

**AN EXPLORATION INTO FACTORS RESULTING IN
CAREER CHANGE BY QUALIFIED CHIROPRACTORS
WITHIN THE ETHEKWINI MUNICIPALITY**

Joanna Perumall (21313706)

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Supervisor : Prof M.N. Sibiyi

Co-supervisor : Dr A. Abdul-Rasheed

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Declaration

This is to certify that the work is entirely my own and not of any other person, unless explicitly acknowledged (including citation of published and unpublished sources). The work has not previously been submitted in any form to the Durban University of Technology or to any other institution for assessment or for any other purpose.

Signature of student

Date

Approved for final submission

Prof M.N. Sibiya

Date

RN, RM, D Tech: Nursing

Dr A. Abdul-Rasheed

Date

M Tech: Chiropractic

Abstract

Background

Chiropractic in South Africa faces different and greater challenges when compared to chiropractic in other parts of the world because chiropractic is a form of complementary and alternative medicine which is isolated within the healthcare system of South Africa. Chiropractors are burdened by the lack of acceptance and recognition both publicly and professionally. This results in financial challenges thereby impacting negatively on income and the ability to maintain a practice. Furthermore, the perceptions of chiropractors' are altered after failing to find success in active practice. These factors result in career dissatisfaction. Consequently, they pursue alternate careers to satisfy their personal and professional needs. While many studies have explored career satisfaction among practicing chiropractors, the factors influencing career change by qualified chiropractors have been minimally explored.

Aim of the study

The aim of the research study was to explore and discuss the factors resulting in career change by qualified chiropractors within the eThekweni municipality.

Methodology

A qualitative, explorative, descriptive and contextual design was employed to guide the study. A structured interview guide was used to conduct in-depth interviews with 10 non-practicing chiropractors within the eThekweni municipality. The main research questions for this study were *“Why are you not a practicing chiropractor?”*, *“Do you have other professional qualifications?”*, *“What do you think are the benefits of being in this career as opposed to practicing as a chiropractor?”* and *“Do you wish to practice as a chiropractor in the future?”*

Thematic analysis was used to analyse the data of this study.

Findings

The main themes that emerged from the study were the challenges of private practice, perceptions of the chiropractic programme and choosing alternate careers over chiropractic. The participants of this study expressed financial challenges in private practice, a lack of recognition of the profession and the time invested into private practice left no time for family responsibilities. The participants explained that the chiropractic programme and research component is a tedious process with minimal rewards post-qualification. Furthermore, the participants experienced greater benefits and rewards in alternate careers.

Conclusion

The findings that emerged from this study indicate that chiropractors are faced with numerous challenges post-qualification. Therefore, it is necessary for the DUT chiropractic faculty and staff to actively engage with chiropractic candidates and chiropractic students and vice versa (Leach 2004). Such engagement will adequately equip the students with a better understanding and knowledge of the programme to assist in their success post-qualification.

Key words: Career change, challenges, chiropractors, job satisfaction, South Africa.

Dedication

Through the unfailing love and wisdom of Jesus Christ, my Lord and Saviour, I dedicate this dissertation to my parents Stanley Perumall and Manorama Perumall for always believing in me and for empowering me to accomplish my dreams.

“For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.” Jeremiah 29:11

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Table of contents

TABLE OF CONTENTS	PAGE
Declaration	i
Abstract	ii
Dedication	iv
Acknowledgements	v
Table of contents	vii
List of tables	xii
List of figures	xiii
Appendices	xiv
Glossary of terms	xv
List of acronyms	xvii
CHAPTER 1: ORIENTATION TO THE STUDY	1
1.1 INTRODUCTION AND BACKGROUND TO THE STUDY	1
1.2 PROBLEM STATEMENT	2
1.3 AIM OF THE STUDY	2
1.4 OBJECTIVES OF THE STUDY	2
1.5 SIGNIFICANCE OF THE STUDY	3
1.6 OUTLINE OF THE DISSERTATION	3
1.7 SUMMARY OF THE CHAPTER	4
CHAPTER 2: LITERATURE REVIEW	5
2.1 INTRODUCTION	5
2.2 CHIROPRACTIC AND ITS SCOPE OF PRACTICE	5
2.3 GLOBAL CHALLENGES FACING CHIROPRACTIC	6
2.4 CHALLENGES FACING CHIROPRACTIC IN AFRICA	9
2.5 CHALLENGES FACING CHIROPRACTIC IN SOUTH AFRICA	9
2.6 THE EFFECTS OF THE GLOBAL FINANCIAL CRISIS ON CAREER CHANGE	12
2.7 CHIROPRACTIC COMMUNITY ENGAGEMENT AND THE POSSIBLE	12

EFFECTS	
2.8 THE INTEGRATION OF CHIROPRACTIC INTO MAINSTREAM HEALTHCARE IN SOUTH AFRICA	13
2.9 CAREER CHANGE	15
2.10 FACTORS AFFECTING CAREER CHOICES IN YOUNG INDIVIDUALS	16
2.11 FACTORS AFFECTING CAREER TRANSITIONS IN MALES AND FEMALES	17
2.12 THE “OLD” CAREER ERA	18
2.13 THE “NEW” CAREER ERA	19
2.14 TRANSITION INTO PARENTHOOD	20
2.15 FACTORS INFLUENCING CAREER CHANGE IN OTHER PROFESSIONS	21
2.16 SUMMARY OF THE CHAPTER	24
CHAPTER 3: RESEARCH DESIGN AND METHODOLOGY	25
3.1 INTRODUCTION	25
3.2 RESEARCH DESIGN	25
3.2.1 Qualitative research	25
3.2.2 Exploratory research	26
3.2.3 Descriptive research	26
3.3 RESEARCH SETTING	26
3.4 POPULATION	27
3.5 SAMPLING PROCESS	28
3.5.1 Inclusion criteria	28
3.5.2 Exclusion criterion	29
3.6 PARTICIPANT RECRUITMENT	29
3.7 DATA COLLECTION PROCESS	29
3.8 DATA COLLECTION TOOL	30
3.9 PRE-TESTING OF THE DATA COLLECTION TOOL	30
3.10 DATA ANALYSIS	31
3.11 TRUSTWORTHINESS OF THE RESEARCH PROCESS	32
3.11.1 Credibility	33

3.11.2 Dependability	33
3.11.3 Confirmability	33
3.11.4 Transferability	34
3.12 ETHICAL CONSIDERATIONS	34
3.12.1 Ethical approval	34
3.12.2 Autonomy	34
3.12.3 Non-maleficence	35
3.12.4 Beneficence	35
3.12.5 Justice	35
3.13 SUMMARY OF THE CHAPTER	35
CHAPTER 4: PRESENTATION OF FINDINGS	36
4.1 INTRODUCTION	36
4.2 DEMOGRAPHIC DATA OF THE PARTICIPANTS	37
4.3 THEME ONE: CHALLENGES OF PRIVATE PRACTICE	39
4.3.1 Financial challenges facing chiropractors in private practice	39
4.3.2 Lack of recognition of chiropractic by other professions and by the public	40
4.3.3 Influence of parenthood on practicing chiropractors	41
4.4 THEME TWO: PERCEPTIONS OF THE CHIROPRACTIC PROGRAMME	42
4.4.1 Personal desires and location saturation	42
4.4.2 Post-qualification guidance	43
4.5 THEME THREE: CHOOSING ALTERNATE CAREERS OVER CHIROPRACTIC	44
4.5.1 Benefits of an alternate career to chiropractic	44
4.5.2 Prospects for practicing as a chiropractor	45
4.5.3 Well-rounded education facilitates students for many alternate careers	46
4.6 ADDITIONAL FINDINGS THAT EMERGED FROM THE INTERVIEWS	46
4.7 SUMMARY OF THE CHAPTER	48
CHAPTER 5: DISCUSSION OF FINDINGS	49

5.1INTRODUCTION	49
5.2OVERVIEW OF THE RESEARCH DISCUSSION	49
5.3THEME ONE: CHALLENGES OF PRIVATE PRACTICE	50
5.3.1 Financial challenges facing chiropractors in private practice	50
5.3.2 Lack of recognition of chiropractic by other professions and by the public	51
5.3.3 Influence of parenthood on practicing chiropractors	52
5.4THEME TWO: PERCEPTIONS OF THE CHIROPRACTIC PROGRAMME	53
5.4.1 Personal desires and location saturation	53
5.4.2 Post-qualification guidance	54
5.5THEME THREE: CHOOSING ALTERNATE CAREERS OVER CHIROPRACTIC	55
5.5.1 Benefits of an alternate career to chiropractic	55
5.5.2 Prospects for practicing as a chiropractor	56
5.5.3 Well-rounded education facilitates students for many alternate careers	57
5.6ADDITIONAL FINDINGS THAT EMERGED FROM THE INTERVIEWS	57
5.7SUMMARY OF THE CHAPTER	58
CHAPTER 6: CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS OF THIS STUDY	59
6.1INTRODUCTION	59
6.2RESEARCHER POSITIONING	59
6.3SUMMARY OF THE STUDY	59
6.3.1 Research question 1 (probe): Why are you not a practicing chiropractor?	59
6.3.2 Research question 2: Do you have other professional qualifications?	60
6.3.3 Research question 3: What do you think are the benefits of being in this career as opposed to practicing as a chiropractor?	60
6.3.4 Research question 4: Do you wish to practice as a chiropractor in the future?	60
6.4STRENGTHS OF THE STUDY	61
6.5LIMITATIONS OF THE STUDY	61
6.6RECOMMENDATIONS	61

6.6.1 Recommendations for the chiropractic programme at the Durban University of Technology	62
6.6.2 Recommendations for future chiropractors	62
6.6.3 Recommendations for further research	63
6.7 CONCLUSION	63
REFERENCES	65

List of tables

Table 4.1: The main themes, sub-themes and their synopsis.....	37
Table 4.2: Gender, age and race of the participants.....	38

List of figures

Figure 3.1: Map of the eThekweni district	27
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Appendices

Appendices	Page
Appendix 1: DUT Ethics clearance	82
Appendix 2: Letter of information	83
Appendix 3: Consent	85
Appendix 4: Interview guide	87
Appendix 5: Certificate of proof reading from a professional editor	89

Glossary of terms

Boundaryless career

A boundaryless career is a sequence of job opportunities that go beyond the boundaries of single employment settings (Guan et al. 2018).

Career adaptability

Career adaptability refers to the voluntariness to cope with predictable tasks and managing the unpredictable adjustments caused by changes in work and work conditions (Wilkins-Yel 2018).

Career change

Career change is defined as evolving events occurring over a period in an individual's working lifetime (Chudzikowski 2012).

Career identity

Career identity relates to the way an individual defines oneself within the context of a career (Fugate et al. 2004).

Career success

Career success is an accumulation of positive outcomes over a period in the working environment (Gunz and Heslin 2005).

Chiropractic

Chiropractic is a profession that specializes in the diagnosis and treatment of spinal and musculoskeletal disorders with the use of manipulative therapy, auxiliary therapeutic modalities and other manual therapies (Schneider 2016).

Non-practicing chiropractor

A non-practicing chiropractor is one who has a Doctor of Chiropractic but is not employed in active chiropractic clinical practice (Mirtz et al. 2010).

Organizational crisis

An organizational crisis is anything that can irritate, question or change economic and social conditions, resulting in minimal job satisfaction and maximum job stress in a profession (Halkos and Bousinakis 2017).

Traditional career

Stable career paths that allow employees to climb the hierarchical ladder comfortably in an organization (Gunz and Heslin 2005).

Acronyms

Acronym	Full word/sentence
AHPCSA	Allied Health Professions Council of South Africa
CAM	Complementary and Alternative Medicine
CASA	Chiropractic Association of South Africa
DUT	Durban University of Technology
IREC	Institutional Research and Ethics Committee
KZN	KwaZulu-Natal
M. TECH	Master of Technology
OCM	Organizational Career Management
US	United States
WFC	World Federation of Chiropractic
WHO	World Health Organization

CHAPTER 1

ORIENTATION TO THE STUDY

1.1 INTRODUCTION AND BACKGROUND TO THE STUDY

Chiropractic is a healthcare profession specializing in the treatment of neuromusculoskeletal disorders (Schneider et al. 2016). Chiropractic joint manipulation (Keating et al. 2004) and adjunctive therapies are the key tools used in the treatment and management of these neuromusculoskeletal disorders (Peterson et al. 2012). The chiropractic master's degree in South Africa is of 6 years' duration. Employment opportunities for chiropractors in South Africa include private practice, locum work or associate positions in existing practices as chiropractic is not formally integrated into the mainstream healthcare system of South Africa and is considered an allied healthcare profession. Therefore, there are huge employment challenges in the profession (Johl et al. 2017).

Chiropractic is a new profession in South Africa that is not formally recognized by mainstream healthcare, resulting in a lack of inter-professional relationships between chiropractors and mainstream healthcare providers with minimal medical aid coverage for chiropractic treatment in South Africa (Myburgh and Mouton 2007). Poor recognition of the profession in society and in the medical field and employment challenges result in chiropractors resorting to alternate careers (Myburgh and Mouton 2007).

Careers are becoming more unpredictable because of unstable organizational and environmental systems (Baruch 2006). Thus, changing jobs is now considered as a desire for personal and professional growth, rather than a sign of personal instability or indecision. Several factors influence the decision to switch a job or career and these include economic reasons (Boswell et al. 2005), job security (Lucky et al. 2013), time for family (Rao and Indla 2010), self-

actualization (Boswell et al. 2005; Blau and Kahn 2007), dissatisfaction with previous work (Raziq and Maulabakhsh 2015) and other unknown factors. Mirtz, Herbet and Wyatt (2010) state that research on job satisfaction of chiropractors has been conducted but the factors influencing career change in chiropractors are yet to be explored.

1.2 PROBLEM STATEMENT

Although chiropractic is a growing healthcare profession, the status of the profession remains controversial and this impacts on the careers of chiropractors. Some individuals graduate and establish successful chiropractic practices but others choose alternate careers post-qualification. While many studies indicate high levels of career satisfaction among practicing chiropractors, there are minimal studies exploring the reasons why some chiropractors choose to leave active practice (Mirtz et al. 2010). The reasons for career change by chiropractors are unclear. Therefore this study will explore these factors and provide an additional component to the challenges facing the growth of the chiropractic profession.

1.3 AIM OF THE STUDY

The aim of the research study was to explore the factors resulting in career change by qualified chiropractors within the eThekweni municipality.

1.4 OBJECTIVES OF THE STUDY

The objectives of the study were to:

- Explore unknown factors influencing career change in chiropractors.
- Determine if the participants obtained other professional qualifications to pursue alternate careers.
- Determine the benefits of alternate careers.

- Determine the prospects for practicing as a chiropractor.

1.5 SIGNIFICANCE OF THE STUDY

Career change is considered one of the most critical decisions in a person's lifetime. This decision has tremendous effects on an individual's future thereby impacting on one's lifestyle, status, income, security and job satisfaction. There is minimal literature on the factors resulting in career change of chiropractors although other professions have explored this topic. Thus, a study that aims at examining the determinants and consequences of career change by chiropractors will help address this gap in the literature.

It was perceived that this research study would provide information on the factors that influenced non-practicing chiropractors to leave the profession and pursue alternate careers. The information gathered may provide insight into why chiropractors leave the profession after a significant time spent on theory and intense clinical training. It will be relevant to those chiropractors who are considering a career change as the challenges faced by chiropractors will be highlighted. Furthermore, this study may be of value to the profession because career change could be one of the challenges preventing the growth of chiropractic in South Africa. Career change by chiropractors may influence the perceptions and acceptance of chiropractic, both publicly and in the mainstream healthcare system, as highly trained professionals leave the profession and seek alternate careers.

1.6 OUTLINE OF THE DISSERTATION

Chapter 1: The background, context and research problem are described. The aim, research questions and the scope of the study are also presented in this chapter.

Chapter 2: The literature review pertaining to the topic is extensively described in this chapter.

Chapter 3: The research methodology, research design, research setting, sampling, data collection and analysis, is comprehensively described in this chapter. The chapter concludes with the ethical principles followed in this study.

Chapter 4: The findings obtained from the thematic analysis of ten structured interviews are presented in this chapter.

Chapter 5: The results of the study are discussed and compared to previous studies that are relevant to this dissertation.

Chapter 6: The overall conclusions and limitations of the study are presented. The chapter ends with recommendations for future studies.

1.7 SUMMARY OF THE CHAPTER

The preceding chapter highlighted the topic under investigation in this study, presented the aim, objectives and the significance of the study as well as an outline of the thesis. The next chapter will discuss the literature pertinent to this study.

CHAPTER 2

LITERATURE REVIEW

2.1 INTRODUCTION

A literature review uses critical analysis to survey books, journal articles and other sources that contain information on the research problem under investigation (Polit and Beck 2006). Although there is evidence of multiple studies on job satisfaction in chiropractors, there is minimal research on the factors resulting in career change of chiropractors, a phenomenon that is yet to be explored (Mirtz et al. 2010). This chapter reviews sources on career change and the chiropractic profession with the aim of highlighting the paucity in the literature on the factors influencing career change in chiropractors.

2.2 CHIROPRACTIC AND ITS SCOPE OF PRACTICE

The term chiropractic was derived from the Greek words “*chéri*” and “*praktikos*” which means “done by hand” (Keating et al. 2004). The term “*subluxation*” has created turmoil in the profession with a wide array of definitions, but it is a component of chiropractic that some view as the foundation of the profession. The word was derived from the Greek words “*sub*” and “*lux*” which means “*less than a dislocation.*” According to Taylor et al. (2010), a subluxation represents a state of altered afferent input which can lead to dysfunction over time and can be amended with the use of chiropractic manipulation. The Association of Chiropractic Colleges states:

“Chiropractic is a healthcare discipline which emphasizes the inherent recuperative power of the body to heal itself without the use of drugs or surgery. The practice of chiropractic focuses on the relationship between structure (primarily the spine) and function (as coordinated by the nervous system) and how that relationship affects the preservation and restoration of

health. In addition, doctors of chiropractic recognize the value and responsibility of working in co-operation with other healthcare practitioners when in the best interest of the patient” (Cleveland et al. 2003).

According to the World Federation of Chiropractic (WFC), the chiropractic profession is a healthcare discipline focusing on the diagnosis, treatment, management and prevention of musculoskeletal disorders (World Federation of Chiropractic 2001). Chiropractic is a profession that specializes in the diagnosis and treatment of spinal and musculoskeletal disorders with the use of manipulative therapy, auxiliary therapeutic modalities and other manual therapies (Schneider et al. 2016).

2.3 GLOBAL CHALLENGES FACING CHIROPRACTIC

The chiropractic profession was initially established in 1895 in the United States (US) and a legislature was formed as early as the third decade to protect and legitimize the chiropractic scope of practice in the US (Simpson 2012). The chiropractic profession was founded in Iowa by Daniel David Palmer (Brosnan 2017) and has grown exponentially since the 1890s from being an unlicensed profession limited to the US to presently gaining international recognition (Johl et al. 2017).

Over the past two decades, the integration of chiropractic has dramatically intensified in primary healthcare settings and chiropractors are also given exceptional opportunities in hospital environments in the US (Salsbury et al. 2018). There is a demand for mainstream access to chiropractic treatment followed by an increase in relative expenditures on chiropractic care (Triano et al. 2010). This is accompanied by sharp increments in career accomplishments in chiropractors when compared to other medical counterparts (Williams et al. 2013).

Chiropractic gradually advanced to countries outside the US from the turn of the twentieth century (Brosnan 2017). The profession is considered the fastest growing healthcare profession internationally, persevering through the enormous battles of professional acceptance, public acceptance and unification in chiropractic education (Bezuidenhout 2016; Senzon 2014).

Chiropractic in Switzerland, similar to chiropractic in other countries worldwide, was strongly resisted by the medical profession but the profession overcame these setbacks through perseverance and determination (Humphreys and Peterson 2016). Switzerland is now viewed as a “model environment” for the chiropractic profession as a result of its integration into mainstream medicine since it was recognized as a medical profession by the Swiss government in 2008 and it was the first European country to regulate chiropractic (Humphreys et al. 2010).

According to the literature, chiropractic is accepted as one of the five medical professions, including human medicine, dental medicine, veterinary medicine and pharmacology in Switzerland and the chiropractic programme is now established within a Swiss medical school (Humphreys and Peterson 2016). According to Humphreys et al. (2010), there is an upsurge in chiropractic referrals and flourishing inter-professional relationships between medical professionals and chiropractors following mainstream healthcare integration and has thus given rise to thriving chiropractic practices. These medical professionals include medical practitioners, massage therapists and orthopaedic surgeons (Johl et al. 2017). In Switzerland, radiographic equipment is installed in the chiropractor’s rooms so that x-rays can be taken in-house instead of referring the patient elsewhere (Johl et al. 2017).

Although the profession has been around for many years, the healthcare system, in most parts of the world, has constantly resisted the establishment of the

identity of the chiropractic profession which has impacted on its acceptance publicly and professionally, thereby affecting the careers of chiropractic professionals (Brown 2016). Chiropractic is one of the most sought-after complementary healthcare professions and is regarded as highly favourable in all the Canadian provinces but its integration into the mainstream healthcare system remains controversial (Mior and Laporte 2008). Brown (2013) revealed that Canadian chiropractors face challenges in their careers due to poor public recognition and as a result, patients seek treatment for neuromuscular conditions from other healthcare providers.

However, there is exceptional progress in other countries, namely, the Middle East, Latin America, Denmark, the US and Switzerland, where it is evident that the profession is incorporated into multidisciplinary healthcare facilities (Humphreys et al. 2010). According to Till and Till (2000), chiropractic faces career-related challenges in most parts of the world as chiropractors do not have a vast number of patients in private practice and they are not offered the resources that are found in government funded hospitals. Some chiropractic academics prioritize establishing the evidence base of the profession and aligning chiropractic with medicine while there are others who support the vitalistic philosophy and aim to maintain professional distinction. This division has various impacts on the future of the profession (Brosnan 2017). The profession is struggling in countries like Japan, South Korea, Taiwan, Austria, Hungary and South Africa where the profession faces developmental restrictions from other medical professions (World Federation of Chiropractic 2013).

Despite the recognizable benefits of chiropractic care (Rubinstein 2007) and significant levels of patient satisfaction (MacPherson et al. 2015) in the US, the profession is continually underrepresented in the healthcare system (Rosner 2016). Although chiropractic is the most established alternative healthcare profession, the growing number of chiropractic practitioners and competition from

other manual therapists compromises the viability of private practice in the US (Cooper and McKee 2003). Chiropractic still encounters segregation because of a difference in chiropractic beliefs, various practice techniques and political disputes in the profession which hinder professional growth (Good 2016). Challenges have increased from competitive counterparts and the role of economic growth of the profession has declined (Triano et al. 2010). A study by Mirtz et al. (2010) on the attitudes of non-practicing chiropractors in the US stipulated that sixty of the seventy participants pursued other careers because of lack of benefits as a practicing chiropractor, minimal salaries in associate practices and a belief that there are low levels of confidence in the future of chiropractic in the country. Weeks et al. (2015) stated that Doctor of Chiropractic users and non-users favoured physician assistants and nurses in primary care roles instead of chiropractors. According to Mirtz et al. (2010), a non-practicing chiropractor is one who has a Doctor of Chiropractic but is not employed in active chiropractic clinical practice.

2.4 CHALLENGES FACING CHIROPRACTIC IN AFRICA

The African continent faces severe inequalities within the healthcare fraternity with poor recognition given to the musculoskeletal health of citizens which impacts negatively on the chiropractic profession. This is alarming because musculoskeletal disorders form a significant component in the health of the African population (Morris et al. 2018). These healthcare challenges are by products of political warfare, low household income and the high unemployment rates in African countries (Adebajo and Gabriel 2010).

2.5 CHALLENGES FACING CHIROPRACTIC IN SOUTH AFRICA

The chiropractic profession began in South Africa in 1920 when five American trained chiropractors settled in the country (Myburgh and Mouton 2007). Chiropractic became formally recognized in South Africa by the Allied Health Professions Council of South Africa (AHPCSA) in the 1970s (Gqaleni et al.

2007). The definition of chiropractic is defined by the Chiropractic Association of South Africa and cited in Myburgh and Mouton (2007) as

“a health profession specializing in the diagnosis, treatment and prevention of mechanical disorders of the musculoskeletal system and the effects of these disorders on the function of the nervous system and general health.”

A study by Johl, Yelverton and Peterson (2017) revealed that chiropractic in South Africa is less recognized although the master’s degree is approximately six years as compared to the Doctor of Chiropractic degree in the US which is a four to five-year course. Chiropractic in South Africa faces different and greater challenges when compared to first world countries such as the US where chiropractic has greater diversity and acceptance in the healthcare framework and better inter-professional relations among the healthcare providers (Salsbury et al. 2018). Myburgh and Mouton (2007) found that there is a lack of inter-professional relationships with healthcare providers and that confusion exists in society due to poor healthcare system integration in South Africa, leading to fewer patients seeking treatment from chiropractors thereby forcing chiropractors to search for alternate careers. Furthermore, Johl et al. (2017) explained how the development of inter-professional relationships will not resolve the problem as the range and frequency of referrals from other healthcare providers remain limited even with improved communication. Chiropractors in the US have greater opportunities when compared to third world countries like South Africa as they are offered more facilities in the public sector thereby enabling flourishing chiropractic careers (Salsbury et al. 2018). South Africa is a developing country in which the needs and opportunities for chiropractic differ drastically in comparison to well developed countries with the resultant effect being insufficient opportunities for chiropractors in South Africa (Till and Till 2000).

One of the major determinants of career change in any profession is the monthly salary (Haden 2002). The monthly income varies drastically amongst practicing

chiropractors due to specific determinants such as practice techniques, recognition of the profession in the country in which they practise, and the number of patients seen each month (Mior and Waalen 2008). Chiropractors in South Africa see significantly fewer patients when compared to chiropractors in the US and Switzerland, accounting for varying success rates. This situation could be the result of a lack of public awareness in South Africa (Johl et al. 2017). The chiropractic profession is less developed in South Africa with a lack of inter-professional relationships with mainstream healthcare providers (Myburgh and Mouton 2007). A decrease in the success rate of chiropractors may indicate oversaturation of practitioners in a particular area (Mior and Laporte 2008). Chiropractors seek alternate careers post-qualification because of better job rewards, job satisfaction and parenthood (Mior and Laporte 2008). Practitioners do not go into private practice and pursue different career paths to meet their personal and financial needs (Schoon et al. 2007).

A study by Mirtz et al. (2010) on the attitudes of non-practicing chiropractors revealed that thirty participants were employed in other healthcare professions as job opportunities and growth in the chiropractic profession were seemingly unfavourable. This study also revealed that thirty-five of the seventy participants did not require additional qualifications to pursue a different career. Thirteen participants had careers in the education department, fifteen participants were employed in other sectors and two of the non-practicing chiropractors were unemployed (Mirtz et al. 2010). Although practicing chiropractors find their jobs meaningful and personally gratifying, it is also stressful. They face challenges of decreased re-imburements, diminished profit margins, mental and emotional demands (Williams 2011) and professional specific stressors such as a lack of public acceptance, increased competition from manual therapists and work-related injuries (Williams and Zipp 2014). Job insecurity causes individuals to re-evaluate their career paths and resort to career change (Halkos and Bousinakis 2010). The recent struggles experienced by chiropractors in Australia over the

legitimacy of chiropractic demonstrated shutting down of clinical teaching and threats of closure of the chiropractic department (Brosnan 2017). Such a drastic response indicates that it is possible for a profession to lose its hallmark even after taking many years to obtain them, causing uncertainty in chiropractic students and chiropractors' careers (Brosnan 2017).

2.6 THE EFFECTS OF THE GLOBAL FINANCIAL CRISIS ON CAREER CHANGE

Simosi et al. (2015) noted that the global financial crisis which began in 2008 has created an employment crisis with an increase in retrenchments, causing involuntary job mobility which could result in positive or negative effects on individuals. Therefore, individuals, communities and organizations are faced with significant challenges in terms of maintaining stability (Simosi et al. 2015). This global financial crisis has resulted in dramatic cuts in healthcare budgets in most parts of the world, highlighting a need for long term healthcare in the elderly population with chronic illnesses. The rising healthcare costs compounds the financial crisis. Chiropractic is a relatively inexpensive and effective treatment for increasingly common musculoskeletal disorders when compared to other treatments which suggest that the use and perceptions of chiropractic care should be of national interest (Weeks et al. 2015). The healthcare regulations should be amended to integrate chiropractic into mainstream healthcare as this will assist in the treatment of common musculoskeletal disorders, and increase job availability for chiropractors (Brown 2012).

2.7 CHIROPRACTIC COMMUNITY ENGAGEMENT AND THE POSSIBLE EFFECTS

According to the World Federation of Chiropractic, the proactive participation of chiropractors in health promotion and prevention will inevitably aid in the alignment of the chiropractic profession with the precedence of the World Health

Organization (WHO) (Maiers et al. 2018). Chiropractic community engagement programmes are recognized for adding value to the profession within the mainstream healthcare system by enhancing the health and wellbeing of patients in these communities thereby improving chiropractic awareness (Maiers et al. 2018). The World Federation of Chiropractic, which is associated with musculoskeletal wellbeing, recommends these initiatives which will result in an influx of patients, permit professional growth and add substance to the knowledge and perceptions of the profession (Maiers et al. 2018). Professional power is attained from state regulation and credentialism. Therefore chiropractic must strive in this direction to enable social closure (Brosnan 2017).

2.8 THE INTEGRATION OF CHIROPRACTIC INTO MAINSTREAM HEALTHCARE IN SOUTH AFRICA

It is evident that chiropractic is ready for integration into the mainstream healthcare system South Africa (Davies 2018). This is reinforced by the Master of Technology in chiropractic encompassing a partial dissertation and a demanding chiropractic internship plan, a national continuing education programme and an international accreditation that was awarded to the Durban University of Technology and the University of Johannesburg chiropractic programmes. Furthermore, because of the credentials from both chiropractic educational institutions in South Africa, the profession is well positioned to service a broader spectrum in society (Johl et al. 2017). However, the profession faces obstacles such as the confusion regarding the scope of chiropractic practice which impacts negatively on the possibility of better job opportunities (Johl et al. 2017). Myburgh and Mouton (2007) stipulate that chiropractors in South Africa are not taking ownership of their potential professional exposure, causing dormancy in the expansion of chiropractic as a healthcare profession.

There is uncertainty of the benefits of chiropractic treatment among patients in South Africa due to the lack of chiropractic integration into mainstream

healthcare thus affecting professional growth (Myburgh and Mouton 2007). A study by Louw and Myburgh (2007) described how the knowledge and perceptions of general practitioners about chiropractic can influence the rate of growth of the chiropractic profession in South Africa. They did not acknowledge the role of a chiropractor as a primary healthcare provider, but rather as one of referral and rehabilitation (Louw and Myburgh 2007). Chiropractic services are unnoticed in the public sector and it is detectable that the role and value of chiropractic is taken for granted amongst South Africans (Davies 2018). The level of acceptance of a healthcare profession depends significantly on the efforts of that profession in lessening the load on the government (Myburgh and Mouton 2007).

The integration of the chiropractic profession into multidisciplinary facilities or mainstream healthcare is already evident in the Middle East, Latin America, Denmark, the US and Switzerland (Humphreys et al. 2010) thereby creating vast job opportunities for chiropractors, significant inter-professional relationships between mainstream healthcare providers and chiropractors and a substantial sense of public acceptance. However, in South Africa, the chiropractic profession is still in the process of making these achievements. Therefore, chiropractors face career-related challenges and resort to alternate careers that offer considerable stability.

Despite the high unemployment rate in South Africa, there is a paradoxical substantially low level of self-employment and there is a lack of explanation for this phenomenon (Grabrucker and Grimm 2018). This widespread unemployment demands an explanation in a post-apartheid country. There is a need for economic growth in South Africa to improve job availability in various careers and to curb the unemployment crisis (Kingdon and Knight 2006).

2.9 CAREER CHANGE

Career change is defined as evolving events occurring over a period in an individual's working lifetime (Chudzikowski 2012). According to Bimrose et al. (2015) a lifelong career is no longer viable in the evolving economy. The development of new technologies and globalization has caused various changes in the labour market thereby compromising the stability of previously stable jobs (Halkos and Bousinakis 2010). Career transitions are becoming increasingly common as individuals shift between different career paths to satisfy their financial and personal needs (Frei 2018). On the other end of the spectrum, there are individuals faced with career transitions involuntarily due to factors such as retrenchment and personal commitments, which necessitates a career choice to suit their commitments (Reitzle and Vondracek 2000). Kovalenko and Mortelmans (2014) highlighted an increase in job mobility where there is low job quality and minimal prospects for improvement. Career distress, disengagement from career goals and decreased career expectations can result in negative career feedback. This negative feedback can disrupt an individual's career identity leading to adaptive career strategies or career mobility to position oneself for better career prospects (Hu et al. 2017). Career adaptability refers to the voluntariness to cope with predictable tasks and manage the unpredictable adjustments caused by changes in work and work conditions (Wilkins-Yel et al. 2018). Moving from one career to another is known as a career transition. The resultant effect of a career transition on an individual is dependent on the extent of that career change (Chudzikowski 2012). Goal exploration activities are encountered when there are discrepancies between a person's current career state and career goals, resulting in self-reflection on the current career choice (Hu et al. 2017).

Although the literature indicates that career change is a positive aspect in an evolutionary economy (Gunz and Heslin 2005), highly competent and trained professionals are lost to alternate careers during this process (McGinley et al.

2014). It is imperative to explore the rationale behind career change in chiropractors after the extensive education and clinical experience undergone by them (Till and Till 2000). There is significant debate within the profession over how to shape the future of chiropractic to assist with the professional growth of chiropractors (Brosnan 2017). This study will enhance professional awareness regarding career change in chiropractors within the eThekweni municipality in an attempt to understand the viewpoint of chiropractors who have chosen alternate careers.

2.10 FACTORS AFFECTING CAREER CHOICES IN YOUNG INDIVIDUALS

Uncertainty in education and career choices are evident in the younger generation (Kalleberg 2000). This uncertainty may be the result of globalization which impacts on job availability locally, forcing individuals to go in search of alternate careers that are unrelated to their chosen career (Bynner 2001). Globalization creates a competitive labour market which necessitates further study to secure a favourable position in an evolutionary economy (Blossfield et al. 2005). The escalating unemployment rate in America has left parents hopeless as they are only capable of providing their children with minimal resources for education which impacts on their career opportunities (Kalleberg 2000). An individual's socioeconomic status has major implications for career choice indicating poor career choices for lower socioeconomic groups and more educated career choices for higher socioeconomic groups (Gutman and Schoon 2012).

Research by Mau and Bikos (2000) suggests that parental expectations soar with an increasing status of wealth. It has also been documented that a higher socioeconomic status has been successful in producing exemplary academic achievements and this serves as a motivation to aspire to greater dimensions in the working world (Gutman and Schoon 2012). According to Simosi et al. (2015), there is minimal information on how university graduates address poor job

opportunities in their professions and a decline in personal well-being was identified as an adverse effect of reduced employment opportunities. Johnson and Mortimer (2011) explained a trend of young people following similar career paths to their parents therefore there is likelihood that they will face the same consequences as their parents, in those careers. Hu et al. (2017) highlighted the importance of career exploration and career shifting for young adults to pursue a career identity and to progress in a future career. Those individuals who withdraw from unsuitable careers to engage in careers that offer greater stability have increased chances of success in a future career (Hu et al. 2017).

2.11 FACTORS AFFECTING CAREER TRANSITIONS IN MALES AND FEMALES

The dynamics of career change differ between men and women as they display different life roles (Forret et al. 2010). The career patterns seen in females are recorded as snake-like as compared to the ladder-like pattern seen in males (Burke 2002). Women are relatively stagnant during child-bearing years as they favour the importance of family over their careers, while a man is obliged to satisfy his professional needs because his identity is said to be defined by his career (Forret et al. 2010). This career identity reveals how an individual defines oneself within the context of a career (Fugate et al. 2004). Although females give importance to family matters over career success, there is a paradoxical incline in younger females with a desire to build impressive professional identities (O'Neil and Bilimoria 2005). Individuals without a distinct professional identity are prone to participate in career activities that are not associated with their current professions and are consequently referred to as career shifters. On the other hand, those with distinct career identities are less likely to engage in career transitions and are dedicated to professional growth in their professions (Simosi et al. 2015).

Developing a career is an on-going succession of phases that are characterized by concerns, themes and tasks (Greenhaus and Kossek 2014). Fiori et al. (2015) explains how the ability to adapt in a career has tremendous effects on work stress and job satisfaction and can cause unforeseen career transitions.

2.12 THE “OLD” CAREER ERA

The “old” career or “traditional” career era entailed career paths that were stable, and employees were able to climb the hierarchical ladder comfortably in an organization (Gunz and Heslin 2005). This type of career has become increasingly irrelevant in an era of increasing job instability, where workers need to enhance their skills and develop their careers (Clarke 2013). Traditionally, the individual chose a career path and stayed in an organization for a lifetime. Career transitions which were optional in the past have now become a necessity (Yate 2016). The current unemployment crisis worldwide has resulted in job instability which means that employees have to be valuable to an organization to hold on to their positions (Rothwell and Arnold 2007). The traditional career is one in which there is internal mobility with a lack of external mobility. The employee can progress in an organization due to the mutual loyalty that lies between the employer and employee (Kovalenko and Mortelmans 2014). This type of career path is regarded as a stable career. Organizational career management (OCM) refers to the tasks carried out by the company to sustain career development in employees. The company assists the employees in obtaining promotions, salary increases and transitions into leadership positions (Baghdadi and Gianecchini 2018).

The old career era consisted of a length of service, geographic mobility and a steady climb up the corporate ladder and it is still the dominant career model in some organizations. However, the protean career trend is becoming more evident and pronounced in the present generation (McDonald et al. 2005).

2.13 THE “NEW” CAREER ERA

Over the past 25 years', the literature on careers has evolved and conceptualized “new” career models such as the boundaryless or protean career. These models focus on proactivity and have acknowledged that career success is a concept broader than pay and status (Baghdadi and Gianecchini 2018). The “new” career era or “*boundaryless*” career is defined as frequent career transitions to enable career success (Gunz and Heslin 2005) or “*sequences of job opportunities that go beyond the boundaries of single employment settings*” (Guan et al. 2018) and considered highly favourable. This career type is self-directed and values professional freedom and growth (Waters et al. 2014). Employees' careers are becoming boundaryless in nature to enable them to manage fast technological advancements, evolving organizational structures and globalization (Guan et al. 2018), and also enable them to work in various organizations. Furthermore, a lack of employment security means that this new approach is feasible to maintain a successful professional life (Yate 2016).

This career is ideal for workers and organizations (Clarke 2013) as the individual acquires knowledge in various fields of work by being receptive to new experiences and careers, and organizations have employees with a variety of skills (Eby et al. 2003). A boundaryless career is associated with progressive learning and building a professional network (Kovalenko and Mortelmans 2014). People can control their own career plans instead of depending on an organization to direct their sequence of plans (Brenner 2016). Career satisfaction becomes questionable in professional mobility because career dissatisfaction is a known factor in career transitions (Latham and Pinder 2005). McGinley (2018) states that once the level of satisfaction decreases in a career, the individual is motivated to resort to career change. According to Arthur and Rousseau (1996) career mobility is critical for career success, psychological well-being and enhancement of knowledge. However, career mobility is dependent on the voluntariness of an individual (Gesthuizen and Dagevos 2008). Voluntary career

transitions transcend beyond previous career benefits resulting in higher salaries, better job rewards and higher levels of job satisfaction (Fuller 2008). Involuntary career transitions caused by career uncertainty can have detrimental effects, psychologically and physically (Yate 2016).

In the past decade, considerable attention has been given to career success (Boudreau et al. 2001). Career success is an accumulation of success over a period in the working environment (Guns and Heslin 2005) and research shows that this may be attained through a boundaryless career (Guns and Heslin 2005). On the contrary there are costs, risks and threats to a career, social relations and family life when a boundaryless career is sought (Baruch and Vardi 2016).

2.14 TRANSITION INTO PARENTHOOD

The transition into parenthood is regarded as an overwhelming life experience (Barimani et al. 2017). Parenthood is one of the major factors that differentiates between gender roles, culturally and economically, with increased pressure on females who need to meet new and demanding challenges (Barnes 2015). Literature on parenthood highlights an earlier transition into parenthood in homes with a lower income as opposed to middle-class and higher-class families. There is a direct effect on career opportunities in the lives of females with a direct decline in opportunities once parenthood begins (Schoon et al. 2007). Females are at a greater disadvantage because of child-bearing and multiple roles at home (Hobcraft and Kiernan 2001). The complexity of gender discrimination in the labour market signifies the difference in opportunities offered to men in comparison to those offered to women (Johnson and Mortimer 2011).

Gender equality has remained a topic of discussion for many years, but the workforce still finds it challenging to completely accept this transition in a woman's career, causing dormancy in her career (Altucher and Williams 2003).

Hobcraft and Kiernan (2001) explain how people may turn to parenting at an early stage in their lives because of educational and career disappointments.

2.15 FACTORS INFLUENCING CAREER CHANGE IN OTHER PROFESSIONS

Career change has become a common practice with an increasing body of knowledge surrounding the factors resulting in career change. A study by Pyatigorskaya et al. (2017) revealed that career choice is influenced by work conditions, workload, parenthood, better opportunities to succeed, job satisfaction, stress over job insecurity and a difference in salaries (Halkos and Bousinakis 2010). Kovalenko and Mortelmans (2014) explain how gender plays a role in career change, with greater incidence of career change in females because of their multiple roles with increasing age, in comparison to men. A trend of career mobility earlier in life, to construct an exceptional professional identity with greater stability later in life, has been documented (Dustman and Pereira 2008). This trend needs to be explored in various careers.

Literature shows that higher living standards among medical practitioners have a major effect on job dissatisfaction resulting in career change to meet these demands (Caniano et al. 2004). Minimal job satisfaction among hotel managers cause them to discontinue in their established career paths when compared to hotel managers with higher job satisfaction and successful careers (McGinley 2018). Organizational crisis is defined as anything that can irritate, question or change economic and social conditions and results in minimal job satisfaction and maximal job stress in any profession. There is also a direct relationship between stress and satisfaction, indicating that satisfaction and dissatisfaction are the regulating factors of stress (Halkos and Bousinakis 2017). Previous studies have shown a correlation between job dissatisfaction and intentions to change career paths (Heslop et al. 2002). Health care providers are eager to practice privately if the forecast of the monthly income looks promising, but this may be dampened by debt through private practice, forcing them to choose

careers that offer greater financial stability (Haden 2002). Medical doctors who lack business knowledge cannot manage their practice therefore they pursue alternate careers (Cyr-Taro et al. 2008).

Educational debt is a major factor impacting on career choice of healthcare professionals who are forced to choose alternate careers to settle this debt (Kibbe et al. 2009). Information Technology professionals, who have difficulty in dealing with stress, burnout and job insecurity, search for greener pastures in alternate fields of work (Shropshire and Kadlec 2012). Halkos and Bousinakis (2010) explain that a satisfied employee is a vital prerequisite for a healthy company and positive work-related stress is a considerable component of job satisfaction. According to the effort-reward imbalance model, adverse health effects are a product of high efforts and low rewards in the workplace (Halkos and Bousinakis 2010). The factors resulting in career change in Information Technology professionals are based on emotions, work-related attitudes, perceived viability of the current career, poor job satisfaction, lack of financial rewards and restricted opportunity for developing a professional identity (Shropshire and Kadlec 2012).

The results of a study by Howes and Goodman-Delahunty (2014) indicated that school teachers and police officers who were not valued in the workplace opted for alternate careers where their skills were appreciated. Shameem and Deepa's study (2018) on career change among human resource professionals indicate that career change is attributed to job satisfaction, psychological factors, personal growth and broadening of knowledge. Postdoctoral fellowships are viewed as positions that prepare PhD students for academic careers. However, studies have shown that the chances of finding employment within these universities remain slim. Consequently, these students pursue jobs that are not related to their area of specialisation (Hayter and Parker 2018). Private practice, in any profession, can result in a wide array of challenges including the

maintenance of financial homeostasis, not receiving payments from medical aid, not getting enough patients and cancellation of appointments at the last minute, as well as poor inter-professional referrals. Such challenges can result in career transitions of practicing professionals (Hartwell-Walker 2016).

As a reaction to unstable working environments, workers are now seeking versatile career strategies (Clarke 2013), which may also be evident in the chiropractic career. However, further investigation is needed to clarify this phenomenon. There is a distinct need for clarity on the scope of chiropractic practice in South Africa to make it eligible for mainstream healthcare system integration (Myburgh and Mouton 2007), which will improve the quality of jobs and provide better opportunities for chiropractors in South Africa. Political disputes within the profession are a great hurdle that must be overcome as this poses a threat in terms of the profession's identity in society and professional acceptance (Brosnan 2017). Such disputes could disillusion chiropractors and result in career change.

Sociologists believe that vocation is a strong determinant of a person's status in a community, wealth and lifestyle (Johnson and Mortimer 2011). It is also evident that productivity in a profession is significantly affected by job stress and job satisfaction indicating lower levels of productivity with increased stress and dissatisfaction. Positive effects can be expected if there is a turnaround in these two factors (Halkos and Bousinakis 2017). As evident from the literature review, various factors influence career change in the different professions. The factors influencing career change in chiropractic may differ because of the challenges that chiropractic faces as a profession. Therefore, there is a need to explore these factors.

2.16 SUMMARY OF THE CHAPTER

This chapter examined the literature on the challenges facing the chiropractic profession globally, and the various factors influencing career transitions in other professions to gain insight into factors influencing career change in chiropractors. The following chapter will outline the research methodology and design of the study.

CHAPTER 3

RESEARCH DESIGN AND METHODOLOGY

3.1 INTRODUCTION

This chapter describes the methodology used to design and conduct this study. In social science, the term methodology refers to the way research is conducted (McGregor and Murnane 2010). It defines the steps of the research design, research setting, sample selection, sample size, the sampling process and the inclusion and exclusion criteria. It also provides a description of the procedures that were utilized in conducting the interview, the process of data collection, data analysis and ethical considerations specific to this study.

3.2 RESEARCH DESIGN

A research design is a detailed plan according to which the research is conducted (Grove et al. 2013). A qualitative, explorative, descriptive and contextual design was employed to guide the study (Polit and Beck 2012). Qualitative, explorative, descriptive and contextual study design involves the identification of key issues and variables of a phenomenon.

3.2.1 Qualitative research

A qualitative research design is a method of enquiry that is used to gain an extensive understanding of a social phenomenon and produces descriptive data (McGregor and Murnane 2010). It involves understanding individuals from their own perspective and their experiences of reality (Corbin and Strauss 2008). The research population is studied in the context of their past and present experiences (Marshall and Rossman 2006). The aim of qualitative research is to develop concepts, insights and understandings from patterns in the data collected by the researcher (Sutton and Austin 2015). The study explored factors that resulted in career change by qualified chiropractors.

3.2.2 Exploratory research

An exploratory design is used to explore topics that have no clear set of outcomes (Baxter and Jack 2008) or when there is paucity in the existing literature involving a specific topic under investigation (Streb 2010). Exploratory design was used for this study to gain insight into a topic which is not well researched. The paucity of literature and uncertainty about the factors resulting in career change in qualified chiropractors necessitates the application of an exploratory research design. While the aim of the exploratory study is to understand the phenomenon, clear objectives are necessary to provide a framework for the new findings. The researcher used an exploratory design to gain insight into factors that resulted in career change of qualified chiropractors.

3.2.3 Descriptive research

Descriptive research involves an accurate representation of the facts and characteristics of a population or the relationship between two or more variables (Dulock 1993). It is useful when the researcher attempts to investigate the “who, what and where” of events and how these aspects relate to or influence the research topic under scrutiny (Sandelowski 2000). A descriptive design was suitable for undertaking this research study which aimed to explore the factors influencing career change in qualified chiropractors. In a contextual study, the researcher describes and understands the occurrence of events within the natural setting to gain a better understanding of the context in which these events occur (Babbie and Mouton 2001). Therefore, it was necessary to undertake the study in a natural setting, at the participants’ current place of employment, to understand the various factors that influenced career change of qualified chiropractors.

3.3 RESEARCH SETTING

According to Polit and Beck (2012), the research setting is the physical location in which data collection takes place. This study was conducted in the

eThekwini Municipality. The eThekwini Municipality is in the KwaZulu-Natal (KZN) province of South Africa and is depicted in **Figure 3.1** below.



Figure 3.1: Map of the eThekwini district (The Local Government Handbook: South Africa 2019)

3.4 POPULATION

Population refers to the target population, a group of individuals who meet specific criteria to be included in the study (Teddlie and Yu 2007). The population of this study consisted of participants who graduated from the

Durban University of Technology (DUT) between January 2004 and January 2019 and were not practicing as chiropractors.

3.5 SAMPLING PROCESS

Polit and Beck (2012) define sampling as a process used to select a small group of people who represent the entire population for the study. Purposive sampling and snowball sampling methods were used to select the study population (Teddlie and Yu 2007). Purposive sampling involves an intentional selection of the sample population (Tashakkori and Teddlie 2003). Snowball sampling is when research participants are used to recruit more participants for a study and is employed when the characteristics of the sample population are minimal (Isaic-Maniu and Dragan 2013). Purposive sampling was implemented through the lecturers' knowledge of potential participants who pursued alternate careers following their chiropractic careers. Snowball sampling was used to retrieve a list of potential participants from the participants who agreed to participate in the study. The sample population is selected to satisfy a phenomenon in the research study (Tashakkori and Teddlie 2003). The sample size was not determined prior to conducting the research study as a relatively small population size can result in data saturation. The marker for a sufficient sample size is indicated when no new information is being generated through the research instrument (Guest, Bunce and Johnson 2006). Data was collected until a point of saturation was reached, resulting in a final sample of 10 participants. Due to feasibility and given the time to conduct and write up a master's dissertation, the sample size for this research study was ten (10) participants.

3.5.1 Inclusion criteria

- Non-practicing chiropractors within the eThekweni municipality. The non-practicing chiropractors were those who are not practicing at all.
- Chiropractic graduates of DUT from January 2004 to January 2019.

3.5.2 Exclusion criterion

- Practicing chiropractors.

3.6 PARTICIPANT RECRUITMENT

The researcher retrieved a list of chiropractors within the eThekweni Municipality from the Allied Health Professions Council of South Africa (AHPCSA) and selected potential participants. This was done with the assistance of the lecturers from the Department of Chiropractic who agreed to guide the researcher in this process. These lecturers had knowledge about their colleagues who pursued alternate careers and they therefore served as potential participants for this study. The contact details of the potential participants were retrieved by the researcher from the lecturers or via reliable internet sources. The research participants also assisted in recruiting more participants by providing the researcher with the details of individuals who suited the eligibility criteria of this study. The researcher contacted potential participants within the eThekweni municipality to determine their willingness to participate in the study and requested their participation.

3.7 DATA COLLECTION PROCESS

The researcher set up interviews at the convenience of the participants. The date, time and venue of the interview were determined, and the participant was sent a reminder via email or text message one day prior to the date of the interview. The interviews were conducted at the participants' current work place. The nature and purpose of the study was explained to the participant before the official commencement of the interview. The participants were issued the letter of information (Appendix 2) and consent (Appendix 3) and were granted the opportunity to peruse the documents. Once the participant read and signed the letter of information (Appendix 2) and consent (Appendix 3), the researcher conducted the interview with the participant. Confidentiality was maintained by administering codes to each participant which was used

throughout the interview and transcription process. The data obtained were only accessible to the researcher and the research supervisors.

3.8 DATA COLLECTION TOOL

An interview guide was used to collect data (Appendix 4). The data collection method employed in this qualitative study was a structured interview (Appendix 4). A structured interview is useful for gathering demographic information, understanding user knowledge, comparing data on a fixed set of responses and gathering data on attitudes and opinions (McLeod 2014). The researcher conducted in-depth, one-on-one interviews with each participant by asking questions that helped the interviewer understand and explore the research topic (Hancock, Ockleford and Windridge 2009). An in-depth interview is a one-to-one method of data collection that involves an interviewer and an interviewee discussing specific topics in-depth. In-depth interviews are used when seeking information on individual, personal experiences from people about a specific issue (Hennink, Hutter, Bailey 2011: 109).

Participants were given a copy of the interview guide which enabled them to follow the questions during the interview process. The data were collected during a one-on-one structured interview with each participant. Each interview was approximately 60 minutes long and the interview was recorded with the use of a dictaphone.

3.9 PRE-TESTING OF THE DATA COLLECTION TOOL

A pre-test technique is used to assess the adequacy of a research instrument and to identify and improve the question quality for the interview process. The interview questions were examined to determine whether any questions were unnecessary, difficult, ambiguous, needed re-wording or shortening. The pre-test also examined the range of responses to interview questions as well as the time taken to complete the interview (van Teijlingen and Hundley 2001). The pre-test consisted of two participants who practice as part-time

chiropractors and have other full-time employment. These participants were chosen to give the researcher insight into the factors that influenced them to choose other full-time employment over practicing full-time. The participants of the pre-test phase did not participate in the main study. There were no changes made to the research instrument after conducting the pre-test as the participants stated the questions were relevant, concise and comprehensible.

3.10 DATA ANALYSIS

Data analysis forms part of the analytical phase and is aimed at answering the research questions (Polit and Beck 2012). The research questions in this study were aimed at determining why the participants were not practicing chiropractors, to determine if the participants had additional professional qualifications, to explore the benefits of the participants' current careers and to determine if the participants had a desire to practice as chiropractors in the future. The data collected during the interviews, through audio recordings, were transcribed verbatim into a Microsoft Word document. Tesch's eight steps of Thematic analysis was employed to analyze the data as this method of data analysis is common among researchers who are becoming familiar with qualitative research (Creswell 2009). Tesch proposed eight steps in thematic data analysis (Creswell 2009):

Phase 1: Familiarizing oneself with the data

The researcher read the transcripts multiple times to gain insight into the content of the interviews.

Phase 2: Generating initial codes

Once the researcher was familiar with the data, an initial list of codes was created. These codes were used to identify a feature of the data of particular interest to the researcher. The researcher manually coded the data and made notes on the transcripts.

Phase 3: Searching for themes

A list of all the themes and topics were made. Similar themes and topics were identified and clustered.

Phase 4: Reviewing themes

The researcher applied the themes and topics to the data collected. The themes or topics were coded, and the researcher looked for new categories.

Phase 5: Defining and naming themes

The researcher used descriptive wording for the themes or topics and categorized them according to the relationships found.

Phase 6: Final coding

The researcher made a final decision on which codes to use.

Phase 7: Producing a report

The researcher analysed the data and produced a coherent and concise report.

Phase 8: Recoding

The researcher recoded the data if it was necessary.

3.11 TRUSTWORTHINESS OF THE RESEARCH PROCESS

Trustworthiness refers to the accuracy and adequacy in qualitative research (Holloway and Wheeler 2002). The criteria used to establish trustworthiness by Lincoln and Guba (1985) are credibility, dependability, confirmability and transferability.

3.11.1 Credibility

Credibility relates to the truth of the data collected, and of the analysis of the data (Polit and Beck 2006). It attempts to portray a true reflection of the phenomenon under investigation (Shenton 2004). It also helps to reduce discrepancies in the data collected by the researcher during the interview (Krefting 1991). Credibility is established by peer reviews, member checks and validation or co-analysis of the data. The co-supervisor of this study performed a peer review to assess the validity and standard of the data collected by the researcher. There were no discrepancies determined by the co-supervisor.

3.11.2 Dependability

Dependability involves the sturdiness of the data over a period such as throughout the interview process (Polit and Beck 2006). The interviews were consistent with all participants and an external auditor was employed to ensure consistency of the data. Although dependability is a complicated criterion in qualitative research (Shenton 2004), the research co-supervisor was appointed as the external auditor who assessed the interview questions, data collection process and the analysed data.

3.11.3 Confirmability

Confirmability refers to a correlation in the data when reviewed by two or more independent researchers (Polit and Beck 2006). Confirmability is achieved when no discrepancies are found, demonstrating that the findings of the research emerged from the data and not the researcher's predisposition (Shenton 2004). The external researcher attempts to understand the series of events throughout the research process (Krefting 1991). To ensure confirmability in this study; the researcher's data analysis was reviewed by the research co-supervisor. The themes and sub-themes identified by the researcher were compared to those of the research co-supervisor to identify any discrepancies in the data. There were no discrepancies found.

3.11.4 Transferability

Transferability refers to the differences that may be encountered when comparing the data of a study group in another environment. The reader was provided with sufficient data on the field of research to determine whether the findings of the research context corresponded when applied to a different setting (Shenton 2004). The researcher ensured transferability of the results by providing a detailed description of the research setting and research processes. This enhanced the transferability of the study, making it possible to build on these findings when conducting further research.

3.12 ETHICAL CONSIDERATIONS

3.12.1 Ethical approval

Ethical approval to conduct this study was obtained from the Institutional Research and Ethics Committee (IREC) of the Durban University of Technology (Appendix 1). All participants were required to read and sign a letter of information and consent form specific to this study (Appendix 2 and Appendix 3).

3.12.2 Autonomy

Autonomy refers to the ability of the participants to engage in independent decision making (Polit and Beck 2006). All participants were able to make their own decisions and there was no influence from the researcher. There was no form of enticement or incentive offered by the researcher in exchange for participation. The participants were informed that they had a right to withdraw from the study before or during the interview process without any form of penalty. The principles of autonomy were stated in the letter of information (Appendix 2) provided to each of the participants before the interview.

3.12.3 Non-maleficence

Non-maleficence refers to the precautions taken by the researcher to ensure the participants do not face any harm, risks or side effects (Polit and Beck 2006). Non-maleficence was maintained by ensuring that the participants were not harmed in the study and this was stipulated in the letter of information (Appendix 2) which was given to the participant before the interview.

3.12.4 Beneficence

Beneficence refers to the duty of the researcher to ensure maximal benefit and minimal harm to the participants. It honours and upholds the physical, financial, social, emotional and legal well-being of the participants (Polit and Beck 2006). By signing the informed consent (Appendix 3) prior to the interview, participants were reassured of their confidentiality. Beneficence was accounted for as the results of this study could affect the decisions of current and future chiropractors in terms of career choice and how to handle the challenges they may encounter.

3.12.5 Justice

Justice is defined as the participant's right to privacy and fair treatment (Polit and Beck 2006). Justice was maintained by ensuring that all information from the participants was stored on a computer which was accessible to the researcher by the use of a password and there were no identification details available on the transcript documents. Participants were given equal opportunities to voice their opinions to ensure that the interview process was fair.

3.13 SUMMARY OF THE CHAPTER

This chapter explained the research methodology employed in this study, including the method of data collection and data analysis. The findings of this research study will be represented in the following chapter.

CHAPTER 4

PRESENTATION OF FINDINGS

4.1 INTRODUCTION

The findings, obtained from the thematic analysis of ten (10) structured interviews conducted with qualified chiropractors, within 15 years of qualifying, are presented in this chapter. The three main themes and associated sub-themes that emerged from the interviews are presented in **Table 4.1** together with their synopsis. All themes are interrelated and comprehensively contribute to the factors resulting in career change by qualified chiropractors within the eThekweni Municipality. The narratives of the participants were transcribed verbatim.

Table 4.1: The main themes, sub-themes and their synopsis

THEME	SUB-THEME	SYNOPSIS
1. Challenges of private practice	<ul style="list-style-type: none"> Financial challenges facing chiropractors in private practice 	<p>The financial aspect in any business is a determinant factor of the success of that business. A chiropractic practice is therefore regarded as a business and a lack of capital leads to the absence or collapse of a business. The inability to maintain a steady monthly income also contributes to the functioning of the business and this can be the result of a deficient flow of patients regardless of the voluminous time invested into a practice. The poor recognition of chiropractic by other professions and by the public determines the flow of patients in a practice. Practicing chiropractors who do not earn a stable income after investing time into their practices become incapacitated as they are unable to sustain their households financially and they have limited family hours, therefore they resort to other careers for financial stability and flexibility.</p>
	<ul style="list-style-type: none"> Lack of recognition of chiropractic by other professions and by the public 	
	<ul style="list-style-type: none"> Influence of parenthood on practicing chiropractors 	
2. Perceptions of the chiropractic programme	<ul style="list-style-type: none"> Personal desires and location saturation 	<p>The chiropractic curriculum entails extensive theoretical education, practical education and a research component which impacts tremendously on post-qualification decisions. Chiropractic students become accustomed to the trends in obtaining the chiropractic qualification because it is depicted as a tedious process as they spend ample time in the chiropractic field. Another significant element in chiropractic is practice location; Durban is saturated with chiropractors because students relocate to Durban and make it their home. This generates pessimistic attitudes towards starting-up practice in Durban in conjunction with the lack of education on post-qualification prospects for chiropractors in Durban.</p>
	<ul style="list-style-type: none"> Post-qualification guidance 	
3. Choosing alternate careers over chiropractic	<ul style="list-style-type: none"> Benefits of an alternate career to chiropractic 	<p>The non-practicing chiropractors identified personal and financial benefits in their current careers which they failed to discover as practicing chiropractors. However, some of the participants were optimistic about practicing chiropractic in the future because it was always a passion for them. The benefits in alternate careers were the deciding factors for the chiropractic futures of the other participants. Furthermore, the participants had conflicting views on the advice to future chiropractors based on their personal experiences throughout their chiropractic careers. Although the participants had contrasting opinions on the chiropractic course and their futures as chiropractors, the majority of the participants were in unison about chiropractic allowing them opportunities to pursue alternate careers without the need for additional qualifications.</p>
	<ul style="list-style-type: none"> Prospects for practicing as a chiropractor 	
	<ul style="list-style-type: none"> Well-rounded education facilitates students for many alternate careers 	

4.2 DEMOGRAPHIC DATA OF THE PARTICIPANTS

There were twenty potential participants who were invited to participate in this study. The potential participants who met the eligibility criteria and agreed to participate in the study yielded the study population of ten participants. There

were five participants recruited with purposive sampling and five participants recruited via snowball sampling. The non-participants of this study had relocated, exceeded the post-qualification period specific to this study or returned to private practice.

The gender, age and race of the participants (n = 10) are presented in **Table 4.2**. The majority of participants were females (n = 9; 90%). Indians were the predominant race group (n = 6; 60%), followed by Whites (n = 4; 40%). There were no Black or Coloured participants. The mean age of the participants was 34.8 years and the range was 27-39 years.

Table 4.2: Gender, age and race of the participants

Participant	Gender	Age	Race
1	Male	36	Indian
2	Female	38	Indian
3	Female	39	Indian
4	Female	31	White
5	Female	38	Indian
6	Female	32	White
7	Female	27	Indian
8	Female	35	White
9	Female	35	White
10	Female	37	Indian

The mean number of years that was spent in private practice by the participants was 2.7 years and the range was 1-7 years. Seven participants pursued alternate careers in the medical field, two participants chose parenthood as an alternate career and one participant was unemployed. The mean number of years of being out of private practice and not practicing at all was 8.2 years and the range was 3-11 years.

4.3 THEME ONE: CHALLENGES OF PRIVATE PRACTICE

A range of questions was posed to the participants during one-on-one interviews to obtain a detailed perspective of the perceived challenges of being in private practice. The participants expressed financial challenges in starting-up and maintaining a practice, a lack of recognition of the chiropractic profession by the public and mainstream healthcare and the lack of time for family responsibilities due to ample time needed to maintain a practice.

4.3.1 Financial challenges facing chiropractors in private practice

There were similar views expressed by the participants on the financial challenges facing chiropractors who went into private practice.

The following participants expressed the financial difficulties experienced when opening a practice and financial insecurity experienced during their years as practicing chiropractors. These challenges caused chiropractors to pursue alternate careers:

“I think there are too many challenges to open up a new practice and because it is part of Allied Health, it’s not really covered by medical aids. I think what you put in financially is definitely not what you get out. People don’t have finances to actually pay a chiropractor.” (Participant 3)

“I was in private practice for about 7 years and I had taken 7 years to study so it became difficult to constantly make it financially. I looked for something in the medical field that could guarantee my income. I have financial security in my current career. It is the uncertainty of owning and running your own chiropractic practice. My sole reason for everything was financial security.”(Participant 4)

“I took a job before going the route of practice and receiving a set income was more inviting at the time. It was the unknown of opening your own practice, being your own boss, not having a set income, having to run your own business and the challenges that come with that.” (Participant 6)

“Being a chiropractor does not provide the stability that you need in the beginning and locum work sometimes does not work out. I found that having a different job, in which I have the skills to do the job, provided me with the stability that I needed at that point in time. Not many of us are fortunate enough to have that financial backing in the beginning and being in practice is a business so you need adequate money to get all your equipment and to get yourself started.”
(Participant 7)

“I stopped practicing due to financial reasons. I wasn’t able to earn a stable income by being in private practice so I had to choose an alternate option. Setting up practice and not earning a stable income became very difficult because once you are out in the work field, you have expenses that build up and you are not able to pay it.” (Participant 10)

4.3.2 Lack of recognition of chiropractic by other professions and by the public

The numerous conflicting philosophies of chiropractic are detrimental to the growth of the chiropractic profession as stated by the participants. According to the participants, the profession is not well perceived by the public and by other healthcare professionals. The ignorance depicted by mainstream healthcare towards chiropractic has dampened the growth of the chiropractic profession for many years, solely because chiropractic is a profession that is alternative to medicine (Brown 2016).

When the participants were asked about their reasons for not practicing chiropractic and pursuing alternate careers, there was congruency in their responses regarding the poor recognition of chiropractic among mainstream healthcare professionals and the public:

“You have to continuously market yourself and explain what you are doing.”
(Participant 1)

“There is a lack of knowledge of chiropractic and there are continuous fights with other professions such as physiotherapists, neurosurgeons and even massage therapists in an attempt to justify your scope of practice. There is a lack of recognition of chiropractic.” (Participant 2)

“Patients don’t really know what chiropractic is all about. I think that chiropractic is not well perceived. You have to convince people that chiropractic works.”(Participant 3)

4.3.3 Influence of parenthood on practicing chiropractors

Parenthood is a major milestone in an individual’s life, and it can have enormous effects on one’s career. The effects of parenthood on a chiropractic career were highlighted and reflected in the responses of the participants.

The following participants explained how parenthood shifted them away from the chiropractic profession as they became more inclined towards parenthood. They felt that being in private practice did not grant them quality time with their families:

“I chose to be a mum and that is my full-time job. I practiced up until 7 months of being pregnant and then it became too cumbersome for me to practice.” (Participant 2)

“I was fortunate to be able to be a stay-at-home mum. I decided that looking after my child is more beneficial than paying someone else to look after my child. When you are starting up practice you are unable to earn a steady income so the cost was not worth it.” (Participant 5)

“Parenthood influenced my decision to a certain extent. I just got married and I was actually planning a family. If I stayed in private practice, I wouldn’t have had the ability to give my family quality time. Private practice takes up too much of your time so it did play an important role.” (Participant 10)

4.4 THEME TWO: PERCEPTIONS OF THE CHIROPRACTIC PROGRAMME

Chiropractic is a 6-7-year programme in South Africa in comparison to chiropractic in other parts of the world, such as the US, where it is a 4-5 year programme. After dedicating a significant amount of time to their studies, chiropractors expect to reap the benefits of their time, effort and expenses invested over the 7 year period.

4.4.1 Personal desires and location saturation

Participants displayed negative attitudes towards the chiropractic programme. Some of the participants felt that their chiropractic experiences paradoxically drove them away from chiropractic. When these participants were questioned on what factors in chiropractic influenced them to pursue a different career, they responded as follows:

“Your clinical experience is useless and you get no exposure to anything.”
(Participant 1)

“The research factor drove me away from chiropractic. It took everything out of me and I no longer enjoyed the profession. I also realized that I didn’t want to be seeing patients every day.” (Participant 5)

“I think that I was a go-getter from the start. I also felt confined within the 4 walls of a room without having any outside exposure. It was not an easy space for me to be in.” (Participant 9)

Other participants expressed that external factors, such as practice location and the challenges arising from opening a practice, influenced them to pursue alternate careers as indicated below:

“I think it was the unknown of opening your own practice, being your own boss, not having a set income, having to run your own business and the challenges that come with that. I felt that Durban is saturated with chiropractors and not

everybody uses a chiropractor. People still go to physiotherapists first.”
(Participant 6)

“I realized that being a chiropractor in KZN is actually difficult if you aren’t able to relocate.” (Participant 7)

“I’m from Durban and I think one of the biggest problems is that chiropractic students make Durban their home. They never go back to where they came from so the Durban market is completely saturated with chiropractors. It’s quite difficult to start up a practice and be successful when there’s so many people doing the same thing in every little town within Durban.” (Participant 8)

“I think that a chiropractor’s income is location dependent. Chiropractors in Cape Town and Johannesburg are more successful and I think it is only because Durban is saturated with chiropractors.” (Participant 9)

4.4.2 Post-qualification guidance

There was data on post-qualification guidance that was extrapolated from the interviews. There were two participants who expressed their concerns regarding the absence of post-qualification guidance in terms of being inadequately equipped in the working environment. There were similarities in the responses from the two participants regarding post-qualification guidance as depicted below:

“Post-graduation education is non-existent.” (Participant 1)

“There is no guidance when you qualify and no one gives you any information that can equip you to open your practice. You are left to your own vices once you qualify. There should be a course that gives you post-qualification guidance.”
(Participant 3)

4.5 THEME THREE: CHOOSING ALTERNATE CAREERS OVER CHIROPRACTIC

An unknown percentage of qualified chiropractors have chosen alternate careers for various reasons as discussed previously. The participants explained the benefits of working for a corporate company as they found financial stability in alternate careers. The benefits in alternate careers outweighed the benefits of private practice.

4.5.1 Benefits of an alternate career to chiropractic

These were the comments of the participants on the benefits of choosing an alternate career:

“There are multiple benefits in my current career. These benefits include a set salary every month, commission and medical aid. It is definitely not as challenging as being in private practice.” (Participant 3)

“I receive a set income and there are benefits such as medical aid, pension fund, and car allowance in my current position.” (Participant 6)

“I think it’s the whole debate about being self-employed or being employed by a big corporate company. You get paid leave when you are employed by a corporate company but when you are self-employed, if you don’t work you don’t get paid. There are other benefits such as petrol, provident fund and medical aid in my current career. I get to travel the world with the position that I’m in. The income I was earning in practice is a fraction of what I am earning now.” (Participant 8)

“The number one benefit is a stable income in my current career. This career gives me flexibility with my family, allows me the opportunity to give them quality time and to maintain a stable job. It’s given me great opportunities to network in the medical profession as opposed to just being in private practice.” (Participant 10)

4.5.2 Prospects for practicing as a chiropractor

Although the participants pursued alternate careers post-qualification, some of them were victims of the circumstances they were confronted with, while others voluntarily chose to pursue alternate careers. When the participants were asked if they wish to practice as a chiropractor in the future and the reasoning behind their answers, there were conflicting views. These participants had positive views on practicing as a chiropractor in the future.

“I’ve never shut down the dream of practicing as a chiropractor and I would like to eventually go into a position of chiropractic. I would prefer going into a partnership or work as a locum in order to guarantee a steady income.” (Participant 4)

“I wish to practice as a chiropractor in the future. Chiropractic is an amazing profession. I think there’s a lot of value that you can add as a chiropractor.” (Participant 6)

“Yes, I do wish to practice in the future. My mindset changed from doing locum work for a few years and I realized that being in KZN is actually difficult if you aren’t able to relocate. I would prefer to work and build up finances to open up practice in the future as opposed to currently practicing now.” (Participant 7)

“Yes, I would choose to practice in the future. Chiropractic is my passion and I would like to get back into the profession in the future.” (Participant 10)

While some participants felt strongly about practicing in the future, the following participants displayed no desire to practice as a chiropractor in the future:

“No, I do not want to be a practicing chiropractor in the future. Nothing is going to change. Chiropractic is not real chiropractic in South Africa. We are basically physiotherapists with an adjustment at the end but that’s my personal opinion. I do not wish to practice in South Africa because I do not want to be a physiotherapist.” (Participant 1)

“No. I would only advise it if you are in the athletic field. You must find a specific market of people and pursue it if that’s your passion. However, if you are just doing it because you didn’t get into medicine, I would not advise you to do it because it is a lot of hard work.” (Participant 5)

“I won’t ever go back to chiropractic. I loved what I did and I enjoyed chiropractic. It’s given me a great stepping stone but I wouldn’t go back to chiropractic. I’ve seen the degenerative changes the body goes through as a chiropractor.” (Participant 9)

4.5.3 Well-rounded education facilitates students for many alternate careers

An important component of the chiropractic profession is the endless opportunities that are created professionally by obtaining a Master’s Degree in Chiropractic.

To protect the confidentiality of the participants, the participant numbers were not listed in this section. There were six participants who indicated that there were no additional qualifications that were required for their current careers. Their current careers were in the medical field. One participant required additional qualifications to become a medical doctor, one participant was unemployed and two participants chose parenthood as a career.

4.6 ADDITIONAL FINDINGS THAT EMERGED FROM THE INTERVIEWS

It is imperative to conceptualize the experiences of chiropractors in a manner that will guide future chiropractors to enable the growth of the profession and to develop a passionate and dedicated generation of chiropractors. Additional findings on the advice to future chiropractors emerged from the interviews.

The participants were asked if they would advise other individuals to pursue chiropractic and to provide a reason for their answers. The following participants provided positive feedback on this question:

“Yes I would advise it. The individual needs to be aware of the challenges in terms of opening a practice and that you need to educate the public on what chiropractic is. I would tell people to go ahead if they are passionate about it because I think you can make it but it’s not an easy road.” (Participant 6)

“I think that chiropractic opens you up to a whole new world. If you qualify as a chiropractor it doesn’t necessarily mean you have to practice as one. The knowledge you gain with regards to physiology and anatomy places you in a really good space for other careers as well.” (Participant 8)

“Yes. Chiropractic is a beautiful profession but I don’t think it’s for everybody. I think if you are entrepreneurial and you have good ideas when it comes to chiropractic on the business side of things, you can do very well from a financial point of view. I’ll never tell someone not to do it. If it’s something they are passionate about, can see themselves doing in the future and can make a living from it then absolutely no doubt.” (Participant 9)

“Yes I would. It’s an excellent profession. It’s ever-developing and an alternate way of healing. I wouldn’t put anyone of it but I think people also need to be aware of the stress when it comes to post-qualifying and what the industry itself is all about.” (Participant 10)

In contrast to the above responses, there were three (3) participants who stated that they will not advise other individuals to pursue chiropractic for various reasons:

“No. The course is unnecessarily long, the administration is unnecessarily slow, the need for a Master’s research is purely financial gain from DUT and there’s no benefit on the actual education and performance as a chiropractor.” (Participant 1)

“No. I think that when you are on campus you go through the curriculum but no one really tells you what happens when you qualify and no one gives you any

information that can equip you to open your practice. You literally qualify and you are left to your own vices.” (Participant 3)

“No. I would only advise it if you are in the athletic field. You must find a specific market of people and pursue it if that’s your passion. However, if you are just doing it because you didn’t get into medicine, I would not advise you to do it because it is a lot of hard work.” (Participant 5)

4.7 SUMMARY OF THE CHAPTER

This chapter presented the findings of the study. A narrative was constructed using quotations to substantiate the themes and associated sub-themes. In the following chapter, the findings in relation to the results of similar studies are discussed.

CHAPTER 5

DISCUSSION OF FINDINGS

5.1 INTRODUCTION

This chapter discusses and interprets the findings of the study in the context of the existing literature on the factors resulting in career change by qualified chiropractors. Although there is a substantial body of literature on job satisfaction in chiropractors (Mirtz et al. 2010), there is a paucity of literature on the factors resulting in career change by qualified chiropractors. Therefore, emphasis is placed on the importance of an investigation into these factors which have received minimal attention with very few international studies providing insight into these factors. Therefore, a comparative critique of other studies on the factors influencing career change by qualified chiropractors, proved to be challenging. The information in this discussion was deduced from various sources on factors resulting in career transitions in other professions, including other healthcare professions.

5.2 OVERVIEW OF THE RESEARCH DISCUSSION

The aim of the study was to explore the factors resulting in career change by qualified chiropractors. The following three main themes were identified:

Theme 1: Challenges of private practice.

Theme 2: Perceptions of the chiropractic course.

Theme 3: Choosing alternate careers over chiropractic.

The identified themes and associated sub-themes are discussed and interpreted below and they are substantiated by relevant literature.

5.3 THEME ONE: CHALLENGES OF PRIVATE PRACTICE

Private practice, in any profession, can present with a wide array of challenges and benefits that are dependent on specific factors. The participants were asked a range of questions to explore the factors associated with the challenges and benefits of private practice. These factors included the financial challenges facing chiropractors in private practice, the lack of recognition by other professions and by the public and the influence of parenthood on practicing chiropractors. The participants' responses highlighted issues that are rarely explained in chiropractic. Although the individuals in the profession are aware of these issues, they are vaguely discussed in literature. The responses of the participants indicated major challenges in practicing as a chiropractor with minimal benefits of being in private practice.

5.3.1 Financial challenges facing chiropractors in private practice

There was congruency in the responses of the participants on the financial challenges facing chiropractors in private practice. The participants reported financial difficulties in opening a private practice and financial instability as practicing chiropractors. The findings of this study are also in agreement with those of Haden (2002) and Mior and Waalen (2008). Haden (2002) conducted a study on dental students in the US which stated that one of the major determinants of career change in any profession is the monthly salary. Research by Mior and Waalen (2008) on personal and practice predictors associated with the income of Ontario chiropractors, revealed how the monthly income varies drastically amongst practicing chiropractors due to specific determinants such as practice techniques, recognition of the profession in the country in which they practice and the number of patients seen each month. Furthermore, there is increased competition among chiropractors in Canada as a result of decreased usage of chiropractic treatment and minimal medical aid reimbursements (Lorence et al. 2014). This study also indicated low success rates in private practice with low long term financial benefits. The literature from these studies indicated that monthly salary is a major determinant in career transitions, indicating higher levels of career mobility with financial instability. Williams (2011)

established that chiropractors face challenges of diminished profit margins in private practice.

This study revealed that there are numerous challenges in establishing a new practice and chiropractors become burdened when they are unable to reap the rewards of their financial investments into the profession. After many years of practicing as a chiropractor, some of the participants were continuously burdened by financial insecurity and there was no guarantee of a stable income. Alternate careers that offered greater financial stability proved to be more inviting than being a practicing chiropractor. Pyatigorskaya et al. (2017) highlighted how career choice is severely influenced by the stresses of job insecurity and Halkos and Bousinakis (2010) used the effort-reward imbalance model to demonstrate the adverse effects of high efforts and low rewards in a workplace.

5.3.2 Lack of recognition of chiropractic by other professions and by the public

A national study in the US by Weeks et al. (2015) on public perceptions of Doctors of Chiropractic indicated that the public favoured healthcare professionals in primary care roles over chiropractors. In comparison, a study in South Africa on the developmental issues in chiropractic found a lack of inter-professional relations between healthcare providers and chiropractors (Myburgh and Mouton 2007). The lack of recognition by other professions further compounds the challenges facing practicing chiropractors in terms of gaining public recognition and educating the public about chiropractic. Maiers et al. (2018) advocate the need for chiropractors to use community engagement programmes advantageously to enhance the knowledge of the public.

The participants in this study strongly agreed that there is a lack of knowledge of chiropractic and there are persistent altercations with other professions to clarify the scope of chiropractic. Participants further mentioned that chiropractic is not well perceived by the public. Therefore, there is a need to educate the public on the scope of chiropractic (Maiers et al. 2018). A survey on the scope of chiropractic practice in South Africa reported a limited range and frequency of

referrals from other healthcare providers, thereby contributing to the lack of recognition by other healthcare providers (Johl et al. 2017). The findings of this study are in alignment with the findings of a study by Louw and Myburgh (2007), which was also conducted in South Africa, who explained how the knowledge and perceptions of chiropractic by general practitioners influences the growth of the chiropractic profession. Similarly, a study in the US by Williams and Zipp (2014) also confirmed that there is a lack of public acceptance of chiropractic and there is an increase in competition from other manual therapists which compounds the challenges faced by chiropractors. It is evident that the findings of this study are congruent with those of Louw and Myburgh (2007) and Myburgh and Mouton (2007) who found a lack of inter-professional relations between healthcare providers and chiropractors in South Africa, making this a common occurrence between these countries. The existing literature and the results of this study indicate that chiropractors are underrepresented by other healthcare professionals, thereby impacting on the professional growth of chiropractors.

5.3.3 Influence of parenthood on practicing chiropractors

Research shows that child-bearing and multiple life roles of females have an adverse effect on their careers. Consequently, some females resort to parenthood as a career after experiencing educational and career disappointments (Hobcraft and Kiernan 2001). There were conflicting views from the participants of this study on the influence of parenthood on practicing chiropractors. Some participants indicated that private practice is beneficial during parenthood, whilst others indicated that parenthood plays a significant role in pursuit of new careers. These participants explained how the high demands of being a practicing chiropractor leave no time for parenthood and family responsibilities. Parenthood played a significant role in influencing these participants to leave chiropractic and to pursue parenthood as a career.

Barnes (2015) explains that parenthood is one of the major factors that differentiate between gender roles, with increased pressure on females to fulfil new and demanding challenges, thereby impacting on their positions, culturally

and economically. A participant in this study explained that choosing an alternate career, after being a practicing chiropractor, was influenced by the need to plan a family and that private practice did not allow the flexibility that is required when planning a family. Although a practicing chiropractor has the ability to choose the number of hours spent in private practice, the burden of no work being equivalent to no pay has severe implications on financial stability, especially during the child-bearing phase in the lives of females. Alternatively, a participant who pursued an alternate career immediately after obtaining the chiropractic qualification explained how private practice can be advantageous during family planning years because of the flexibility that is offered when one is self-employed in comparison to being employed by a corporate company.

5.4 THEME TWO: PERCEPTIONS OF THE CHIROPRACTIC PROGRAMME

The chiropractic programme in South Africa entails extensive theoretical, practical and research components (Till and Till 2000). Individuals, who have completed the programme, have various perceptions about the programme and its outcomes after investing many years of hard work, dedication and perseverance into chiropractic.

5.4.1 Personal desires and location saturation

A participant in this study expressed negative views on the clinical experience and exposure offered in chiropractic. Although the clinical experience and exposure allowed chiropractors the opportunity to gain knowledge of clinic procedures, interact with patients and develop specific practice techniques, the participant reported that this was not a realistic reflection of private practice.

Other participants shed light on their lack of interest as they progressed into the programme. This was described by participants as unpleasant experiences with research in chiropractic and the loss of passion for the profession while completing their clinical activity. Consequently, they resorted to alternate careers. Career distress leads to disengagement from career goals and decreased career expectations which influence career mobility (Hu et al. 2017), as is evident in

participants' responses of this study. According to Heslop et al. (2002), there is a direct correlation between job dissatisfaction and intentions to change career paths. Pyatigorskaya et al. (2017) emphasized that once the level of satisfaction declines in a career, an individual is motivated to make a career transition, and this is evident in the results of this study. Hu et al. (2017) further explain that goal exploration is resorted to when there are discrepancies between a person's current career state and career goals, resulting in self-reflection on the current career choice.

Mior and Laporte (2008) indicate that despite the increase in the number of practicing chiropractors, the use of chiropractic services remain stable. This is the result of an overflow of practitioners in a specific location, resulting in a competitive labour market (Blossfield et al. 2005). The participants of this study highlighted their concerns about the KZN province being over-saturated with chiropractors because chiropractic students relocate to Durban and eventually open their practice in the Durban area. This has adverse effects on the chiropractors who live in Durban, forcing them to relocate to establish successful practices or they have to opt for alternate careers to enable career stability.

Another concern that was raised by the participants was the preference of physiotherapists over chiropractors by the public. This concern is confirmed by Weeks et al. (2015) who found that patients favoured primary healthcare professionals over chiropractors which explains the competition from primary healthcare professionals.

5.4.2 Post-qualification guidance

According to Simosi et al. (2015), there is minimal information on how university graduates address poor job opportunities in their professions. The results of the current study indicate that chiropractors address poor job opportunities in their profession by making career transitions. The participants stressed the lack of post-qualification guidance. They experience challenges in private practice because they are inadequately prepared in the business sector. The participants

were unprepared for the realities and expectations of private practice. This is detrimental to the chiropractic career as private practice is regarded as the main job opportunity in chiropractic. The lack of post-qualification guidance and training for private practice as factors that caused career change is evident in the responses of the participants in this study.

5.5 THEME THREE: CHOOSING ALTERNATE CAREERS OVER CHIROPRACTIC

There were circumstances that led to career change in study participants that predominantly resulted in positive outcomes in their current career paths.

5.5.1 Benefits of an alternate career to chiropractic

Although the participants of this study were qualified chiropractors, they discovered alternate careers fulfilled their personal and financial needs. The participants explored alternate careers that offered exceptional benefits in comparison to the benefits as a practicing chiropractor. One of the participants explained that there was always a need to provide an explanation for the chiropractic profession to the public and mainstream healthcare professionals.

Myburgh and Mouton (2007) confirmed the need for clarity on the scope of chiropractic in South Africa to advocate for integration into the mainstream healthcare system which will inevitably improve the quality of jobs and provide extraordinary opportunities for chiropractors in South Africa.

Shropshire and Kadlec (2012) stipulate that job insecurity encouraged individuals in information technology to search for greener pastures. Financial stability and rewards such as medical aid and provident fund were the main benefits of choosing alternate careers as stated by the participants of this study. According to Clarke (2013), individuals in different professions seek versatile career strategies due to unstable working environments. Mirtz et al. (2010) stated that chiropractors seek alternate careers because of better job rewards and job satisfaction. Therefore, the findings of this study are congruent with the literature sources

which state that career change occurs as a result of limited job rewards and job satisfaction.

5.5.2 Prospects for practicing as a chiropractor

The participants had conflicting views on their future as practicing chiropractors. Although the current careers of the participants offer greater stability, some of them have a desire to practice in the future because they are still passionate about chiropractic and regard chiropractic as a phenomenal profession. On the contrary there are individuals who are content in their current professions and have no motive to practice in the future because of the stability encountered in their current professions.

The participants of this study who expressed positive attitudes towards practicing in the future, despite the challenges they experienced in the past, have maintained a passion for chiropractic. Moreover, Williams et al. (2013) stated that there is a higher success rate in chiropractic practices with increased government expenditure on the profession. The participants further explained that they will consider practicing if there is improved financial stability as a practicing chiropractor. With increased government expenditure on chiropractic services, the success rate of chiropractors in private practice will increase.

While some participants displayed a strong desire to practice in the future, there were others who will not tread along the chiropractic path again. A participant in this study expressed concerns about the success rate of chiropractic in South Africa. The participant explained that chiropractic in England and the US have higher success rates than chiropractic in South Africa because they have encompassed the different philosophies of chiropractic into the profession. Furthermore, chiropractic in South Africa faces different and greater challenges when compared to first world countries like the US, where chiropractic has greater diversity and acceptance in the healthcare framework (Salsbury et al. 2018). It is evident, from the literature and from this study, that chiropractic in South Africa faces tremendous challenges as a third world country.

The old career era has become increasingly irrelevant in an era of increasing job instability and the need for workers to enhance their skills by developing their careers (Clarke 2013). The boundaryless career (Guan et al. 2018) has become more evident in the younger generations with a need to undergo new experiences and to obtain vast knowledge (Eby et al. 2003). There are similarities between the literature and this study on the increased desire to explore new careers as a result of the instability in certain working environments. One of the participants explained that being a practicing chiropractor requires physical capacity and good health to treat patients as serious degenerative changes can have adverse effects on a practicing chiropractor. Williams and Zipp (2014) have similar views on work related injuries and the resultant challenges they pose to the practicing chiropractor thereby affecting the functioning of an active practice.

5.5.3 Well-rounded education facilitates students for many alternate careers

Although the participants of this study chose alternate careers after obtaining the chiropractic qualification, it was the chiropractic qualification that provided a stepping stone into their current careers. One participant required additional qualifications but the majority of the participants had no additional qualifications. A study by Mirtz et al. 2010, on the attitudes of non-practicing chiropractors, revealed that 36.4 of the participants did not require additional qualifications for their current careers, 35 of the participants were employed in the healthcare system and the other 35 participants were employed in various sectors. It is evident from the participants' responses that the diversity of chiropractic training provides greater opportunities outside of chiropractic and chiropractors are not forced to go into private practice because the knowledge that is gained throughout the course can be utilized in alternate careers.

5.6 ADDITIONAL FINDINGS THAT EMERGED FROM THE INTERVIEWS

The participants had differing viewpoints on the advice they would give to future chiropractors. Their advice was dependent on their experiences throughout their chiropractic careers. Such advice is imperative to provide guidance to future chiropractors. The majority of participants indicated that they would advise

individuals to pursue chiropractic as it is a phenomenal profession that is growing exponentially. This is confirmed by Bezuidenhout (2016) who states that the chiropractic profession is considered to be the fastest growing profession internationally. The participants also explained that a passion for the profession can result in personal gratification and it can make tremendous improvements in the lives of patients. Research by Williams et al. (2013) also found sharp increments in career accomplishments in chiropractors.

A minority of participants provided advice against the chiropractic profession. Some of the reasons were: the programme was too long, there was a lack of post-qualification guidance and the lack of passion in chiropractic students. A study by Johl, Yelverton and Peterson (2017) revealed that the chiropractic programme in South Africa is approximately six years as compared to chiropractic in the US which is a four to five-year programme which confirms the response of the participants in this study. Inadequate training in the business sector (Cyr-Taro et al. 2008) is an aspect of a lack of post-qualification guidance that impacts on job opportunities in general surgery residents. Furthermore, Pyatigorskaya et al. (2017) stated that a decline in passion in radiology residents in France led to career change.

5.7 SUMMARY OF THE CHAPTER

This chapter discussed the findings of this study, identifying and interpreting the factors resulting in career change by qualified chiropractors within the eThekweni Municipality. While some of the findings were congruous with recurring themes in studies pertaining to factors resulting in career transitions in other professions, this study provided insight into the perceptions, recommendations, challenges and highlights non-practicing chiropractors in one region of South Africa. Furthermore, the discussion accentuated the paucity of literature on non-practicing chiropractors. The following chapter presents the limitations and recommendations of the study.

CHAPTER 6

CONCLUSIONS, LIMITATIONS AND RECOMMENDATIONS OF THIS STUDY

6.1 INTRODUCTION

This chapter addresses the research questions, the strengths and limitations of the study, the conclusions drawn from the study and recommendations based on the findings of the study.

6.2 RESEARCHER POSITIONING

This research study brought to the fore the factors resulting in career change by qualified chiropractors. As a chiropractic student, the researcher was able to identify with the responses of the participants. The researcher was familiar with the experiences of the participants during the years as a student in the chiropractic programme. Furthermore, the researcher is well versed in the chiropractic programme and chiropractic training. This enabled effective interactions with the participants and therefore influenced comprehensive interpretations of the data.

6.3 SUMMARY OF THE STUDY

The aim of this study was to explore the factors resulting in career change by qualified chiropractors within the eThekweni Municipality who are no longer practicing chiropractic. The responses of the participants to the interview questions were folded into the findings section.

6.3.1 Research question 1 (probe): Why are you not a practicing chiropractor?

The participants in this study expressed a range of challenges that are experienced in active practice: financial challenges in opening and maintaining a practice which resulted in financial instability. These financial challenges were overcome by resorting to alternate careers; the lack of recognition of chiropractic

by the public and by mainstream healthcare which continuously undermined chiropractors, requiring them to explain their scope of practice, the challenge of parenthood which influenced their decisions about career change as they required family time and a stable income to support their families. These participants chose not to practice as chiropractors.

6.3.2 Research question 2: Do you have other professional qualifications?

The participants of this study pursued alternate careers with or without obtaining other professional qualifications. There were six participants who did not require additional qualifications for their current careers. However, the study consisted of one participant who required additional qualifications to pursue an alternate career. This highlights the diversity of chiropractic training and the opportunities that arise once a chiropractic degree is obtained. Two participants chose motherhood as a career and one participant was unemployed.

6.3.3 Research question 3: What do you think are the benefits of being in this career as opposed to practicing as a chiropractor?

The participants expressed positive views on their alternate careers. The main factor that was identified by the participants was financial stability in their current careers. They stated that being in active practice was stressful financially compared to their current careers where they do not have the stress of financial instability. They also explained that there were additional benefits of working for a corporate company such as medical aid, provident fund and annual leave. They added that private practice does not grant chiropractors adequate flexibility for parenthood as chiropractors have to spend long hours in practice to ensure a steady income which is not necessarily guaranteed.

6.3.4 Research question 4: Do you wish to practice as a chiropractor in the future?

The participants had different views on this question. Although many of them enjoyed the chiropractic profession, they moved from chiropractic to a career that is more satisfying financially and personally. Other participants explained that they

wish to practice in the future if active practice offers greater financial stability. Therefore, job satisfaction is highlighted as the key factor for career change in chiropractors with financial stability being the major component of job satisfaction.

6.4 STRENGTHS OF THE STUDY

This qualitative study contributes to the scientific literature on factors resulting in career change by qualified chiropractors. The researcher had the opportunity to obtain detailed responses from the participants on the factors resulting in career change by qualified chiropractors within the eThekweni Municipality. While this study focused on career change, it also gained insight into the experiences of the participants throughout their chiropractic careers and in their alternate careers. Furthermore, the study population was non-practicing chiropractors, which is unique, compared to the study population of other studies conducted on chiropractors.

6.5 LIMITATIONS OF THE STUDY

This study was conducted in the eThekweni Municipality and focused on a specific study population, non-practicing chiropractors within 15 years of obtaining a chiropractic qualification. The factors resulting in career change by qualified chiropractors in other parts of South Africa and internationally may differ in comparison to this study. The researcher advises against generalizing the findings of this study to non-practicing chiropractors in other parts of the world because of the small sample size, specific cohort and the recognition of the profession in South Africa versus the recognition of the profession in other parts of the world. Some aspects of the findings of this study could provide useful knowledge on the chiropractic career for future chiropractors and for improving the educational aspect of chiropractic programmes in South Africa and elsewhere.

6.6 RECOMMENDATIONS

The educational institution and the stakeholders of chiropractic education are responsible for addressing the shortcomings that are being experienced by the students during the chiropractic programme. It is also the onus of the student to

conduct adequate research on the requirements of the programme, the challenges that may be encountered while completing the programme and the challenges that may be experienced post-qualification.

6.6.1 Recommendations for the chiropractic programme at the Durban University of Technology

- The findings of this research should be presented to the head of the chiropractic department at DUT to consider the importance of the findings of this study and discuss it in the chiropractic department. It is hoped that this will bring to the fore the factors resulting in career change by chiropractors that were highlighted in this study.
- The chiropractic department should provide a breakdown of the chiropractic programme in the form of a programme guide. This should be discussed with chiropractic candidates during the interview process that occurs prior to the student's first year in the program. This will assist in preparing the student in terms of what is expected of them.
- The Department of Chiropractic should develop a strategic plan to assist students through the research process to minimize any unforeseen delays in the programme. This will enable chiropractic students to complete the programme in the designated timeframe.
- Post-qualification guidance should be incorporated into the M. Tech year to prepare chiropractors for active practice.

6.6.2 Recommendations for future chiropractors

- Students who wish to pursue chiropractic should do extensive research on the programme before applying for chiropractic. In doing so, they will gain insight into the requirements of the chiropractic programme.
- Students who intend to pursue chiropractic should also determine if they are passionate about the profession. The programme is time consuming and requires dedication as stated by the participants of this study.
- Individuals need to consider the financial challenges experienced by chiropractors in starting up and maintaining a private practice before pursuing chiropractic.

- Private practice is time consuming and leaves minimal time for family responsibilities. Those who want to pursue chiropractic need to be aware of this time restraint as it impacts negatively on family planning and family responsibilities.
- Private practice requires extensive business plan experience therefore individuals need to have the knowledge that is necessary to open and maintain a successful chiropractic practice.

6.6.3 Recommendations for further research

It is recommended that follow-up research is done regularly to assess any change in the factors resulting in career change by qualified chiropractors. Follow-up research is also recommended to assess the growth or decline in the percentage of practicing chiropractors as highly skilled chiropractors are lost to other professions after a substantial amount of time invested in chiropractic education. The factors resulting in career change by chiropractors may differ in the future. Therefore, it is strongly recommended that this study be repeated in the future. Furthermore, research must be undertaken to understand the challenges, benefits and success of chiropractors in active practice as this will serve as valuable information for future chiropractors. A similar study should be conducted in Johannesburg to compare the findings of this study. The findings of these studies will contribute to the body of knowledge of chiropractic in South Africa and will also equip future chiropractors with knowledge of the application of their acquired skills in the healthcare system.

6.7 CONCLUSION

This qualitative study explored the factors resulting in career change by qualified chiropractors within the eThekweni Municipality. The findings indicate that chiropractors are faced with numerous challenges post-qualification including financial challenges, a lack of recognition of the profession and poor post-qualification guidance. The factors resulting in career change by chiropractors were brought to light in this study. The positive aspects of the chiropractic

programme and being in active practice were also highlighted. Overall, the participants expressed negative views on being in active practice. This study is one of the few qualitative studies focusing on the factors resulting in career change by qualified chiropractors. Although many of the findings of this study were consistent with previous literature, very few studies were done in the context of chiropractic. Therefore, this study adds a valuable component to the chiropractic profession. However, there is a need for further investigation into the factors resulting in career change by qualified chiropractors in other parts of the world as this study was limited to non-practicing chiropractors within the eThekweni Municipality. Furthermore, chiropractic is gradually being aligned with mainstream healthcare, which may alter the factors resulting in career change.

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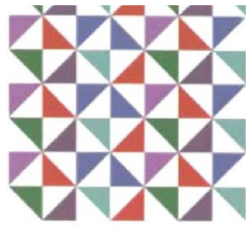
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APPENDICES

Appendix 1: DUT Ethics clearance



Institutional Research Ethics Committee
Research and Postgraduate Support Directorate
2nd Floor, Berwyn Court
Gate 1, Steve Biko Campus
Durban University of Technology

P O Box 1334, Durban, South Africa, 4001

Tel: 031 373 2375

Email: lavishad@dut.ac.za

http://www.dut.ac.za/research/institutional_research_ethics

www.dut.ac.za

12 December 2018

Ms J Perumall
85 Colorado Circle
Bayview
Chatsworth

Dear Ms Perumall

An exploration into factors resulting in career change by qualified chiropractors within the eThekweni Municipality

The Institutional Research Ethics Committee acknowledges receipt of your notification regarding the piloting of your data collection tool.

Kindly ensure that participants used for the pilot study are not part of the main study.

Please note that FULL APPROVAL is granted to your research proposal. You may proceed with data collection.

Any adverse events [serious or minor] which occur in connection with this study and/or which may alter its ethical consideration must be reported to the IREC according to the IREC SOP's.

Please note that any deviations from the approved proposal require the approval of the IREC as outlined in the IREC SOP's.

Yours Sincerely,

Professor J K Adam
Chairperson: IREC



Appendix 2: Letter of information



Dear participant,

I would like to welcome you to my research study and thank you for your interest and participation in this study.

Title of the Research Study: An exploration into factors resulting in career change by qualified chiropractors within the eThekweni municipality.

Principal Investigator/s/researcher: Joanna Perumall, M.Tech: Chiropractic Candidate.

Co-Investigator/s/supervisor/s: Prof M.N. Sibiya, D.Tech Nursing; Dr A. Abdul-Rasheed, M. Tech: Chiropractic

Brief Introduction and Purpose of the Study: This study will identify, explore and describe the factors resulting in career change in qualified chiropractors within the eThekweni municipality. You will be interviewed on your career choice, career change, benefits, opportunity, job stability and expectations in the career choice which will indicate the reason for career change in qualified chiropractors. The data will be collected via digital audio recording throughout the interview with you. You are required to answer questions during an interview with duration of approximately 60 minutes. Any non-practicing qualified chiropractor within the eThekweni municipality will be eligible to participate in this research study.

Outline of the Procedures: An interview will be arranged at your convenience. The interview will be approximately 60 minutes and I kindly request for your consent to record the interview for record purposes.

Risks or Discomforts to the participant: There are no risks to the participants of this research study.

Benefits: This research study will benefit future chiropractors by helping them understand the factors behind the career choice of qualified chiropractors. The outcomes of this study will also be beneficial to future chiropractors when making informed decisions about their own careers.

Reasons why the Participant May Be Withdrawn from the Study: There will be no adverse consequences should you wish to withdraw from the study.

Remuneration: There is no remuneration for participation in this study.

Costs of the study: You will not incur any costs for participating in this study.

Confidentiality: Codes instead of names will be used to identify you to ensure confidentiality. The information obtained from the interviews will not be disclosed to any outside sources and will be kept confidential. All personal information will only be available to the researcher and supervisors of the research study.

Research-related Injury: There are no potential risks of injury for participating in this study.

People to contact in the event of any problems or queries: Please contact the researcher Joanna Perumall on 063 692 4614, my research supervisors Prof. M. N. Sibiyana on 031-3732704, Dr. A. Abdul-Rasheed on 031-3732102 or the Institutional Ethics Administrator on 031-373 2375. Complaints can be reported to the Director: Research and Postgraduate Support, Prof. C. Napier on 031-373 2577 or carinn@dut.ac.za.

Appendix 3: Consent



Statement of Agreement to Participate in the Research Study:

- I hereby confirm that I have been informed by the researcher, Ms J. Perumall about the nature, conduct, benefits and risks of this study - Research Ethics Clearance Number: _____,
- I have also received, read and understood the above written information (Participant Letter of Information) regarding the study.
- I am aware that the results of the study, including personal details regarding my sex, age, date of birth, initials and diagnosis will be anonymously processed into a study report.
- In view of the requirements of research, I agree that the data collected during this study can be processed in a computerised system by the researcher.
- I may, at any stage, without prejudice, withdraw my consent and participation in the study.
- I have had sufficient opportunity to ask questions and (of my own free will) declare myself prepared to participate in the study.
- I understand that significant new findings developed during the course of this research which may relate to my participation will be made available to me.

Full Name of Participant	Date	Time	Signature	/	Right Thumbprint
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I, Joanna Perumall herewith confirm that the above participant has been fully informed about the nature, conduct and risks of the above study.

Full Name of Researcher	Date	Signature
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Appendix 4: Interview guide

Date _____

Participant no:

SECTION A: DEMOGRAPHIC DATA

Age _____

Gender _____

Race _____

Year of graduation of Chiropractic Degree _____

SECTION B: INTERVIEW QUESTIONS

1. In what year did you qualify as a chiropractor?

Probes:

How long have you been out of chiropractic?

Why are you not a practicing chiropractor?

Did parenthood influence your decision in any way? Please explain your answer.

2. Do you have other professional qualifications?

Probes:

What is your current occupation?

Did you need additional schooling for your current career?

When did you obtain this qualification?

3. What do you think are the benefits of being in this career as opposed to practicing as a chiropractor?

Probes:

Comment on the challenges and opportunities you face in this career.

What factors in chiropractic influenced you to pursue a different career?

4. Do you wish to practice as a chiropractor in the future?

Probes:

Why do you wish to practice/not to practice in the future?

Would you advise other individuals to pursue chiropractic and why?

Appendix 5: Certificate of proof reading from a professional editor

EDIT A SHAH (PTY) LTD **REG. NO. 2018/353171/07**

10 MAGENTA PLACE
CLARE ESTATE
4091
DURBAN
Tel: 031-8295252
Cell: 0834637758
e-mail: tharadevishah@gmail.com

EDITING CERTIFICATE

AN EXPLORATION INTO FACTORS RESULTING IN CAREER CHANGE BY QUALIFIED CHIROPRACTORS WITHIN THE ETHEKWINI MUNICIPALITY-Joanna Perumall (21313706)

I am a freelance editor specialising in proofreading and editing academic documents. I confirm that I have edited this dissertation and the references for clarity, language and layout. I used the track changes/review option in Microsoft Word. I returned the document to the author:

- Ensuring that spelling, grammar, punctuation, line spacing, and font is consistent and correct.
- Checking the List of References for consistency and style and checking entries against online databases to check accuracy of spelling and reference detail.
- Ensuring that all references in the text appear in the List of References and vice versa.

Resolving and accepting the changes in the text and references is the responsibility of the author.

My Qualifications and Experience:

- 30 years' experience as a research librarian at the University of KwaZulu-Natal and the Durban University of Technology.
- 16 years' experience in editing theses, research reports, teaching materials, journal articles, newsletters.
- Scribing, recording and transcriptions for workshops, seminars, debates.
- Facilitating and lecturing at Workers' College and Durban University of Technology.
- Masters in Library & Information Science, University of KwaZulu-Natal.
- B.Bibl.(Hons) in Library & Information Science, University of South Africa
- Higher Diploma in Education, University of South Africa.
- B.A. University of Durban-Westville

Thara Devi Shah (Director)

15 APRIL 2019