

Abstract

The study of "Male Nurses : A Way of professional life, Social condition and Adaptation" aims at studying and analyzing situation where men become the minority in traditional female jobs. The study particuly focuses on the interaction between male and female co-workers, pattern of responses of male nurses in such a situation, and actual recognition for their knowledge and skills in nursing profession, using the conceptual framework of Kanter's tokenism as the analytical quideline. This study uses qualitative methods through obsevation and in-depth interviews with twenty male nurses working in a public hospital.

This study discovered three types of interactive situation and patterns of responses as follow :

1. Male nurses tend to feel that they were hierarchy visible for their female colleagues, which is the direct consequence of being greatly outnumbered. As such a feeling was constantly on the minds of the male nurses, this sometimes led to pressure when attending their duty, causing stress while at work, lack of personal characters, having to work with extra care so they do not make mistakes, and not work to exceed others. However, these condition seem to be beneficial male nurses to develop their knowledge and skills.

2. Male nurses tend to feel that there was polarization between male and female nurses during participation in various sections of nursing profession, communication between colleagues, and nursing academic activities, as a result of these condition male nurses felt different and disadvantaged. Consiquently, male nurses often isolate Themselves from other.

3. Male nurses are often labelled by people wiht whom they interact to be in accordance to the latter's wish, through certain adjustments of status and roles. This is evidenced from obsrrving interaction between male nurses and patients and their friends and relatives. Male nurses are often mistaken as doctors. This leads them to believe that they are in an unsuitable profession, different from those of other men. When interac among themselves and with other people, male nurses do not like to reveal their profession, due to the

fact that it takes a considerable amount of time to explain and for others to understand. Furthermore, they are often mistaken as homosexuals. These conditions lead male nurses not to proud of themselves and feel that they are not accepted by the society. In the interaction with female colleagues, male nurses usually feel that they are treated as if they represent all male nurses working in this hospital. Moreover, role of male nurses tend to be limited the job that the organization thinks are suitable for men. This usually occurs together with the feeling that female nurses are inclined to prescribe four informal role, he-men, trouble makers, leaders, and homosexuals for them. However, male nurses tent to accept and act according to the roles prescribes for them, except the role of homosexuals; eventhough sometimes such acceptance means limitations in their working ability potential, and stress.

Finally, it was also found that parthy as a resalt of being "token" male nurses have tendency to resign from this organization to continue their work in other agencies, or to quit the nursing and switch to orther professions altogether.