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# CHRISTIAN NURSES' CALLING AND CAREER COMMITMENT IN INDONESIA: A CROSS SECTIONAL STUDY

## ABSTRACT

**Background:** Calling is a strategy for discovering the purpose and significance of every individual, including the nurse. The awareness of a calling can motivate nurses to commit to a career. The greater nurses' awareness of their calling, the greater their devotion and sense of purpose in their work. **Aim:** The purpose of this study was to examine the relationship between calling and career commitment among Christian nurses in Indonesia. **Methods:** The study utilized a quantitative correlational method and cross-sectional approaches utilizing online survey technique. Accidental sampling was utilized, obtaining 96 Indonesian Christian nurses. The instruments were the Indonesian version of the Calling and Vocation Questionnaire (CVQ) (Alpha Cronbach = 0.873) and the Career Commitment Scale (CCS) questionnaire (Alpha Cronbach = 0.820). Data was analyzed using descriptive and bivariate analysis using Spearman rank correlation test. **Results:** This study discovered a moderately positive correlation between a nurse's calling and career commitment ( $p = 0.001$ ;  $r = 0.362$ ). **Recommendation:** It is suggested that future research investigates other factors that may affect the nurse's career commitment. Understanding one's own calling as a nurse and acting on it is essential to increasing nurses' commitment to their profession.

**Keywords:** calling, career commitment, Christian nurse, Indonesia

## INTRODUCTION

Nurses assume a vital and indispensable position within the realm of healthcare services. According to the Ministry of Health of Indonesia, in 2025, there is a projected need for 200 nurses per 100,000 people. However, an analysis of data from 2019 indicated the existence of ongoing nursing shortages in specific regions within the country (Anaya, 2022). The scarcity of nurses can have an impact on the escalating workload of nurses, leading to elevated levels of burnout and job discontent among nurses, as well as heightened turnover rates (Aiken et al., 2014; Budiono et al., 2014). The aforementioned factors have the potential to exert an influence on an individual's level of career commitment, hence serving as motivators for nurses to discontinue their engagement in the nursing profession (Moloney et al., 2018). Nevertheless, an individual's commitment to their profession can be influenced by a variety of intrinsic and extrinsic factors (Ingarianti, 2017).

Christians hold the belief that the act of creation and the subsequent divine

calling of people are integral to the fulfillment of God's mission in the world, which encompasses the expression of God's love, justice, and truth (*English Standard Version*, 2016). Specifically, it can be asserted that people are designated by God as collaborative partners in His work (Ng et al., 2020). Vocation is frequently conceptualized as a profound inward inclination towards particular behaviors, coupled with a conviction in the presence of divine power (*Merriam Webster Dictionary*, 2022). Hence, possessing a sense of calling for a profession is of utmost importance, particularly within sectors characterized by significant challenges, such as the field of nursing (Dik & Duffy, 2009). Nurses who possess a comprehensive understanding of their professional calling are more inclined to exhibit a higher level of commitment and ascribe greater significance to their work (Jung & Yoon, 2016; Puspita, 2012). Among the various internal factors at play, it can be argued that calling exerts a more significant influence on an individual's commitment to a career compared to other factors. This is primarily due to the fact that when an

individual aligns their vocation with their life's purpose, they are more likely to perceive their work as meaningful, thereby fostering a heightened level of commitment to their chosen career path (Puspita, 2012).

Career commitment refers to an individual's inclination to dedicate oneself to their selected profession or their attitude towards a career opportunity, regardless of their level of competence (Blau, 1985, 1988). Individuals who have a commitment to work may or may not have a career commitment. In contrast, individuals who have made career commitments prioritize their professional pursuits over considerations such as working conditions, colleagues, or their employer. Hence, in the event that an individual experiences discontentment within the organization, they may choose to persist in their employment by carefully evaluating the future of their career (Jones et al., 2006).

The Christian demographic in Indonesia constitutes less than 10% of the total population ("Christianity in Indonesia," 2023). Hence, the significance of commitment in sustaining a career in nursing and fostering a resolute sense of vocation is vital for Christians to actively engage in the realm of healthcare. The comprehension of one's personal calling might lead to the interpretation of the occupation one is engaged in, subsequently influencing their level of dedication to a profession in nursing. The level of commitment demonstrated by nurses tends to rise in tandem with their accumulated years of working experience (Sasaki et al., 2019). Nevertheless, it is worth noting that the responsibilities and duties associated with nursing positions may undergo changes over the course of a nurse's professional trajectory. These transitions have been known to inspire nurses to engage in introspection, leading them to contemplate their chosen profession with a heightened sense of

meaning and significance (Kallio et al., 2022).

According to, The commitment of nurses to their career can serve as a mediator in the interaction between job demands, such as work calls, and their intents to relocate for employment, as well as their level of commitment and behavior towards the organization (Afsar et al., 2019). The decline in professional commitments among nurses has a notable impact on the occurrence of turnover intention in hospitals. This implies that as nurses become more engaged in their careers, the likelihood of turnover intent decreases (Han et al., 2018). The objective of this study was to provide a description of the correlation between calling and career commitment among Christian nurses.

## METHOD

This study used a correlational quantitative method with a cross-sectional approach, using an accidental sampling technique. This study obtained an ethical clearance by the Institutional Review Board (IRB) no 018/KEPFON/2023. The instruments are demographic questionnaire, the Indonesian version of Calling and Vocation Questionnaire (CVQ), and the Career Commitment Scale (CCS). The demographic questionnaire consists of gender, age, province, work unit, work experience, educational background.

The CVQ questionnaire has 24 statements, which are divided into 6 dimensions: transcendent summons-present (items 1, 8, 11, 23), transcendent summons-search (items 2, 13, 18, 19), purposeful work-present (items 3, 15, 20, 24), purposeful work-search (items 4, 6, 14, 21), prosocial orientation-present (items 9, 12, 17, 22), and prosocial orientation-search (items 5, 7, 10, 16). Assessment of the questionnaire using a Likert scale from 1 to 4: with 1: doesn't fit me at all 2: somewhat in line with the real me , 3: mostly in accordance with the real

me, 4: Really fit me. Reverse score was applied for item 8. To determine the category, the score is calculated using total score and the results are categorized into: score <55.5: not living up to the calling, score 55.5-69: less living up to the calling, score 69.1-82.5: most are living the calling, score  $\geq 82.6$ : really living the calling.

The CCS questionnaire has 26 questions, which are divided into three dimensions: career commitment (items 1–8), work involvement (items 9–17), and organizational commitment (items 18–26). The measurement is using a Likert scale from one to six (1: strongly disagree, 2: disagree, 3: somewhat disagree, 4: somewhat agree, 5: agree, 6: strongly agree). Reverse score was applied for items 1,3,7, and 10. Mean total score was calculated and the results are categorized into: score <108: low career commitment, score  $\geq 108$ : high career commitment.

The research was conducted online using Survey Monkey® from January to May 2023. The questionnaire link was distributed through social media such as WhatsApp, Instagram, Twitter, and Facebook. A total of 132 Christian nurses accessed the link shared, but only 96 people completed the questionnaire. The data was analyzed using the descriptive univariate analysis to determine the demographic characteristics of the respondents. A bivariate analysis using the Spearman rank test was conducted to determine the relationship between the calling variable and the career

commitment variable and the strength of the relationship between the two variables.

## RESULT

According to the data shown in Table 1, it can be observed that a significant proportion of the participants were identified as female (85%), while a considerable portion of the respondents were below the age of 25 (38.5%). A significant proportion of the participants (40.6%) were employed in specialized units such as emergency, ICU/ICCU, PIC, and OT. Additionally, close to half of the respondents reported having fewer than three years of professional experience, while the majority (82.3%) possessed a bachelor's degree.

The data shown in Table 2, the findings indicate that the transcendent summons-presence sub-variable exhibits the highest response rate among nurses classified in the high group. Specifically, 52 respondents, accounting for 54.2% of the total, reported experiencing this phenomenon. This implies that nurses derive motivation in their professional endeavors from extrinsic factors. In the context of intentional work-presence sub-variable, it was observed that the majority of nurses included in the low category were referred to as such. Specifically, 58 respondents (60.4%) fell into this category. This observation suggests that nurses continue to experience a deficiency in finding significance and perceive their profession as the primary source of purpose in their lives.

**Table 1. Demographic Characteristics of the Respondents (n=96)**

Variable	Category	N	%
Gender	Man	14	14.6
	Woman	82	85.4
Age	$\leq 25$	37	38,5
	26-30	15	15,6

Variable	Category	N	%
	31-35	17	17,8
	36-40	11	11,4
	41-45	8	8,3
	>45	8	8,1
<b>Province</b>	North Sumatra	6	6.3
	West Kalimantan	1	1.0
	South Kalimantan	1	1.0
	Banten	5	5.2
	DKI Jakarta	12	12.5
	West Java	17	17.7
	Special Region of Yogyakarta	1	1.0
	East Java	5	5.2
	Bali	1	1.0
	East Nusa Tenggara	7	7.3
	North Sulawesi	31	32.3
	South East Sulawesi	2	2.1
	South Sulawesi	5	5.2
	Maluku	2	2.1
<b>Work Unit</b>	Health Center/Clinic	11	11.5
	Special units (Emergency, ICU/ICCU, PICU, OT)	39	40.6
	Outpatient unit	7	7.3
	Child inpatient unit	6	6.3
	Adult inpatient unit	32.4	33.3
<b>Work Experience</b>	≤ 3 years	44	45.8
	4-6 years	11	11.5
	7-9 years	9	9.4
	10-12 years	7	7.3
	13-15 years	8	8.3
	>15 years	17	17.7
<b>Educational Background</b>	Diploma	14	14.6
	Undergraduate	79	82.3
	Post graduate	3	3.1

**Tabel 2. Calling Christian Nurses in Indonesia (n=96)**

Sub variable	Category	N	%
<i>Transcendent summons-Presence</i>	High	52	54.2
	Low	44	45.8
<i>Transcendent summons-Search</i>	High	50	52.1
	Low	46	47.9
<i>Purposeful work-Presence</i>	High	38	39.6
	Low	58	60.4
<i>Purposeful work-Search</i>	High	39	40.6
	Low	57	59.4

<i>Orientation</i>	High	47	49.0
<i>Prosocial-Present</i>	Low	49	51.0
<i>Orientation</i>	High	41	42.7
<i>Prosocial-Search</i>	Low	55	57.3

Furthermore, the findings presented in Table 3, it can be observed that a significant proportion of Christian nurses, specifically 41.7% or 40 respondents, demonstrate a strong adherence to their vocational calling. Conversely, a minority of nurses, comprising just 9.4% or 9 respondents, appear to fall short in fulfilling their chosen career.

**Table 3. Calling Overview of Christian Nurses in Indonesia, March 2023 (n = 96)**

Category	N	%
Not living up to the calling	9	9.4
Less living up to the calling	24	25
Most are living the calling	40	41.7
Really living the calling	23	24

According to the findings shown in Table 4, it is evident that Christian nurses exhibit a notable degree of job involvement, as indicated by a substantial proportion of respondents (52.1%, n=50). This finding suggests that nurses demonstrate a strong dedication to their profession and hold the belief that their role as a nurse holds significant importance. In the domain of career dedication, it is noteworthy that the lowest category included 50 respondents, accounting for 52.1% of the total. This finding suggests that nurses continue to exhibit deficiencies in their professional conduct, hence hindering their ability to sustain their jobs.

**Table 4. Career Commitment Christian Nurses in Indonesia (n=96)**

Sub variabel	Category	N	%
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<i>Career</i>	High	46	47.9
<i>Commitment</i>	Low	50	52.1
<i>Job Involvement</i>	High	50	52.1
	Low	46	47.9
<i>Organizational</i>	High	48	50.0
<i>Commitment</i>	Low	48	50.0

According to the findings presented in Table 5, the acquired data indicate a p value of 0.001 (< 0.05). Therefore, it can be inferred that the research hypothesis was accepted, suggesting a significant association between calling and career dedication among Christian nurses in Indonesia. According to the data presented in the table, the calculated value of the correlation coefficient (r) is 0.362. This indicates a significant level of association between the act of calling and the level of professional commitment among Christian nurses in Indonesia.

**Table 5. Calling and Career Commitment of Christian Nurses in Indonesia**

		Career Commitment	
Spearman's rho	Calling	R count	.362**
		P Value	<.001
		N	96

## DISCUSSION

The findings of this study suggest a significant association between one's *calling* and their level of job dedication (p = 0.001), with a moderate strength of correlation (r count = 0.362). The present study reveals that a majority of nurses have successfully embraced their vocation, but the level of career commitment among nurses, as measured by organizational commitment, exhibits comparable scores among individuals with high and low levels of commitment. There is a positive correlation between the extent to which an individual engages in a vocation and their level of organizational commitment. This relationship is influenced by various elements, one of which is career commitment (Afsar et al., 2019). The level of motivation towards a career tends to

surpass the level of commitment towards the organization (Ingarianti, 2017). This phenomenon can manifest even in cases where an individual has dissatisfaction with their company; nonetheless, they may choose to persist in their work if they carefully evaluate the career opportunities available to them (Jones et al., 2006). In contrast, the results of this study suggest that nurses' career commitment has a little smaller magnitude compared to their organizational commitment dimensions. This phenomenon can be attributed to the fact that nurses are more inclined to stay within organizations that provide opportunities for career advancement, as a means of fulfilling their professional aspirations (Adi et al., 2020; Ingarianti, 2017). Therefore, someone will try to involve himself in his work for the development of career paths in his organization. This pertains to a research study that posits the influence of career commitment stemming from an individual's sense of calling on their level of engagement in the nursing profession (Jung & Yoon, 2016). This research provides further evidence in line with the findings of the aforementioned study, indicating that among the several dimensions of career commitment, Christian nurses in Indonesia exhibit the highest level of career commitment specifically in the dimension of job engagement.

The present study also revealed that a significant number of Christian nurses in Indonesia exhibit a strong inclination towards the transcendent summons dimension. In contrast, Kallio et al. (2022) suggests that even when personal beliefs and worldviews might exert an influence on an individual's career choice, their research indicates that the transcendent summons dimension ranks lowest among the various dimensions of summons. This phenomenon may be attributed to the fact that within the context of Christianity, the act of calling is often

regarded as being synonymous with an individual's connection to God, which is considered to be transcendent in nature, and is reflected in their approach towards their work. Nevertheless, the trajectory of nursing careers may exhibit fluctuations throughout time, with occupations experiencing periods of growth, followed by potential decline and eventual obsolescence (Kallio et al., 2022). Specifically, Christian values and perspectives are often regarded as being closely associated with a calling to pursue a career in nursing.

Multiple studies have indicated that the motivation to pursue a career in nursing and remain in the profession is frequently attributed to a sense of calling (Eley et al., 2012; Xu et al., 2020). Historically, nursing has frequently been characterized as a "vocation profession" or "a calling profession" due to the resultant profound aspiration to pursue a nursing career and provide care to individuals (Emerson, 2017). The study conducted by Kallio et al. (2022) revealed that the dimension of prosocial orientation yielded the highest outcomes. Similarly, in the present study, the dimension of prosocial orientation ranked second highest, behind the transcendent summons dimension. Within the framework of Christian principles, the concept of calling pertains to the divine mission of God's labor, which mandates His followers to engage in productive endeavors. By means of their work, Christians exhibit affection, fairness, and veracity towards their fellow individuals (*English Standard Version*, 2016; Ng et al., 2020; Yeniretnowati & Perangin Angin, 2021). Consequently, nurses fulfill their duties in accordance with divine directives, placing a paramount emphasis on the welfare of others (orientation summons).

This survey additionally discovered that a majority of Christian nurses have embraced their vocation, indicating that they had an inherent sense of purpose (presence). The existence of

vocational calling offers individuals a feeling of self-identity that facilitates their sustained dedication to their chosen career paths (Li et al., 2021). According to multiple studies, individuals who pursue their chosen profession have the potential to enhance nurses' work motivation, while simultaneously providing them with the necessary empowerment to effectively manage workplace demands. This, in turn, leads to heightened levels of nurse job satisfaction and increased engagement in their work (Afsar et al., 2019; Xu et al., 2020; Ziedelis, 2019). According to a recent study conducted by Kallio et al. (2022), it was observed that nurses who possess a sense of vocation exhibit a greater capacity to accept commonly complained-about situations and are more adept at managing work-related challenges.

Additionally, the present study revealed that a significant proportion of participants possessed a vocational inclination, indicating their potential to experience similar favorable outcomes associated with having a calling. Specifically, these individuals exhibited enhanced work motivation, heightened job satisfaction, increased job involvement, and notably, greater resilience in addressing work-related challenges within the nursing profession (Dik & Duffy, 2009). In the context of nursing, individuals who do not possess an inherent sense of calling must actively seek their professional calling, as failing to align with one's calling as a nurse can lead to diminished morale and adversely affect career commitment (Dik & Duffy, 2009). This study also discovered that nurses of advanced age demonstrated greater commitment to their profession compared to younger colleagues, which aligns with the findings of Kallio et al. (2022). They reported that older nurses exhibited a significantly higher level of career commitment ( $p=0.002$ ) compared to their younger and healthier colleagues ( $p=0.006$ ). Additionally, the study conducted

by the researchers also revealed a significant association between nurses' job ability and their sense of calling. Specifically, nurses with a greater level of work ability demonstrated a stronger sense of calling compared to those with lower levels of health and work capacity ( $p=0.013$ ). The correlation between work ability and work experience suggests that as individuals accumulate more experience in a specific field, their proficiency in that field tends to improve. This finding aligns with the outcomes of the present study, which indicate that nurses with longer work experiences are more likely to demonstrate a higher level of commitment to their profession.

In the study by Kallio et al. (2022) it was also noted that having a vocation was also significantly higher among nurses who were satisfied with their jobs ( $p=0.001$ ) than those who were not. Gender ( $p=0.191$ ) and the length of their employment contract ( $p=0.880$ ) were not significant in terms of receiving summons, while in this study there was a difference in the results between calls for the male and female genders, where when viewed from the percentage, it was known that the male-men live out their vocation more than women.

The majority of participants in the present study exhibit a notable level of career commitment. This finding aligns with the research conducted by Afsar et al. (2019), which suggests that a high degree of career commitment plays a mediating role in the association between vocation and the intention to switch employment, as well as between commitment and behavior. In the present study, it is seen that a subset of nurses continues to exhibit low levels of career commitment. This phenomenon is of concern due to its potential adverse consequences, since diminished career commitment is likely to heighten individuals' inclination to exit the nursing profession (Moloney et al., 2018). According to a study conducted by Sasaki et al. (2019), it was observed that nurses



with a work experience ranging from 3 to 4 years had a pattern of commitment ratings that initially fell, followed by a stabilization, and ultimately an increase. Additionally, the findings of this study suggests that there is a positive correlation between the nurse's level of experience and their level of commitment. The diminished level of commitment among newly hired nurses can be attributed to their sense of puzzlement when encountering challenges and discrepancies between their job expectations and the actual workplace conditions (Sasaki et al., 2019). It is imperative to provide adequate support to nurses during their initial and subsequent years of employment to facilitate a smooth transition and assimilation into the organizational context. During the period spanning from year five to year nine, it is imperative to provide nurses with adequate assistance in achieving a harmonious equilibrium between their professional and personal lives and it is contingent upon the specific phase of their professional trajectory (Sasaki et al., 2019). Furthermore, the present study yielded analogous findings, indicating a positive correlation between an individual's duration of work experience and their level of professional commitment. In order to foster a strong sense of career commitment, it is imperative for nurses to diligently attend to their support requirements at every step of their professional journey. This is because the provision of adequate support significantly influences the level of career commitment exhibited by nurses.

According to a study conducted by Choi et al. (2020), unregulated calling can potentially yield adverse consequences. Individuals who possess a strong sense of calling may exhibit workaholic tendencies, rendering them more susceptible to the heightened likelihood of experiencing burnout due to their inclination to prioritize work over their personal time and well-being. This study indicates that the correlation coefficient

between calling and career dedication is 0.362, indicating a significant level of relationship strength. The level of an individual's sense of purpose can significantly influence the development of high levels of morale. Therefore, nurses who possess a strong sense of vocation towards their profession must exhibit self-regulation in order to prevent jeopardizing their well-being as a result of excessive job demands. Experiencing a calling is associated with enhanced self-efficacy and job satisfaction (Lee et al., 2020). This implies that those who perceive their work as a calling tend to exhibit higher levels of self-assurance in their abilities and greater contentment in their professional roles. Self-efficacy and job happiness are intrinsic components of career commitment, whereby an augmentation of these qualities is likely to enhance an individual's level of commitment to their career. According to Duffy et al. (2014), individuals who demonstrate a high level of commitment towards their chosen profession derive a sense of purpose from their work, experience job satisfaction, and are more inclined to perceive their occupation as a calling in life.

The adherence to one's professional vocation is of utmost significance for nurses, as several aspects such as compensation, workload, and the overall work environment significantly impact their professional lives (Fité-Serra et al., 2019; Halcomb et al., 2018; McDermid et al., 2020; McHugh & Ma, 2014). It might be challenging for nurses who fail to fulfill their career commitment to thrive in their demanding nursing roles. Moreover, the presence of calling may serve as a contributing factor in facilitating the reduction of deviant behavior among nurses and decreasing the likelihood of displaying negative emotions in their professional duties (Afsar et al., 2019). Hence, it may be said that nurses who have a steadfast dedication to their vocation will exhibit a strong commitment to remain within their chosen profession.

Implementing this strategy has the potential to mitigate the issue of excessive turnover among nurses, hence resulting in a consequential reduction in their workload. This study is anticipated to serve as a foundational resource for future investigations pertaining to a related subject matter. Future researchers have the opportunity to investigate the relationship between calling and career commitment among nurses, examining each component individually. Additionally, they can explore several other elements that may exert an influence on nurses' career commitment. The research findings have significant implications for both practicing nurses and aspiring nursing students. Christian nursing educators have the responsibility of assisting their students in discovering their vocational purpose. Christian nurses require a supportive community that facilitates their professional and spiritual development. Participating in a community of Christian nurses, such as the Nurse's Christian Fellowship, at either a national or global level, can serve to enhance and reinforce the divine vocation bestowed upon us by God.

## CONCLUSION

The findings of the study conducted on Christian nurses in Indonesia yielded results that aligned with the predetermined research objectives. The sample consisted of 96 respondents, predominantly female, with the majority falling within the age range of  $\leq 25$  years. Furthermore, the majority of participants were employed in specialized service units such as the Emergency Room (ER), Intensive Care Unit/Intensive Coronary Care Unit (ICU/ICCU), Pediatric Intensive Care Unit (PICU), and Operating Theater (OT). In addition, the majority of respondents in

this study are nurses who have less than or equal to three years of work experience and hold a Bachelor's degree in Nursing.

A significant proportion of nurses who identify as Christians have a strong sense of divine calling in relation to their chosen profession. The findings also indicate that nurses who possess the highest level of vocational commitment are mostly associated with the transcendent summons-presence component. In contrast, nurses with a diminished sense of calling are situated within the purposeful work-presence dimension. A significant proportion of nurses who identify as Christian exhibit a high level of devotion to their careers. When examining the career commitment sub-variable among Christian nurses, the findings indicate that the job involvement sub-variable falls within the high group, however, the career commitment sub-variable for Christian nurses falls within the low category. A notable correlation exists between one's vocation and the act of summoning or identifying a certain purpose or occupation. commitment for Christian nurses in Indonesia.

Christian nurses' educators are expected to help their student to find their calling. Christian nurses need to be in a community to help them grow professionally and spirituality. Be in a community of Christian nurses', like the be in Christian nurses' fellowship either nationally or globally, to help strengthen the calling God given to us. s

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