



RESEARCH ARTICLE

## Analysis of Research Trends on Male Nurses in Korea

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**ABSTRACT**

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This study analyzes research trends related to male nurses in Korea, focusing on studies published domestically from 2014 to 2024. The analysis reveals that research on male nurses predominantly centers on psychological and organizational factors, such as role conflict and organizational commitment. The study found that the role conflict and social perception challenges male nurses face in their duties can negatively impact their job satisfaction and increase their intention to leave the profession. These findings suggest that, for male nurses to remain engaged in their roles and pursue long-term career growth, there is a need for strengthened psychological support programs and organizational support systems. Therefore, future research should adopt a comprehensive approach aimed at fostering a gender-equal work environment and improving societal perceptions to support job satisfaction and long-term retention among male nurses. Through this approach, it is expected that solutions can be developed to help male nurses establish stability and grow within their roles.

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## INTRODUCTION

### Significance of Research

As the demand for nursing staff in Korea continues to grow, the role of male personnel is gradually expanding. According to the Korea Health Personnel Licensing Examination Institute(1), men make up approximately 5% of all licensed nurses. Despite the low number of male nurses, interest in their roles and duties within the nursing field is steadily increasing(2). Male nurses make significant contributions, particularly in physically demanding areas such as emergency rooms, intensive care units, and mental health fields(3).

Male nurses perform various roles within the traditionally female-dominated nursing profession but still frequently face social biases rooted in gender stereotypes(4). Research is needed to analyze the job experiences of male nurses and the factors of gender-based discrimination they encounter, as this can contribute to enhancing gender diversity in the nursing profession and improving job satisfaction(5).

Previous studies indicate that male nurses tend to experience social biases and discrimination based on gender while performing their duties as nurses(6-8). This is especially pronounced in the nursing profession, where strong stereotypes of it being a female-centered field persist, highlighting the need for male nurses to actively work toward breaking gender stereotypes in the workplace(1). Male nurses often face misunderstandings and discomfort related to physical contact or caregiving processes with patients and may sometimes be excluded from taking lead roles in certain nursing tasks(9) or male nurses, key factors influencing job satisfaction include the work environment, career development opportunities, and gender equality within the workplace(10-14). Previous studies report that the challenges and difficulties male nurses face early in their careers tend to improve over time, with increasing instances of their expertise being recognized within their workplaces(15-37). This improvement in job satisfaction is

significant, as it can lead to a stronger commitment to long-term tenure and enhanced professional expertise among male nurses.

The roles of male nurses in healthcare settings are gradually diversifying, with their scope of duties showing a trend toward expansion(16). Male nurses make significant contributions, particularly in physically demanding fields such as emergency care, intensive care units, and psychiatric nursing(18). Related studies highlight that male nurses can excel in specific roles that require physical capability and psychological stability(19). Additionally, ongoing research explores ways to maximize the strengths of male nursing personnel within the profession.

Previous studies emphasize the need for policy support to enhance gender diversity among nurses and improve job satisfaction for male nurses. It is essential to create a workplace environment where male nurses can work free from gender discrimination and fully utilize their professional expertise(20-22). Future research should conduct a broader analysis of the roles of male nurses and provide empirical evidence of their contributions to the nursing profession. Additionally, it is necessary to develop specific educational and policy measures to improve societal perceptions of male nurses and strengthen their professional expertise.

With an aging population and increasing demand for healthcare services, the role of nurses is becoming more crucial. In response to these changes, foundational research is urgently needed to strengthen the role of male nurses and develop corresponding policies. Research on male nurses can provide essential and fundamental data for achieving gender balance within the nursing profession and enhancing the inclusiveness of nursing workforce policies

## **RESEARCH METHODOLOGY**

### **1. Research Design**

This study is designed as a literature review to analyze domestic research trends related to male nurses in Korea. The study is based on a qualitative research approach, systematically analyzing academic articles, dissertations, and reports from government and public institutions published in Korea related to male nurses with the aim of identifying key issues, research trends, and future research needs within studies related to male nurses.

### **2. Research Subjects**

The research materials were selected to be papers and reports related to male nurses published domestically in Korea. The study targeted domestic research materials from 2000 to 2024, using database searches across academic resources such as the Research Information Sharing Service (RISS), Korean Studies Information Service System (KISS), DBpia, and PubMed. Key search terms included "male nurse," "male nursing professionals," "gender diversity in nursing," "job satisfaction of male nurses," and "role of male nurses."

### **3. DATA COLLECTION METHOD**

**Data collection was conducted through the following procedures:**

**Search Strategy:** To locate papers covering key topics related to male nurses, relevant keywords aligned with the research topic were established. These keywords were then used to search domestic academic journals and dissertations. Search terms included "male nurse," "male nursing professional," "gender diversity," "job satisfaction of nurses," and "nurse job experience. Inclusion criteria were studies conducted in Korea that focused on topics related to male nurses, such as job experiences, social perceptions, and job satisfaction of male nursing professionals. Exclusion criteria included studies conducted outside of Korea or those not directly related to male nurses. Accordingly, selected research materials were reviewed by examining their titles, abstracts, and main texts, and only those that aligned with the research objectives were included for this study.

### **4. DATA ANALYSIS METHOD**

**The collected data were analyzed through the following procedures:**

1. **Thematic Analysis:** Research trends were identified based on key themes extracted from the collected literature. Major research themes identified from each paper were categorized and analyzed under topics

such as job satisfaction, gender discrimination, social perception, career development, and educational experiences.

2. Analysis by Year: The study analyzed the quantitative trends of research publications by year to identify increases or decreases over time, helping to reveal shifts in research interest during specific periods.

3. Content Analysis: The main findings from each study were compared and analyzed to identify key issues and research trends related to male nurses. Differences in research methodologies, characteristics of study subjects, and similarities and differences in research outcomes were examined to understand the unique features of domestic research on this topic

5. Ethical Considerations

Since this study is based on a literature review, it did not require an ethical approval process. However, it is specified that all papers and reports used as research materials were collected from publicly available databases, and rigorous data analysis procedures were followed to maintain the reliability and validity of the research findings.

**RESEARCH RESULTS**

**3. Quantitative Analysis**

**1) Publication Year**

A review of 47 research papers published over the past 10 years shows that the highest number of studies was in 2023, with 10 papers (21.28%), followed by 2024 with 8 papers (17.02%). In 2016 and 2018, there were 6 publications each (12.77%), while 2015 and 2017 had 4 papers each (8.51%). In 2014, 2019, 2020, and 2022, only 1 paper was published per year (2.13%) (Table 1).

**2) Source of Publications**

The Journal of the Korea Academia-Industrial Cooperation Society published the highest number of studies, with 8 papers (17.02%). Various other journals accounted for 23 papers (48.94%), indicating a broad range of publication sources. The Korean Journal of Adult Nursing published 2 papers (4.26%), the Journal of Korean Academy of Nursing Administration had 4 papers (8.51%), the Asia-Pacific Journal of Multimedia Services published 2 papers (4.26%), and the Journal of Occupational Health Nursing featured 3 papers (6.38%) (Table 1).

**3) IRB Approval Status**

Among the 47 papers reviewed, 46 (97.87%) did not specify IRB approval, while only 1 paper (2.13%) indicated having received IRB approval (Table 1).

**4) Research Subjects**

Most studies focused on male nurses, with 38 papers (80.85%) targeting this group. Seven papers (14.89%) involved male nursing students as subjects, and two studies (4.26%) included both male nurses and firefighters as subjects (Table 1).

**5) Research Design**

The most commonly used research method was quantitative (survey-based) studies, with 15 papers (31.91%), followed by qualitative research (e.g., phenomenological approaches) with 17 papers (36.17%). Mixed-method studies (quantitative + qualitative) accounted for 4 papers (8.51%), while Q methodology was applied in 6 studies (12.77%). Descriptive correlational studies comprised 3 papers (6.38%), and focus group interviews were used in 2 studies (4.26%) (Table 1).

**Table 1. General Characteristics (N=47)**

Variable	Category	n	%
Year of Publication	2023	10	21.28 %
	2024	8	17.02 %

	2016	6	12.77 %
	2018	6	12.77 %
	2015	4	8.51%
	2017	4	8.51%
	2021	2	4.26%
	2014	1	2.13%
	2019	1	2.13%
	2020	1	2.13%
	2022	1	2.13%
Published Journals Research design	Other Journals	23	48.94 %
	Journal of the Korea Academia-Industrial Cooperation Society	8	17.02 %
	Journal of Korean Academy of Nursing Administration	4	8.51%
	Journal of Occupational Health Nursing	3	6.38%
	Korean Journal of Adult Nursing	2	4.26%
	Asia-Pacific Journal of Multimedia Services	2	4.26%
	Journal of Muscle and Joint Health	1	2.13%
	Health and Social Sciences	1	2.13%
IRB	Yes	46	97.87
	No	1	2.13
Subject	Male Nurses	38	80.85
	Male Nursing Students	7	14.89
	Firefighters	2	4.26
Research design	Qualitative research	17	36.17
	Quantitative research	15	31.91
	Q methodology	6	12.77
	Mixed methods research	4	8.51
	Descriptive correlational research	3	6.38
	Focus group interview	2	4.26

#### 4. Key Variable Analysis

The results related to key variables in studies focused on male nurses are presented in <Table 2>. The primary variables identified were as follows: "job satisfaction" appeared in 12 studies (25.5%), making it the most frequently examined variable, followed by "intention to leave" in 10 studies (21.3%), and "gender role conflict" in 8 studies (17.0%). Other key variables included "resilience" in 5 studies (10.6%), "organizational commitment" in 4 studies (8.5%), "stress" in 3 studies (6.4%), and "peer support" also in 3 studies (6.4%). "Self-esteem" and "gender stereotypes" each appeared in 1 study (2.1%).

**Table 2. Key Variable Analysis N=47**

Variable	Frequency	%
Job Satisfaction	12	25.50%

Turnover Intention	10	21.30%
Gender Role Conflict	8	17.00%
Resilience	5	10.60%
Organizational Commitment	4	8.50%
Stress	3	6.40%
Colleague Support	3	6.40%
Self-esteem	1	2.10%
Gender Stereotypes	1	2.10%

## 5. Analysis of Trends by Research Topic

In this study, 47 papers focusing on male nurses were analyzed, categorizing research topics into psychological factors, organizational factors, job-related factors, and social factors. The analysis revealed that studies on psychological factors were the most prevalent. The number and proportion of papers for each research topic are as follows:

### 1) Psychological Factors

Psychological factors included studies focused on the mental stress and emotional burdens male nurses experience in their work, as well as topics like gender role conflict encountered during job performance. In this study, a total of 20 papers (42.6%) addressed psychological factors. Among these, studies on "gender role conflict" were the most common, with 8 papers (17.0%), followed by studies on "stress" with 7 papers (14.9%), "depression" with 3 papers (6.4%), and "anxiety" with 2 papers (4.3%). These studies revealed that gender role conflict, experienced by male nurses in female-dominated organizations, significantly impacts job satisfaction and intention to leave (Table 3).

### 2) Organizational Factors

Organizational factors comprised studies addressing workplace-related variables for male nurses, such as organizational commitment, peer support, and work environment. A total of 15 studies (31.9%) focused on organizational factors. Among these, "organizational commitment" was the most common topic, with 4 studies (8.5%), followed by "peer support" and "work environment," each with 3 studies (6.4%). Studies on "organizational culture" and "leadership" also appeared, each with 2 studies (4.3%). The findings emphasized that adaptation processes and improvements in the work environment for male nurses significantly impact their job satisfaction and intention to remain long-term (Table 3).

### 3) Job-Related Factors

Job-related factors included studies focused on variables directly related to male nurses' roles, such as job satisfaction, intention to leave, and work experiences. A total of 7 studies (14.9%) focused on job-related factors. Among these, 4 studies (8.5%) examined "job satisfaction," while 3 studies (6.4%) explored "intention to leave." The findings indicated that the job satisfaction and intention to leave experienced by male nurses significantly impact their career development and job stability (Table 3).

### 4) Social Factors

Social factors included studies examining external social elements that male nurses encounter during their work, such as societal perceptions and occupational stigma. A total of 5 studies (10.6%) focused on social factors. Among these, 3 studies (6.4%) addressed "social support," and 2 studies (4.3%) examined "occupational stigma." The findings indicated that negative experiences related to a lack of social support and the presence of occupational stigma adversely affect male nurses' job satisfaction and intention to leave (Table 3).

Studies on male nurses indicate that psychological factors were among the most frequently addressed topics, reflecting a high level of interest in the mental burdens and stress male nurses experience in their roles. Additionally, organizational and job-related factors were also relatively well-represented in the research, suggesting that the organizational stress and job satisfaction male nurses experience in their work environments play critical roles in their career development.

No	Title	Authors	Objective	Methodology	Results
1	The relationship of gender role conflict and job satisfaction upon organizational commitment in male nurses	Lee Kyung-Joo, Kim Mi-Young	To investigate the impact of gender role conflict and job satisfaction on the organizational commitment of male nurses, and to provide insight into the adaptation of male nurses working in female-dominated environments. This will help in developing strategies for improving their job satisfaction and organizational commitment.	A mixed-method design was used, involving structured questionnaires administered to 162 male nurses for quantitative data collection and qualitative interviews with 8 participants for additional data. The quantitative data were analyzed using SPSS/WIN 19.0, while the qualitative data were analyzed through thematic analysis.	The main factors influencing organizational commitment were job satisfaction and marital status, with low job satisfaction showing no direct correlation with low organizational commitment. Key themes from the qualitative data included aspirations for a better future despite current difficulties, reinforcing masculinity amidst gender role conflict, and bearing responsibility for leading the organization and supporting the family. The study suggests that the organizational adaptation of male nurses is

No	Title	Authors	Objective	Methodology	Results
					controlled by ambivalent emotions.
2	Job Satisfaction, Organizational Commitment, and Turnover Intention of Male Nurses	An Min-Kwon, Lee Myung-Ha, Kim Hyun-Kyung, Jung Suk-Hee	To investigate the job satisfaction, organizational commitment, and turnover intentions of male nurses in Korea, analyzing the correlations among these variables and exploring ways to reduce turnover intentions.	Data were collected in May 2013 using a structured questionnaire from 150 male hospital nurses. The data were analyzed using SPSS/WIN 20.0, with correlation and multiple regression analyses performed.	A strong positive correlation was found between job satisfaction and organizational commitment, while a negative correlation was observed between job satisfaction and turnover intention. Organizational commitment had the greatest impact on turnover intention, explaining 47.8% of its variance. Factors such as educational level, department, and salary influenced job satisfaction and organizational commitment, while work duration and

No	Title	Authors	Objective	Methodology	Results
					salary affected turnover intention.
3	Influence of Interpersonal relation and Job Stress on Nursing Performance of Male Nurses	Cho Mi-Kyung, Kim Chul-Gyu, Mo Hyung-Jung	To examine the impact of interpersonal skills and job stress on the performance of male nurses.	A cross-sectional descriptive study was conducted with 110 male nurses affiliated with the Korean Male Nurses Association, using a self-reported questionnaire to collect data. The collected data were analyzed using descriptive statistics, t-tests, ANOVA, Pearson correlation, and stepwise multiple regression analysis.	Nursing performance of male nurses showed a positive correlation with interpersonal skills and a negative correlation with job stress. Interpersonal skills, health status, total experience, and position were identified as major factors influencing nursing performance.
4	Male Nursing Students' Image of Male Nurses	Song Seung, Park Mi-Young-Rye, Wi Hwi	To identify the image that male nursing students have of male nurses and analyze the characteristics of these images, providing foundational data to help male nursing students adapt to their profession.	The Q-methodology was applied, with data collected from 45 male nursing students and analyzed using factor analysis.	Male nursing students' images of male nurses were classified into three types: a positive image of male nurses as capable of leading organizations, a negative image reflecting societal prejudice against male



No	Title	Authors	Objective	Methodology	Results
					nurses, and a positive outlook for the future.
5	A Study on the Adaptation Process of Experienced Male Nurses	Yoon Hee-Jang	To explore the practical adaptation experiences of experienced male nurses, broaden understanding of their lives and nursing practice, and shed light on their experiences and identity as male nurses.	A qualitative research method was used, specifically a hermeneutic narrative analysis, with in-depth interviews conducted with 10 male nurses with more than 3 years of experience. The interview data were analyzed using hermeneutic cycles and distancing.	Experienced male nurses encountered social prejudice and barriers related to the femininity of nursing but found professional satisfaction and came to see themselves not as male nurses but as nurses. This experience played a crucial role in establishing their identity and vision as male nurses.
6	Adaptation Experience of Male Nurses in General Wards of Advanced General Hospitals	Kim Ji-Hye, Park Kwang-Ok, Kim Jong-Kyung, Yoon Ha-Jung, Lee Jin-Hee, Cho Eun-Kyung, Kim Soon-Hee, Kim Yeon-Hee	To explore and describe the adaptation experiences of male nurses working in general wards at advanced general hospitals, providing foundational data useful for developing strategies to help male nurses adapt and for nursing department policies.	A phenomenological study was conducted, with data collected through one-on-one in-depth interviews with 16 male nurses who had worked in general wards of advanced general hospitals in Seoul for more than a year. The collected data were	Male nurses faced difficulties in adapting to wards due to multitasking challenges and social prejudices. The study concluded that there is a need for positive recognition of male nurses and better support.

No	Title	Authors	Objective	Methodology	Results
				analyzed using Colaizzi's method.	
7	Nursing Profession and Gender in the Age of Convergence: A Study on Male Nurses	Shin Ja-Hyun, Seo Myung-Hee, Lee Myung-In	To investigate the motivation for choosing the nursing profession, job satisfaction, and the image of male nurses from the perspectives of both male and female nurses, understanding the current status and trends of male nurses.	A mixed-method design was used, combining quantitative data (analyzed using SPSS WIN 19.0) and qualitative data (interview content analysis). The study included 19 male nurses from a general hospital in "J" province and 29 female nursing graduate students, with data collected between March 25 and April 1, 2015.	Male nurses reported above-average job satisfaction, with [professional growth] being the most satisfying element. Differences in perceptions of male nurses existed between male and female nurses, but overall, both groups held positive views beyond traditional gender stereotypes.
8	A Study on the Subjectivity of Male Nurses' Professional Image	Kim Ik-Ji, Shim Hyung-Hwa	To explore and classify the subjectivity of male nurses' professional image and propose strategies for enhancing the professional image of male nurses according to each classification.	The Q-methodology was used, with 35 male nurses asked to distribute 37 Q-samples on a 9-point scale. The data were analyzed using the PQMethod program for principal component	Male nurses' professional images were classified into four types (high pride, gender equality mindset, conflict between ideal and reality, development-oriented with a professional outlook, low satisfaction

No	Title	Authors	Objective	Methodology	Results
				factor analysis.	with turnover intention). Strategies were proposed to improve male nurses' professional image according to each type, strengthening their professional identity and contributing to the quality of the nursing profession.
9	The Impact of Continuous Education and Training on Nurses' Job Satisfaction	Lee Jung-Min, Choi Soo-Jung	To analyze the impact of continuous education and training on nurses' job satisfaction and provide foundational data for developing educational programs.	A survey was conducted among 150 nurses working at a general hospital in Seoul, analyzing the impact of continuous education and training on job satisfaction.	Continuous education and training played a crucial role in enhancing job satisfaction, particularly in increasing professionalism and confidence.
10	A Prediction Model on the Male Nurses' Turnover Intention	Kim Soo-Oh, Kang Yoon-Hee	To develop and validate a predictive model of turnover intention among male nurses.	Based on Price's turnover causal model, a survey was conducted with 306 male nurses, analyzing the variables affecting turnover intention using SPSS/WIN 22.0 and AMOS 20.0.	The hypothetical model fit well with the data, explaining 54.2% of the variance in turnover intention. Variables such as job opportunities, responsibility for family support, positive emotions, job autonomy,

No	Title	Authors	Objective	Methodology	Results
					<p>role conflict, job satisfaction, and organizational commitment were significant predictors. This study provides useful insights for developing strategies to reduce turnover among male nurses.</p>
11	<p>The influence of gender role conflict, nursing professionalism on turnover intention among male nurses</p>	<p>Yeom Eun-Yi, Seo Geum-Sook</p>	<p>To analyze the impact of gender role conflict and nursing professionalism on turnover intention among male nurses and to seek ways to reduce turnover intention.</p>	<p>A self-reported survey was conducted with 106 male nurses working in hospitals in Seoul, Gyeonggi-do, Chungcheong-do, and Gyeongsang-do from November 8, 2014, to November 30, 2015. Pearson's correlation coefficients and stepwise regression were used for analysis.</p>	<p>The study concluded that strategies to increase job satisfaction and nursing professionalism while reducing gender role conflict could decrease turnover intention among male nurses.</p>
12	<p>Male Nursing Students' Clinical Experience in Obstetric Wards</p>	<p>Kim Kyung-Ah, Won Mi-Hwa, Shin Seon-Hwa, Ko Ki-Yeon, Choi Joon-Kyung</p>	<p>To understand the meaning and essence of male nursing students' experiences during clinical</p>	<p>In-depth interviews were conducted with 8 male nursing students who completed clinical</p>	<p>Male nursing students faced restrictions due to societal perceptions of gender roles, but they</p>

No	Title	Authors	Objective	Methodology	Results
			<p>practice in obstetric wards, providing foundational data to enhance the effectiveness of clinical practice education and support professional growth.</p>	<p>practice in obstetric wards from July to December 2012, with qualitative analysis using Colaizzi's phenomenological method.</p>	<p>strived to maintain a professional attitude during practice. The study suggests the need for an environment that overcomes gender-discriminatory elements in nursing education and improves societal perceptions.</p>
13	<p>Types and Characteristics of Male Nurses as Perceived by Female Nurses: A Q-Methodological Approach</p>	<p>Sung Ji-Suk, Yeom Eun-Yi</p>	<p>To explore the types and characteristics of male nurses as perceived by female nurses using the Q-methodology and to propose improvement strategies based on these perceptions.</p>	<p>The Q-methodology was applied to 35 female nurses to identify perception types of male nurses. The researchers created 35 Q-statements, which were rated on a 9-point scale by the participants, and the data were analyzed using the PC-QUANL program.</p>	<p>Female nurses' perceptions of male nurses were categorized into three types (progress-oriented advocates, realistic critics, and conservative accepters), with a common perception that male nurses experience stress due to the female-dominated workplace culture. The study contributes to the development of intervention programs to improve the</p>

No	Title	Authors	Objective	Methodology	Results
					relationship and perception between male and female nurses.
14	The Subjectivity of Male Nurses' Professional Image	Kim Ik-Ji, Shim Hyung-Hwa	To identify the subjective perceptions male nurses have about their professional image and classify them into different types, proposing strategies to enhance their professional image based on these classifications	The Q-methodology was used with 35 male nurses, who distributed 37 Q-samples on a 9-point scale. The data were analyzed using PQMethod for principal component factor analysis.	Male nurses' professional images were classified into four types (high pride in gender equality thinking, conflict between ideals and reality, development-oriented with a professional perspective, low satisfaction with turnover intention). The study discussed strategies for improving male nurses' professional image according to each type.
15	A Convergence Study on the Public Health Nurse System	Lee Young-Shin	To investigate the perceptions of the public health nurse system among healthcare providers and users and to assess the quality of care provided by male nurses, contributing to the improvement	A descriptive survey was conducted with 140 participants, including healthcare providers (nurses, doctors, physical therapists, etc.) and users (inpatients or patient guardians),	The majority of both providers (77.3%) and users (66.2%) supported the introduction of the public health nurse system, with 81.4% of providers and 70.8% of users agreeing that nurses were

No	Title	Authors	Objective	Methodology	Results
			of national health.	with data analyzed using descriptive statistics, chi-square, and t-tests.	the most suitable public health professionals. The study found differences in opinions on the length of service and emphasized the importance of developing nursing competencies for public health nurses.
16	Perception of Male Nurses Among Health and Non-Health Majors	Lee Mi-Ae, Seo Eun-Kyung, Park Hyun-Jung, Oh Jae-Woo	To investigate how health and non-health major students perceive male nurses and how these perceptions differ based on direct and indirect contact with male nurses.	A survey was conducted among 205 students from two universities in Chungbuk and Gyeonggi provinces, with data analyzed using SPSS to examine differences and correlations in the perceptions by detailed domains (psychological/personality, social, work). Hierarchical regression analysis was used to analyze the impact of contact on perceptions.	There were minimal differences in perceptions between the two groups, but contact with male nurses significantly influenced perceptions, particularly in the psychological/personality domain. The study suggests that efforts are needed to improve perceptions of male nurses.
17	Relationship of gender role conflict and job satisfaction to	Hwang Man, Myung-Ja Ha-Kim	To examine the relationship between	Data were collected from 225 male nurses	The study showed that the gender role conflict

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	turnover intention for men in nursing		gender role conflict, job satisfaction, and turnover intention among male nurses.	working at 36 general hospitals nationwide for more than six months between August 1 and September 1, 2015, and analyzed using frequency analysis, Pearson correlation coefficients, t-tests, ANOVA, and Duncan's test.	experienced by male nurses at work significantly affected their job satisfaction and turnover intention, providing foundational data for developing workforce management strategies for male nurses within nursing organizations .
18	Turnover Experience of Male Nurses	Kim Hyun-Soo, Lee Jung-Seop	To understand the turnover experience of male nurses and derive a grounded theory that can explain the process of their turnover experience. This will provide an in-depth understanding of how male nurses adapt to the nursing profession through turnover.	A grounded theory approach was used, with data collected through in-depth interviews with 13 male nurses and analyzed using Strauss and Corbin's grounded theory analysis method, including open coding, axial coding, and selective coding.	The core category of the study was [Finding a Stable Place for Myself], leading to the identification of four types: satisfaction, longing, survival, and confusion. The turnover experience followed a cyclical process of [confrontation, uncertainty, retrying, and realization], with the possibility of returning to the confusion stage when issues arise.
19	Factors Influencing the	Lee Eun-Soo, Kwon Hyuk-	To identify the factors	A descriptive survey was	Factors such as age, work



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	Image of Male Nurses as Perceived by Female Nurses	Soo, Lee Yang-Sook	influencing the image of male nurses as perceived by female nurses and to provide foundational data for forming a partnership between female and male nurses and supporting male nurses' adaptation to hospital settings.	conducted with 143 female nurses working at university hospitals, general hospitals, and specialized hospitals in D-city, B-city, C-city, and K-city. The survey included questions on general characteristics, experiences with male nurses, perceptions of the nursing profession, and the image of male nurses. The data were analyzed using SPSS/Win 22.0.	experience, and marital status significantly influenced female nurses' perceptions of male nurses, with traditional perceptions of the nursing profession and societal images also playing important roles.
20	Factors Influencing Retention Intention of Male Nurses Working in Healthcare Institutions	Yoo Mi, Kang Kyung-Ja, Yoo Soo-Jung, Park Myung-Sook	To identify the factors influencing retention intention among male nurses working in healthcare institutions in Korea, with a focus on gender discrimination perception, person-organization fit, organizational superior-subordinate relationships,	A descriptive survey was conducted with 144 male nurses working in hospitals and healthcare institutions in Korea, using self-reported questionnaires to collect data. The data were analyzed using hierarchical regression analysis.	The most significant factor influencing retention intention was [person-organization fit], followed by [content career stagnation, work experience (3-5 years), and marital status]. The study concluded that improving person-

No	Title	Authors	Objective	Methodology	Results
			and career stagnation.		organization fit and career development opportunities is crucial for enhancing retention intention among male nurses.
21	Perception Types of Role Expectations Experienced by Male Nurses	Shim In-Ok, Bae Ok-Yeon	To understand how male nurses perceive role expectations in nursing settings, identify different types of perceptions, and provide foundational data for improving understanding of male nurses and enhancing their adaptability.	The Q-methodology was used to analyze the types of role expectations perceived by male nurses. The Q-sample was constructed through literature review, interviews with male nurses, and expert classification, with data analyzed using the QUANL PC program.	The perception types of role expectations among male nurses were classified into four types (superior non-conformist, role change expectant, realistic adapter, and positive copier), providing essential information on the position and adaptation of male nurses within nursing organizations.
22	Experience of Female Nurses Working with Male Nurses	Seo Yeon-Ok, Lee Kyung-Woo	To explore the experiences of female nurses working with male nurses in nursing settings, analyze the meaning and structure of these experiences, and seek ways to help male	A phenomenological approach was used, with in-depth interviews conducted with 11 female nurses who had worked with male nurses for more than six months.	Nineteen themes and six key meanings were derived from the experiences of female nurses working with male nurses, including [prejudice about male nurses' roles,

No	Title	Authors	Objective	Methodology	Results
			<p>nurses adapt to clinical environments and contribute to the development of the nursing profession.</p>	<p>The data were analyzed using Giorgi's phenomenological method, with interviews conducted using semi-structured questions and various rigorous procedures applied to ensure validity.</p>	<p>difficulty forming trust and solidarity as colleagues, lack of intimacy due to inappropriate attitudes, relaxation of stereotypes about male nurses, acceptance of gender characteristics and individuality, and expectations for improving the nursing profession's status].</p>
23	<p>The Influence of Nursing Image and Major Satisfaction on Nursing Professionalism in Male Nursing Students</p>	<p>Lim Kyung-Min, Kim Hee-Young, Park Geum-Ja</p>	<p>To examine the influence of nursing image and major satisfaction on nursing professionalism in male nursing students.</p>	<p>A descriptive survey was conducted from November 15 to December 15, 2016, with 180 male nursing students who had experienced clinical practice at five universities in B-city and U-city. The data were analyzed using SPSS/WIN 18.0.</p>	<p>The study emphasized the need to form a positive nursing image and increase major satisfaction through education and guidance to enhance nursing professionalism among male nursing students.</p>
24	<p>Job Satisfaction of Male Physician Assistants: Applying a Mixed Research Method</p>	<p>Lim Young-Sook, Kang Kyung-Ah</p>	<p>To understand the job satisfaction experiences of male</p>	<p>A mixed research method was used, first analyzing the factors</p>	<p>The study confirmed that job stress and professional identity</p>

No	Title	Authors	Objective	Methodology	Results
			<p>Physician Assistants (PAs) using a mixed research method, identifying the factors influencing their job satisfaction.</p>	<p>influencing the job satisfaction of male PAs through quantitative research and then exploring their job adaptation process through qualitative research. Finally, the collected quantitative and qualitative data were comprehensively compared and analyzed.</p>	<p>significantly influence the job satisfaction of male PAs, suggesting the need to strengthen professional identity and provide systematic management and attention.</p>
25	<p>Clinical Practice Experience of Male Nursing Students</p>	<p>Park Chan-Sun, Yoon Sook-Young</p>	<p>To explore the stress experienced by male nursing students during clinical practice and their coping strategies.</p>	<p>The study involved 12 male nursing students in their 2nd and 3rd years, with focus group interviews conducted to explore their clinical practice experiences. The interviews lasted approximately 1 hour and 30 minutes and were conducted using open-ended questionnaires. Data were analyzed using Colaizzi's</p>	<p>Three categories (bearing the burden on their own, seeing their future through the attitudes of future colleagues, and changing from a negative to a positive environment), 8 themes, and 19 meaningful statements were derived.</p>

No	Title	Authors	Objective	Methodology	Results
26	Experiences of Male Nurses Who Faced Rejection of Nursing Care	Choi Kyung-Hye, Kim Hyun-Joo, Kim Joo-Hyun, Nam Eun-Sook, Hyun Hye-Jin, Kang Hyun-Wook, Yoon Seong-Ja, Son Hyun-Jung, Kim Hyun-Jung, Hwang Ah-Reum, Kim Won-Hee	To deeply understand the experiences of male nurses who were rejected from providing nursing care due to gender stereotypes.	phenomenological analysis method.  In-depth interviews were conducted with 12 male nurses, and the data were analyzed to derive meaningful statements, leading to the identification of themes and categories using an inductive approach.	The experiences of male nurses who faced rejection of nursing care were categorized into three categories (rejection due to gender stereotypes, my response when faced with rejection of nursing care, and finding my place as a nurse).
27	The Impact of Gender Role Identity and Gender Stereotypes on Prejudice Against Male Nurses Among Hospital Workers	Choi Joo-Hee, Jang Cheol-Hoon, Kim Sung-Soo	To investigate the impact of gender role identity and gender stereotypes on prejudice against male nurses among hospital workers.	A descriptive survey was conducted with 257 hospital workers at a tertiary general hospital in Busan, collecting questionnaire data through s. The study used scales to measure gender role identity, gender stereotypes, and prejudice against male nurses.	The study found that groups with androgynous gender role identity had lower gender stereotypes and prejudice against male nurses than other groups. Hospital workers held prejudices that male nurses should work in specialized departments, and gender stereotypes were positively correlated with prejudice against male

No	Title	Authors	Objective	Methodology	Results
					<p>nurses. The study concluded that medical institutions need to establish a gender-equal organizational culture and ensure that male nurses are given equal opportunities.</p>
28	<p>Factors Affecting Social Support, Emotional Exhaustion and Job Stress on Job Satisfaction and Intention to Leave of Male Nurses</p>	Kang Jung-Hee	<p>To identify the factors affecting job satisfaction and turnover intention among male nurses, focusing on social support, emotional exhaustion, and job stress.</p>	<p>A descriptive survey was conducted with 90 male nurses working at four regional hospitals and the Korean Male Nurses Association, using questionnaires to measure social support, emotional exhaustion, job stress, job satisfaction, and turnover intention. The data were analyzed using SPSS 18.0, with frequency analysis, t-tests, ANOVA, Pearson correlation coefficients, and multiple regression analysis performed.</p>	<p>The main factors affecting job satisfaction and turnover intention among male nurses were social support, emotional exhaustion, and job stress. Higher social support was associated with higher job satisfaction and lower turnover intention, while higher emotional exhaustion and job stress were associated with lower job satisfaction and higher turnover intention.</p>

No	Title	Authors	Objective	Methodology	Results
29	School Life Adaptation Experience of Male Nursing Students Who Returned After Military Service	Nam Kyung-Ah, Kang Kyung-Hwa, Moon Sung-Mi	To explore and describe the school life adaptation experiences of male nursing students who returned to school after completing military service, providing foundational data for developing nursing education strategies to support their adaptation.	A qualitative research method, using focus group interviews, was conducted with male nursing students who returned to a four-year nursing program after military service. A total of 6 groups were interviewed, with each group consisting of at least 2 and at most 4 students.	The school life adaptation experiences of male nursing students who returned after military service were categorized into four themes (starting anew, encountering obstacles, striving to find their place, and confusion over professional identity).
30	Male Nursing Students' Experience as Military Medics During Military Service	Shim In-Ok, Park Jung-Min	To understand the experiences of male nursing students serving as medics during military service and analyze how these experiences influenced their nursing education curriculum, providing foundational data for nursing education programs.	A qualitative research method, using focus group interviews, was conducted with 15 male nursing students, divided into 3 groups, for in-depth interviews.	Five themes were derived (recognition of various medic roles, acquisition of specialized disease management and treatment skills, adaptation to the characteristics of hierarchical work, understanding the healthcare network, and pre-learning of school subjects). The study suggests that the experiences

No	Title	Authors	Objective	Methodology	Results
					of male nursing students as military medics can serve as essential foundational data for nursing education programs.
31	The Relationship among Gender Stereotype, Role Conflict and Organizational Commitment of Male nurses	Lee Eun-Jung, Park Bo-Hyun	To investigate the relationship between gender stereotypes, role conflict, and organizational commitment among male nurses. This study aims to understand the challenges male nurses face in female-dominated organizational environments and provide foundational data to help them adapt to their work.	Data were collected from 169 male hospital nurses between August and September 2016 using structured questionnaires to measure gender stereotypes, role conflict, and organizational commitment. The data were analyzed using SPSS/win 23.0.	The study suggests that reducing role conflict among male nurses and promoting their emotional commitment in female-dominated nursing organizations is essential.
32	Clinical Practice Experience of Male Nursing Students in Women's Health Nursing	Joo Eun-Kyung	To explore the meaning of male nursing students' experiences during clinical practice in women's health nursing, particularly in obstetric wards, maternity	In-depth interviews were conducted with 10 male nursing students who completed clinical practice in obstetric wards, maternity wards, and	The main themes were [inevitable discrimination, fear of practice, limited but meaningful experiences, choosing other practice sites]. Participants faced



No	Title	Authors	Objective	Methodology	Results
			wards, and gynecological wards, and to understand the challenges and significance of these experiences.	gynecological wards between February 2016 and February 2017. The data were analyzed using Colaizzi's phenomenological research method, with four themes and nine sub-themes derived.	difficulties in interacting with female patients, with these experiences linked to gender-discriminatory elements in the nursing education environment. The study suggests the need to improve educational environments to help male nursing students conduct more efficient clinical practice.
33	The Experience of Becoming a Nurse for Male Nurses	Kim Soo-Oh, Bae Kyung-Eui	To explore the experiences of becoming a nurse for male nurses through a phenomenological approach. Research question [What experiences did you have before becoming a nurse and now as a nurse?]	A qualitative study was conducted to explore the experiences of male nurses, with data analyzed using Colaizzi's procedures. Eleven male nurses from three regions of Korea were conveniently sampled and data were collected through in-depth interviews.	Male nurses faced various challenges, including gender stereotypes, gender discrimination in hospitals, and female-dominated organizational culture. Despite these challenges, most male nurses overcame these difficulties and adapted to their jobs, developing pride in their nursing roles. However, due to ongoing uncertainty

No	Title	Authors	Objective	Methodology	Results
					and doubts about their profession, they were inclined to consider transitioning to more specialized fields.
34	Experiences of Male Nurses Working in Intensive Care Units	Yoo Hee-Kyung	The purpose of this study is to understand and describe the experiences of male nurses working in intensive care units (ICUs).	A phenomenological research approach was applied, utilizing Colaizzi's method for analysis. In-depth interviews were conducted with eight male nurses from November 2019 to February 2020.	Eight theme clusters and 28 themes were identified. The main themes included the burden of working in high-pressure, sensitive situations; facing life and death daily; challenges in interactions with female colleagues and patients; support from male colleagues; pride in their unique roles as male nurses; growth through varied experiences; efforts to gain team recognition; and career-related uncertainties. The findings provide foundational data to improve mutual

No	Title	Authors	Objective	Methodology	Results
					respect between genders in nursing roles and a better understanding of the contributions of male nurses in ICU settings.
35	Image of Male Nurses as Perceived by Female Nurses	Jin Young Hong, Seon Nyeo Kim, Myoung Jean Ju, Sue Kyung Sohn	To understand the image that female nurses have of male nurses and to analyze its impact on job satisfaction, gender role conflict, and related factors. Based on these findings, the study aims to propose education and policy measures for establishing proper gender images and understanding between men and women.	The study was conducted with 248 female nurses working in university hospitals and general hospitals in I-city, S-city, C-province, and K-province. Data were collected through questionnaires and analyzed using SPSS, with t-tests, ANOVA, Scheffe's test, and correlation analysis employed.	The perception of male nurses varied significantly by position, with higher perceptions of male nurses associated with higher job satisfaction. The study concluded that education and policy measures are needed to establish proper gender images and understanding between men and women.
36	The Impact of Hospital Organizational Culture on Male Nurses' Job Satisfaction	Lee Sang-Seop, Lee Hyun-Joo, Jung Hye-Sun	To investigate the relationship between hospital organizational culture and male nurses' job satisfaction. The study aims to identify how	The study was conducted with 110 male nurses working at nine university hospitals in Seoul and Gyeonggi Province, using a	The average score for hospital organizational culture was 3.13 out of 5, with a conservative and hierarchical culture scoring the highest at

No	Title	Authors	Objective	Methodology	Results
			<p>hospital organizational culture affects male nurses' job satisfaction and explore ways to help male nurses adapt effectively within hospital organizations and increase job satisfaction.</p>	<p>survey to collect data. The collected data were analyzed using SPSS 17.0, with frequency analysis, t-tests, ANOVA, Pearson correlation analysis, and multiple regression analysis performed.</p>	<p>3.32. The average job satisfaction score was 2.92, with interaction scoring the highest at 3.19, while compensation scored the lowest at 2.32. Factors influencing job satisfaction included age, education level, and marital status, with higher job satisfaction observed among older, more educated, and married individuals. Among the sub-factors of organizational culture, task-oriented culture positively influenced job satisfaction.</p>
37	<p>Experience of Gender Discrimination in the Workplace Among Male Nurses</p>	<p>Jang Hyung-Eun, Woo Jung-Hee</p>	<p>To explore the experiences of gender discrimination in the workplace among male nurses. The study aims to analyze specific cases of gender discrimination experienced by male</p>	<p>The study was conducted with 118 male nurses through an online survey, with responses analyzed using content analysis. Participants freely described</p>	<p>Male nurses experienced gender discrimination, including being refused care by patients or being assigned physically demanding tasks by colleagues. They also</p>

No	Title	Authors	Objective	Methodology	Results
			<p>nurses and propose strategies to reduce gender discrimination.</p>	<p>their experiences of gender discrimination in the workplace, from which meaningful statements were extracted and classified into themes and sub-themes.</p>	<p>experienced sexual harassment from female colleagues. The study identified social prejudice, the minority status of male nurses, and a lack of societal sensitivity to gender discrimination against men as major causes. The study proposed that reducing gender discrimination requires efforts to raise awareness, increase the number of male nurses, and reduce social prejudice related to gender roles.</p>
38	<p>A Phenomenological Approach to the Clinical Adaptation Experience of Male Nurses in Recovery Rooms</p>	<p>Park Sung-Ju, Kim Myung-Ah</p>	<p>To understand the meaning and essence of the experiences of male nurses working in recovery rooms. The study aims to explore ways to help male nurses adapt and grow in their clinical</p>	<p>A phenomenological research method was used, with in-depth interviews conducted with six male nurses working in recovery rooms at a general hospital from May 2020 to May 2021.</p>	<p>The study identified four main categories: the process of establishing pride as a nurse and identity as a professional, the difficulties experienced in dealing with prejudice and hierarchical</p>

No	Title	Authors	Objective	Methodology	Results
			roles in recovery rooms.	The collected data were analyzed using Colaizzi's method, with four categories, nine sub-themes, and 21 themes derived.	organizational culture, efforts to adapt through relationships with seniors and peers, and the process of being recognized as a colleague and establishing one's position within the department over time.
39	A Comprehensive Literature Review on Male Nurses' Self-Image and Influencing Factors	Park Sun-Ah, Jeon Jae-Hee, Yeom Soon-Gyo	To explore the self-image of male nurses and the factors that influence it through a comprehensive review of related studies.	A comprehensive literature review was conducted on 12 related studies published between 2009 and 2019, using Whittemore and Knaf's integrative review methodology. The process included five steps: problem identification, literature search and selection, data evaluation, data analysis, and conclusion drawing.	Male nurses' self-image was summarized into four main themes: [the image of a simple nurse, the opportunity of nursing as a profession, ambiguity in professional identity, and limited roles]. Other key factors influencing male nurses' self-image included nursing competencies, social gender stereotypes, and the lack of male nurse role models. The study concluded that strategies to improve male nurses' self-

No	Title	Authors	Objective	Methodology	Results
					image are necessary.
40	Narrative Inquiry into the Experiences of Experienced Male Nurses	Lee Hye-Jin	To deeply explore the clinical experiences of male nurses with more than 10 years of experience, revealing the meaning of their lives and work experiences.	A narrative inquiry methodology was used, with in-depth interviews conducted with four experienced male nurses from April to June 2019. The participants' experiences were constructed in a narrative format, and the data were analyzed to derive the essential meaning of their experiences.	Five main themes were derived: [conflict between being a pilot and a nurse, difficulty adapting as a man in a female-dominated organization, establishing identity as a male nurse, responsibility as a family breadwinner, and challenges in career development without a clear path].
41	The Impact of Motivation-Hygiene Factors on Organizational Commitment, Job Satisfaction, and Retention Intention of Male Nurses	Lee Myung-Geun, Oh Se-Eun	To analyze the impact of Herzberg's motivation-hygiene factors on the organizational commitment, job satisfaction, and retention intention of male nurses, providing evidence for developing motivational strategies to increase job satisfaction, organizational commitment, and reduce	A descriptive survey study was conducted with 117 male nurses working in healthcare institutions in Korea. Data were collected using self-reported questionnaires and analyzed using SPSS WIN 18.0. The study measured motivation and hygiene factors separately	Motivation-hygiene factors significantly influenced the organizational commitment, job satisfaction, and retention intention of male nurses. Organizational commitment was explained by 39%, job satisfaction by 51%, and retention intention by 15%. Hygiene

No	Title	Authors	Objective	Methodology	Results
			turnover among male nurses.	and analyzed their correlations and impact on organizational commitment, job satisfaction, and retention intention.	factors had a greater impact on organizational commitment and job satisfaction than motivation factors, while both factors had similar influences on retention intention.
42	The Impact of Gender Stereotypes, Resilience, and Peer Support on Turnover Intention Among Male Nurses	Kim Hyung-Seok, Lee Yeon-Hee	To analyze the impact of gender stereotypes, resilience, and peer support on turnover intention among male nurses, proposing practical workforce management strategies to reduce turnover rates among male nurses.	A descriptive survey study was conducted with 148 male nurses working in general hospitals and tertiary general hospitals in Busan, Daegu, Ulsan, and Gyeongsangnam-do for more than six months. The collected data were analyzed using descriptive statistics, t-tests, ANOVA, Pearson correlation analysis, and hierarchical regression analysis.	Peer support and resilience showed significant negative correlations with turnover intention, with peer support having the greatest impact. Gender stereotypes did not show a significant correlation with turnover intention. The study concluded that strategies to enhance peer support and resilience could effectively reduce turnover intention among male nurses.
43	The Relationship Between Male Nursing Students' Perception of	Park Jung-Min, Park Shin-Ji, Park So-Yeon, Park Seo-	To investigate how male nursing students'	A survey was conducted in August 2022 with 188	Students who did not perceive nursing as a



No	Title	Authors	Objective	Methodology	Results
	Male Nurses and Long-Term Career Plans	Hyun, Hong Jin-Eui	perceptions of male nurses influence their long-term career plans and to examine the relationship between these perceptions and career plans.	male students enrolled in nursing programs at universities and colleges nationwide. Factors influencing long-term career plans were analyzed using multivariate logistic regression analysis.	suitable profession for both men and women were more likely to choose non-clinical fields. Additionally, students with negative perceptions of male nurses tended to pursue non-clinical career paths. The study suggests that perceptions of male nurses significantly influence male nursing students' career choices.
44	Burning Experience of Male Nurses	Hong Kyung-Sook	To explore the essence of male nurses' experiences of 'burning' and to understand these experiences in-depth, contributing to workforce management strategies in clinical settings.	A qualitative phenomenological research method (Colaizzi) was used, with in-depth interviews conducted with 10 male nurses with more than one year of clinical experience who had experienced burning. The collected data were analyzed using Colaizzi's method, identifying 37 meaning	The burning experience of male nurses was categorized into four main thematic clusters: a life-changing experience: Burning led to personality changes, missed work, and stress responses, motivating the desire to leave the clinical field. Surviving in a female-dominated organization: Male nurses struggled to

No	Title	Authors	Objective	Methodology	Results
				units, 19 themes, and four thematic clusters.	adapt to female-dominated organizational culture, often suppressing their characteristics and employing survival strategies. Nursing organization resistant to change: Male nurses faced difficulties due to the vertical culture of nursing organizations and misconceptions and exclusion related to being male. I am a nurse: Despite challenges, male nurses maintained their identity as nurses and hoped to become role models for future male nurses.
45	Work Adaptation Experience of Male Nurses in Shift Work	Oh Hwa-Kyung	To deeply understand the work adaptation experiences of male nurses working in shift work and explore the meaning and essence of	A qualitative research method using Colaizzi's phenomenological approach was conducted from September to November 2022 with in-	Four categories and 11 themes were derived. The study highlighted the increase in mental and physical energy consumption

No	Title	Authors	Objective	Methodology	Results
			<p>these experiences, providing foundational data for improving their work environment and enhancing their competencies.</p>	<p>depth interviews of 9 male nurses working in tertiary general hospitals, general hospitals, specialized hospitals, and long-term care hospitals. Data were collected until saturation was reached.</p>	<p>due to shift work, interpersonal burdens, and efficient time management. Other findings included the limitations in nursing tasks, difficulties adapting to gender differences within the organization, and maintaining confidence as a male nurse. The study also emphasized the importance of job satisfaction and self-development efforts.</p>
46	<p>Intentions of Male Nurses to Transfer from Hospital Nursing to Firefighting: Based on Focus Group Interviews</p>	<p>Hyun Il-Seon, Kim Na-Hyun, Lee Eun-Sook</p>	<p>To explore the intentions of male nurses to transfer from hospital nursing to firefighting.</p>	<p>A qualitative research method using focus group interviews was conducted. The participants were 10 male nurse-turned-firefighters who had just been assigned to their first post and were undergoing training at a firefighting school. Their clinical work experiences</p>	<p>The study revealed that various challenges and frustrations experienced by male nurses in hospitals were major factors prompting their transfer to firefighting. The study suggests the need for measures to overcome gender stereotypes,</p>

No	Title	Authors	Objective	Methodology	Results
				<p>and motivations for transferring to firefighting were explored through in-depth interviews, and the results were analyzed using content analysis to derive 34 meaning units, 15 sub-categories, and five categories.</p>	<p>sufficient training, and systematic support to improve the rights and treatment of nurses.</p>
47	<p>Analysis of Image Types of Male Nurses Perceived by Nursing Students: A Methodological Approach</p>	<p>Choi Yoon-Sung, Kwon Hye-Rim, Yang Soo-Hyun, Seo Young-Eun, Ahn Jung-Eun, Lee Hyo-Jin, Shim Jin, Lee Da-In</p>	<p>To identify the types of male nurse images perceived by nursing students using the Q-methodology and analyze the characteristic s of each type, providing foundational data for forming positive nurse images through educational interventions.</p>	<p>An exploratory study using the Q-methodology was conducted with 50 nursing students enrolled at a university in Incheon. The students were asked to complete a written interview about their perceptions of male nurses, from which 34 statements were derived. The students were then asked to rate these statements on a 9-point scale, and the data were</p>	<p>The study identified four types of male nurse images perceived by nursing students: Traditional Gender Role Breaker: Perceives that male nurses can perform nursing roles well regardless of gender. Gender Role Perception Fixer: Maintains traditional gender role stereotypes in nursing, believing that gender differences exist in nursing tasks. Transitional Supporter:</p>

No	Title	Authors	Objective	Methodology	Results
				analyzed using the pc-QUANL program.	Believes male nurses can play important roles within nursing organizations, with masculine characteristics seen as beneficial for nursing tasks. Social Image Influenced: Feels awkward about the social image of male nurses and is influenced by others' perceptions.

Table 3. Trend Analysis by Research Topic

**6. DISCUSSION**

This study analyzes research on male nurses published in domestic journals from 2014 to 2024 (1-47), with the objective of identifying directions for enhancing the role and status of male nurses. The nursing field has traditionally been viewed as a female profession; however, with societal changes and the breakdown of gender stereotypes, the number of male nurses is gradually increasing. These changes contribute to nursing being recognized as a gender-neutral profession within healthcare settings (23-44), prompting a steady increase in research exploring the roles and contributions of male nurses.

Previous studies on male nurses (25-31) primarily focus on their work experiences, gender-related challenges, job satisfaction, and workplace gender discrimination. In particular, issues related to discriminatory treatment and social perceptions experienced by male nurses, especially in comparison to their female colleagues, are emerging as significant research topics. Additionally, studies on the specific roles male nurses perform in clinical settings (such as physically demanding tasks and mental health nursing) are also actively being conducted. This suggests that male nurses possess distinct strengths compared to female nurses, indicating their important role in enhancing the quality of healthcare services (37).

This study aims to examine the current state of research on male nurses in Korea (1-47), analyze how their roles and status are addressed in nursing education and practice, and propose future directions for the advancement of male nurses. Through this, the study seeks to shed new light on the importance and contributions of male nurses and to propose specific strategies to enhance their job satisfaction and work efficiency.

An examination of research on male nurses in Korea by publication year shows that in 2023, 10 papers were published, accounting for 21.28% of the total studies. This indicates a growing societal interest in male nurses. In 2024, 8 papers (17.02%) were published, confirming an increase in research on male nurses over the past two years. This trend reflects growing discussions around gender diversity within the nursing profession and highlights the recognized need to enhance the

roles and status of male nurses. In contrast, only one study (2.13%) was published in each of the years 2014, 2019, 2020, and 2022, indicating relatively limited research during these periods. This may be due to the fact that social awareness of male nurses had not yet been fully established, or because researchers prioritized other topics during these periods. The increase in research on male nurses since the 2020s can be interpreted as a reflection of the growing social demand for gender equality and diversity within the nursing field. Research on male nurses has been steadily increasing, indicating a growing interest in their roles and contributions within the field.

Research on male nurses in Korea is published across various academic journals, with the Journal of the Korea Academia-Industrial Cooperation Society featuring the highest number of studies (8 papers, 17.02%). This suggests that research on male nurses is being addressed through collaboration and integration between industry and academia. Additionally, 23 studies (48.94%) were published in various other journals, indicating that research on male nurses is not confined to specific journals but is addressed multidisciplinary across a range of academic publications. Two studies (4.26%) were published in the Korean Journal of Adult Nursing, four (8.51%) in the Journal of Korean Academy of Nursing Administration, two (4.26%) in the Asia-Pacific Journal of Multimedia Services, and three (6.38%) in the Journal of Occupational Health Nursing. This indicates that interest in male nurses extends beyond nursing alone, encompassing exchanges with other fields such as occupational health, nursing administration, and multimedia services. The role of male nurses is expanding beyond traditional nursing boundaries, integrating with various fields, which is expected to further strengthen their status and contributions within the profession.

An analysis of IRB approval status in domestic research on male nurses showed that, out of 47 studies, only 1 paper (2.13%) received IRB approval, while 46 papers (97.87%) did not specify IRB approval. The fact that most studies did not clearly specify IRB approval indicates a need for improvement in research ethics. In fields like nursing, which involve human data, the necessity of IRB approval should be given greater consideration.

This study analyzed key variables in research focused on male nurses in Korea to identify research trends related to male nursing professionals. Job satisfaction (25.5%) and intention to leave (21.3%) were the most frequently studied variables. Previous research has also reported that job satisfaction among male nurses affects job retention, with factors such as gender role conflict and social biases in the workplace contributing to an increased intention to leave the profession (31). Gender role conflict (17%) suggests that the conflict and psychological burden male nurses experience in female-dominated work environments remains a significant research focus. Male nurses experience stress related to gender stereotypes, which has been reported to negatively impact their job satisfaction and organizational commitment, potentially contributing to their intention to leave the profession (32). Therefore, to strengthen the professionalism of male nurses, institutional support and improvements in the work environment are needed to reduce gender role conflict. Resilience (10.6%) was identified as a crucial factor for male nurses in overcoming job stress and organizational challenges. Nurses with higher resilience demonstrated greater job satisfaction and resistance to stress, highlighting resilience as an important factor in reducing job stress and enhancing job retention among male nurses (32). Consequently, institutional support and education are needed to improve the work environment for male nurses and reduce gender role conflict.

The study analyzed domestic research on male nurses by categorizing the topics into psychological, organizational, job-related, and social factors. An analysis of research trends by topic shows that psychological factors accounted for the largest proportion (42.6%), reflecting the high academic interest in the mental burdens and stress male nurses experience during their work. Previous studies have also confirmed that male nurses experience mental burdens, such as gender role conflict, within female-dominated organizations, which can significantly impact their job satisfaction and intention to leave (33,34). A total of 20 studies focused on psychological factors, with gender role conflict (17.0%) being the most frequently addressed, followed by stress (14.9%), depression (6.4%), and anxiety (4.3%). Gender role conflict is a significant issue male nurses face in their roles, directly impacting job satisfaction and intention to leave. This conflict within the organization can elevate levels of job stress and anxiety, becoming a key factor that increases the likelihood of turnover. To alleviate these psychological factors, it is essential to dismantle gender role stereotypes within the organization and establish support systems that mitigate psychological challenges for male nurses. Programs such as counseling or mentoring systems can provide the necessary psychological support

to help reduce these difficulties. Through these measures, male nurses can experience reduced mental burdens in their roles, ultimately enhancing their long-term job satisfaction.

A total of 15 studies (31.9%) focused on organizational factors, primarily covering topics such as organizational commitment (8.5%), peer support (6.4%), and work environment (6.4%). Organizational commitment impacts male nurses' intention to stay long-term and their job satisfaction; as male nurses feel a stronger sense of belonging and dedication to the organization, their job satisfaction increases (35,36). Therefore, organizational support and collaboration are essential for helping male nurses adapt to their work environment and feel satisfied. Improvements in the work environment should provide conditions that allow male nurses to fully engage in their roles, and strengthening peer support systems can further enhance their workplace experience. Regularly providing a mutual feedback system and workshops or team activities to strengthen collaboration among colleagues is necessary to enhance job satisfaction. This approach enables male nurses to perform their duties in a more stable environment within the organization, which is expected to positively impact long-term job retention.

A total of 7 studies (14.9%) focused on job-related factors, with job satisfaction (8.5%) and intention to leave (6.4%) being the primary topics addressed. Job satisfaction among male nurses is considered a crucial factor for job retention and career growth. Higher job satisfaction tends to correlate with lower intention to leave, positively impacting job stability and career development (37,38). Consequently, it is essential to provide career development opportunities and implement tailored job improvement strategies to help male nurses feel secure in their roles. This will contribute to increasing job satisfaction for male nurses and establishing a foundation for their long-term career development.

The study on social factors includes a total of five papers (10.6%), with social support experienced during work (6.4%) and occupational stigma (4.3%) being the main variables addressed. The research findings indicate that male nurses experiencing negative perceptions due to a lack of social support or occupational stigma tend to have increased work-related stress, with experiences of social stigma potentially acting as a factor that lowers their job satisfaction (39,40). To improve these social factors, it is necessary to promote a positive perception of male nurses within the nursing field and implement measures to address the lack of social support they experience in their roles. To this end, enhancing gender equality education in schools and hospitals and launching campaigns that respect the professionalism and occupational value of male nurses can help foster social perception changes. This approach would enable male nurses to move beyond social stigmas and experience a more positive work environment.

Research on male nurses needs to be applied to actual nursing practice and educational settings. The abundance of studies on psychological and organizational factors suggests the need to improve the work environment for male nurses by addressing gender role conflicts and strengthening support systems within organizations. Future research should propose specific strategies to enhance job satisfaction among male nurses and support their long-term career development.

## **7. CONCLUSION AND RECOMMENDATIONS**

This study analyzed research trends related to male nurses published domestically from 2014 to 2024. The results show that research on male nurses has primarily focused on psychological and organizational factors, such as gender role conflict and organizational commitment. These studies are expected to serve as foundational data to understand and support the various challenges and mental burdens male nurses face in their professional roles.

The findings confirm that the gender role conflicts and challenges with social perception that male nurses experience in the workplace can negatively impact their job satisfaction and increase turnover intentions. This underscores the need for enhanced psychological support programs and strengthened organizational support systems to help male nurses achieve stable job engagement and foster long-term career growth.

Future research requires a comprehensive approach that integrates various psychological and organizational factors to support job satisfaction and long-term retention among male nurses. In particular, developing education and policies aimed at fostering a gender-equal work environment and improving social perceptions is crucial. Through these efforts, practical solutions should be

established to help male nurses settle and grow securely in their roles. Furthermore, to facilitate the continuous career development of male nurses, it is essential to implement regular professional training opportunities. Establishing structured feedback mechanisms and programs aimed at enhancing peer support could contribute to a more supportive work environment, thus enabling male nurses to advance their careers within a framework of reinforced professional collaboration.

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