and for Generation Y it was 28.1 ± 1.16 (min=24, max=43). It was found that 90% of midwives from the BP generation, 83.3% of Generation X, and 63.3% of Generation Y were married. Furthermore, 48.3% of midwives from the BP generation, 53.3% of Generation X, and 83.3% of Generation Y had nuclear families. In terms of income perception, 53.3% of midwives from the BP generation, 40% of Generation X, and 58.3% of Generation Y perceived their income as poor. In terms of educational background, 6.7% of midwives from the BP generation, 38.3% of Generation X, and 66.7% of Generation Y were university graduates. There were statistically significant differences among generations in terms of marital status, family type, and educational background. It was determined that the majority of Generation Y midwives were unmarried, had nuclear families, and had higher educational backgrounds compared to Generation X and the BP generation ($p < 0.05$), (Table 1).

Regarding employment status, 61.6% of midwives from the BP generation, 50% of generation X, and 55% of generation Y worked as nurses in their institutions. It was found that 93.3% of midwives from the BP generation, 40% of Generation X, and 50% of Generation Y had been working in the profession for 20 years or more. Regarding the decision to choose the profession, 26.2% of midwives from the BP generation, 25.8% of Generation X, and 32.1% of Generation Y made the decision themselves. The primary reasons for choosing the profession were ease of finding a job and financial opportunities for midwives from the BP generation (23.1% and 20.2%), financial opportunities and ease of finding a job for Generation X (26.6% and 24.1%), and their scores being sufficient for this department and ease of finding a job for Generation Y (30.7% and 30.7%). 60% of midwives from the BP generation, 66.7% of Generation X, and 76.7% of Generation Y expressed satisfaction with their profession. There were statistically significant differences among generations in terms of the duration of working in the profession, with Generation Y midwives having a shorter duration compared to other generations ($p < 0.05$), (Table 1).

When examining the mean scores of the PVSM among the generations of participating midwives, it was found that the mean PVSM score was 121.16 ± 5.36 for midwives from the BP generation, 126.61 ± 16.41 for Generation X, and 133.93 ± 15.40 for Generation Y. Generation Y midwives had higher professional values compared to midwives from the BP generation and Generation X ($p < 0.05$). When examining the mean scores of the PVSM sub-dimensions among the generations, it was determined that there was a significant difference among the generations of midwives in terms of Midwifery Relationships (47.76 ± 2.60 , 48.63 ± 6.59 , and 48.53 ± 6.53 , respectively), Midwifery Practices (35.67 ± 6.41 , 36.20 ± 5.68 , and 40.30 ± 5.22 , respectively), Development in Midwifery Knowledge and Practices (25.85 ± 9.33 , 28.70 ± 8.30 , and 30.51 ± 4.70 , respectively), and Midwives' Professional Responsibilities (11.16 ± 5.12 , 12.96 ± 2.11 , and 13.56 ± 2.11 , respectively). The Generation Y midwives had higher scores in all sub-dimensions compared to midwives from the other generations ($p < 0.05$), (Table 2).

Table 1. Descriptive characteristics of midwives and comparison according to generations

Features		BP Generation (n=60)	X Generation (n=60)	Y Generation (n=60)	χ^2	p
Age	Min-Max (Median)	59-63 (60)	44-58 (47)	24-43 (28)		
	Mean±SD	60.3±8.31	47.5±2.32	28.1±1.16		
		n (%)	n (%)	n (%)		
Civil status	Married	54 (90.0)	50 (83.3)	22 (36.7)	5.731	0.020 ²
	Single	6 (10.0)	10 (16.7)	38 (63.3)		
Family type	Nuclear family	29 (48.3)	32 (53.3)	50 (83.3)	1.144	0.032 ²
	Extended family	31 (51.7)	28 (46.7)	10 (16.7)		
Income status perception	Bad	32 (53.3)	24 (40.0)	35 (58.3)	5.625	0.160 ²
	Fair/good	28 (46.7)	36 (60.0)	25 (41.7)		
Education status	Health vocational high school	36 (60.0)	15 (25.0)	4 (6.7)	4.884	0.00 ¹
	Associate degree	20 (33.3)	19 (31.7)	11 (18.3)		
	Licence	4 (6.7)	23 (38.3)	40 (66.7)		
	Master	-	3 (5.0)	5 (8.3)		
Studied position	Midwife	22 (36.7)	28 (46.7)	24 (40.0)	2.231	0.213 ¹
	Responsible nurse	1 (1.7)	2 (3.3)	3 (5.0)		
	Nurse	37 (61.6)	30 (50.0)	33 (55.0)		
Working time in the profession	3-9 years	-	10 (16.7)	30 (50.0)	2.231	0.001 ¹
	10-19 years	4 (6.7)	26 (43.3)	27 (45.0)		
	20 years and above	56 (93.3)	24 (40.0)	3 (5.0)		
Deciding on career choice (n=107)*	Own decision	28 (26.2)	34 (25.8)	41 (32.1)	1.884	0.671 ¹
	His family's suggestion	27 (25.3)	39 (29.5)	36 (28.1)		
	Suggestion of your teachers	31 (28.9)	25 (18.9)	23 (17.9)		
	Suggestion of friends	21 (19.6)	34 (25.8)	28 (21.9)		
Reasons for choosing the profession (n=143)*	Ease of finding a job	33 (23.1)	40 (24.1)	42 (30.7)		
	Financial possibility	29 (20.2)	44 (26.6)	36 (26.3)		
	Score enough for this section	18 (12.6)	26 (15.6)	42 (30.7)		
	Family's request	23 (16.1)	8 (4.8)	6 (4.4)		
	Having a profession of interest	14 (9.8)	12 (7.2)	2 (1.4)		
	Being a respected profession in society	19 (13.3)	26 (15.6)	8 (5.8)		
	Thinking she has the ability to be a midwife	7 (4.9)	10 (6.1)	1 (0.7)		
By profession satisfaction (n=22)**	I am satisfied	18 (60.0)	16 (66.7)	18 (76.7)	1.144	0.071 ²
	I'm not satisfied	4 (40.0)	6 (33.3)	6 (23.3)		

*More than one option marked, **Only midwives answered, ¹ Likelihood, ² Pearson chi-square

Table 2. Distribution of midwives' scores from PVSM

PVSM	BP Generation (n=60)	X Generation (n=60)	Y Generation (n=60)	Test Value	p
	Mean±SD* (Median)	Mean±SD (Median)	Mean±SD (Median)		
Midwifery Relationships	45.76±2.60 (45)	46.63±6.59 (48)	48.53±6.53 (48)	49.566	0.031 ³
Midwifery Applications	35.67±6.41 (35)	36.20±5.68 (36)	40.30±5.22 (40)	39.486	0.041 ³
Development in Midwifery Knowledge and Practice	25.85±9.33 (25)	28.70±8.30 (28)	30.51± 4.70 (30)	41.508	0.001 ³
Professional Responsibilities of Midwives	11.16±5.12 (11)	12.96±2.11 (12)	13.56±2.11 (13)	36.137	0.001 ³
Total Score	120.16±5.36	124.61±16.41	133.93±15.40	66.983	0.001 ³

* Standard deviation, ³ Kruskal-Wallis tests

When examining the mean scores of the JMS among the generations of participating midwives, it was found that the mean JMS score was 3.09 ± 0.852 for midwives from the BP generation, 3.20 ± 0.75 for Generation X, and 3.55 ± 0.25 for Generation Y. There was a statistically significant difference in the mean JMS scores among the generations, with Generation Y midwives having higher job motivation compared to midwives from the BP generation and Generation X. When examining the mean scores of the JMS sub-dimensions among the generations, it was determined that there was a significant difference among the generations of midwives, with Generation Y midwives receiving significantly higher scores in Team Compatibility (3.60 ± 0.92 , 3.26 ± 0.85 , and 3.19 ± 0.35 , respectively), Job Integration (3.31 ± 0.95 , 3.31 ± 0.95 , and 3.11 ± 0.95 , respectively), Organizational Commitment (3.61 ± 0.75 , 3.37 ± 0.70 , and 3.13 ± 2.23 , respectively), and Personal Development (3.65 ± 0.75 , 3.07 ± 0.79 , and 2.85 ± 0.86 , respectively) sub-dimensions compared to midwives from the BP generation and Generation X ($p < 0.05$), (Table 3).

Table 3. Distribution of midwives' scores from JMS

JMS	BP Generation (n=60)	X Generation (n=60)	Y Generation (n=60)	Test Value	p
	Mean±SD* (Median)	Mean±SD (Median)	Mean±SD (Median)		
Team Cohesion	3.19 ± 3.35 (3)	3.26 ± 0.85 (3)	3.60 ± 0.92 (3)	4.566	0.001³
Work Integration	3.11 ± 0.95 3	3.13 ± 0.86 3	3.31 ± 0.95 (3)	2.486	0.001³
Loyalty to the Institution	3.13 ± 2.23 (3)	3.37 ± 0.70 (3)	3.61 ± 0.75 (3)	1.508	0.001³
Personal Development	2.85 ± 0.86 (2)	3.07 ± 0.79 (3)	3.65 ± 0.86 3	4.137	0.001³
Total Score	3.09 ± 0.852	3.20 ± 0.75	3.55 ± 0.25	4.983	0.001³

* Standard deviation, ³ Kruskal-Wallis tests

The total scale score averages of the midwives participating in the study and the relationship between the scales are shown in Table 4. Accordingly; the total PVSMS score average was found to be 126.13 ± 23.33 , and the total JMS score average was found to be 3.28 ± 1.25 . In the correlation analysis examining the relationships between the scales, it was concluded that there was a positive relationship between the scales ($r = 0.213$), and as the professional values of the midwives increased, their work motivation also increased ($p < 0.05$), (Table 4).

Table 4. Midwives' Professional Values Scale and Work Motivation Scale total scores and comparisons

Scales	n	X	Sd	r	p
Professional Values Scale for Midwives	180	126.13	23.33	0.213	0.001
Job Motivation Scale	180	3.28	1.25		

r = correlation coefficient

When the scale score averages of the midwives participating in the study were examined according to some descriptive dimensions; it was found that the professional values of those who were young, working as midwives and had worked in their profession for a maximum of nine years were higher. In addition, it was determined that the job satisfaction of the young midwives and those who had worked in their profession for a maximum of nine years was higher (Table 5).

Table 5. Comparison of the averages of the scale scores according to some descriptive characteristics of midwives (n=180)

Features		PVSM	Test Value/ p	JMS	Test Value/ p
Age	59-63	115.26±5.32	3.172/ 0.001 ³	2.57±8.41	2.246/ 0.001 ³
	44-58	121.12±0.16		3.22±5.52	
	24-43	124.15±8.35		3.30±6.33	
Civil status	Married	124.16±5.36	4.157/ 0.213 ³	3.21±8.27	4.157/ 0.360 ³
	Single	123.16±5.24		3.24±1.15	
Family type	Nuclear family	122.42±5.28	2.271/ 0.213 ³	3.26±4.63	2.271/ 0.647 ³
	Extended family	124.16±2.36		3.34±5.32	
Income status perception	Bad	126.06±5.27	8.876/ 0.160 ³	3.36±9.96	8.876/ 0.496 ³
	Fair/good	121.19±1.36		3.43±1.52	
Education status	Health vocational high school	127.06±2.01	6.604/ 0.523 ³	3.25±5.50	6.604/ 0.183 ³
	Associate degree/Licence	130.18±3.43		3.31±3.62	
	Master	132.26±7.16		3.32±1.72	
Studied position	Midwife	125.15±8.35	0.901/ 0.001 ³	3.22±0.55	0.901/ 0.026 ³
	Responsible nurse	120.26±5.32		3.23±8.44	
	Nurse	119.12±0.16		3.18±5.96	
Working time in the profession	3-9 years	127.25±8.35	1.879/ 0.001 ³	3.32±2.52	1.879/ 0.001 ³
	10-19 years	122.25±5.32		2.83±8.11	
	20 years and above	118.12±0.16		2.80±6.14	

*Standart sapma; ³Kruskal-Wallis tests

4. DISCUSSION

When comparing the participating midwives in this study in terms of their socio-demographic characteristics, it was found that the majority of midwives from Generation Y were unmarried and had nuclear families, and they perceived their income as poor compared to midwives from the BP generation and Generation X. Considering that the midwives from Generation Y are younger than the other generations, it can be said that the differences in marital status and family type among generations are normal. Additionally, it is possible that midwives from Generation Y perceive their income as poor due to living apart from their families or living alone and having to cover their expenses alone, or due to higher expenses associated with being young.

Since compulsory education coincides with the generation of midwives from Generation Y in this study, it can be said that the educational level of midwives from Generation Y is higher than that of midwives from both generations, which is an expected outcome. This finding in our study is consistent with similar studies in the literature that indicate higher education levels among Generation Y (17-19). Midwifery is one of the first women's professions in Turkey that is carried out through education. The midwifery education that started with courses is now provided at the undergraduate level, and midwives can pursue master's and doctoral degrees. Increasing the education level of midwives contributes to the advancement and development of the midwifery profession, as well as the improvement of the quality of care provided by midwives (10,20). Therefore, the high educational level of midwives is important for ensuring that the society receives higher quality care.

The study found that midwives from the BP generation had longer working hours and more than half of the midwives from all three generations worked as nurses in their institutions.

The difference in working hours between generations is expected due to the age difference between them. However, the fact that more than half of the midwives from all generations worked as nurses in positions outside their areas of expertise is a worrying issue that is evident in this study. In Turkey, midwives can work in units other than those that fit their job descriptions and there is no legal obstacle to prevent this (5). It is thought that this situation may negatively affect the professional values and work motivation of midwives.

For the improvement of the quality and status of the midwifery profession, it is crucial that those who choose midwifery as their profession do so willingly, enjoy their work, possess and maintain professional values, and have high job motivation (10). In this study, the majority of midwives from all generations expressed satisfaction with their profession. Similarly, in the literature, it is stated that more than half of midwives choose their profession willingly and enjoy their work (7). In the literature, it is found that midwives who are dissatisfied with their profession focus on professional issues and individual expectations, such as difficult working conditions, exposure to mobbing, financial and spiritual dissatisfaction, and dissatisfaction with working outside their field (21-24). Considering that midwifery plays an important role in the lives of families and women and makes significant contributions to maternal and child health, it is thought to be extremely important for midwives to enjoy their work.

Midwives' awareness and belief in their professional values contribute to the development of their profession, and therefore, it is necessary to establish and enhance their professional values and identity (25). In this context, students should be provided with information on the professional values of midwifery during their midwifery education (6,8). In this study, it was found that midwives from Generation Y had higher scores in the overall Professional Values Scale for Midwives (PVSM) and its sub-dimensions compared to midwives from the BP Generation and Generation X. Therefore, it can be concluded that midwives from Generation Y have higher professional values than midwives from the other generations. The specific characteristics of Generation Y, such as being ambitious, entrepreneurial, knowledgeable, and more inclined to use technological products, are compatible with the development of professional attitudes and values (9). These characteristics support the finding of higher professional values among midwives from Generation Y. Although there are no intergenerational studies with midwives using the same scale, some studies in the literature indicate different results (5,6). While some studies indicate that there is no intergenerational difference in professional values, other studies suggest that age is a factor that affects professional attitudes (1). For example, in the study conducted by Şenol and Uğurlu (2019), it was found that the average scores of nurses from Generation X on the Professional Attitude Inventory were higher than those of nurses from Generation Y, and in the study by Gümüşdaş et al. (2021), it was found that midwives from Generation Y had higher professional development and commitment (5,19). The professional values and attitudes of midwives develop and strengthen throughout their professional education and continue throughout their careers (26,27). Therefore, it is necessary to develop an action plan for enhancing midwives' professional values, uphold each professional value, adapt the professional values to the needs of midwives, include relevant information in midwifery education curricula, and ensure the adoption of the unique professional values of midwifery.

Motivation is crucial in ensuring quality and particularly in providing quality care in healthcare services, and it is essential for the members of a profession to have high job

motivation if quality and qualified work are aimed (5,18). Studies have shown that real success is achieved primarily through motivating employees (19,28). In this study, it was found that midwives from the BP generation and Generation X had lower scores on the Job Motivation Scale (JMS) compared to midwives from Generation Y, indicating higher job motivation among midwives from Generation Y. When examining studies on job satisfaction among midwives in the literature, it is emphasized that job satisfaction is low among midwives due to factors such as not liking the profession, working as a nurse, low salary, and difficult working conditions (10,25). It is also mentioned in the literature that members of Generation Y are more open to innovations and changes in healthcare practices compared to other generations, and they are result-oriented, manage their own time, and are more inclined to use technological advancements (14,23). Midwives play a significant role in the lives of individuals, families, and society as they provide necessary care and counseling to women during pregnancy, childbirth, and the postpartum period. They perform various tasks related to reproductive and sexual health, child health, and contribute to the well-being of the community (20). Therefore, it is crucial for midwives to have high job motivation (28). In this regard, midwives should be supported with physical, material, and spiritual motivation tools, and measures should be taken to increase the motivation of midwives from all generations.

It was concluded that as the professional values of the midwives participating in the study increased, their work motivation also increased. There are a limited number of studies in the literature examining the professional values and job satisfaction of midwives, and the studies reported that having professional values and professional commitment increase job satisfaction (10,23,25). This finding of our study is consistent with the literature.

It was determined that the professional values of the young participants who worked as midwives and had worked in their profession for at most nine years were higher, and that the job satisfaction of the young participants who had worked in their profession for at most nine years was higher. It was determined that the professional values of the young participants who worked as midwives and had worked in their profession for at most nine years were higher, and that the job satisfaction of the young participants who had worked in their profession for at most nine years was higher. The results of our study are similar to the list, and it is stated in the literature that the professional satisfaction of those who are new to the profession is higher, and that the dynamism of young age increases their satisfaction (23,28). The fact that the professional values of the midwives working in our study were high also shows us once again that midwives should not be employed outside their own fields.

Limitations of the Research

The fact that most of the midwives in the BP generation retired in the study made it difficult to reach this sample group. The fact that midwives from Generation Z were not included in the study is a limitation of the study. In the study, it was difficult to reach midwives working in different units, which extended the duration of the study.

5. CONCLUSION

In this study, comparing midwives from different generations to examine their professional values and motivations, it was found that midwives from Generation Y had higher

professional values and motivations compared to midwives from Generation BP and Generation X. In line with these findings, it is important to plan and implement educational and in-service training programs in midwifery education that emphasize the importance of professional values and aim to enhance motivation, not only for Generation Y but also for midwives from other generations. It should be noted that there may be differences in professional values and motivations among different generations, and these differences should be taken into account in the planning and implementation of such programs. Additionally, it can be stated that allowing midwives to work in their own field and practice their profession can increase motivation, commitment, and job satisfaction, as well as enhance awareness of professional values, ultimately improving the quality of midwifery practice. There are limited studies that specifically examine generational differences in midwifery. Therefore, it is recommended to conduct further scientific research with larger samples to explore generational differences in midwifery.

Ethical Consideration of the Study

Ethical approval was obtained from the Ethics Committee of Çanakkale Onsekiz Mart University Graduate Education Institute (Decision No: 02/42 and Date: 16.02.2023) to conduct the research. Permission was obtained via email for the use of the scales. Before starting the survey, volunteers were able to answer the survey after they answered yes to the question indicating that they agreed to participate in the study.

Conflict of interest statement

All authors declare no conflict of interest.

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