

Entrenursing: The Role of Entrepreneurship in the Development of the Nursing Profession and Healthcare Services – A Systematic Literature Review

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Abstract

Entrenursing is the integration of the nursing profession and entrepreneurship that has emerged in response to healthcare system transformation, the increasing demand for community-based healthcare services, and the advancement of healthcare innovation. Nurses are not only responsible for providing nursing care but also act as innovators, educators, leaders, intrapreneurs, and entrepreneurs within healthcare services. Although the concept of entrenursing has continued to develop, existing studies are still predominantly conceptual and exploratory in nature. Comprehensive studies synthesizing the concepts of entrenursing, entrepreneurship education, entrepreneurial intention, supporting factors, barriers, and the implications of entrenursing for the nursing profession and healthcare systems remain limited. Therefore, this study aimed to analyze the development of entrenursing through a Systematic Literature Review (SLR) using the PRISMA 2020 approach. The literature search was conducted using Google Scholar, PubMed, ScienceDirect, and ProQuest databases with the keywords “entrenursing,” “nurse entrepreneurship,” “nursing entrepreneurship,” and “healthcare entrepreneurship.” The inclusion criteria included articles published in English or Indonesian, available in full text, published between 2019 and 2026, and relevant to entrepreneurship in nursing. From a total of 162 identified articles, 20 articles met the inclusion criteria and were analyzed qualitatively. The findings revealed that entrenursing encompasses independent nursing practice, home care, telehealth, health consultation, health education, social entrepreneurship, and community-based healthcare innovation. Factors supporting entrenursing include self-efficacy, entrepreneurial intention, clinical experience, professional networking, mentoring, and entrepreneurship education. The main barriers identified were limited business competencies, regulations related to independent nursing practice, limited access to capital, ethical challenges, and the low integration of entrepreneurship education within nursing curricula. In addition, entrenursing contributes to strengthening nurses’ professional identity, enhancing healthcare innovation, developing leadership, and improving access to healthcare services. The study concludes that entrenursing has significant potential to support the transformation of the nursing profession and modern healthcare systems. This study provides a comprehensive synthesis of entrenursing by integrating aspects of entrepreneurship education, entrepreneurial intention, self-efficacy, healthcare innovation, and nursing career development into a single review. Therefore, strengthening entrepreneurship

education, regulatory support, mentoring, and business competency development is necessary to enable nurses to perform optimally as healthcare entrepreneurs and innovators.

Keywords: *entreprenursing, nurse entrepreneurship, nursing entrepreneurship, entrepreneurship education, nursing, healthcare innovation.*

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INTRODUCTION

The evolution of global healthcare systems requires healthcare professionals to adapt to technological advancements, changing societal needs, and the increasing complexity of modern healthcare delivery. As the largest segment of the healthcare workforce, nurses play a crucial role in improving the quality of healthcare services across the continuum of care, including health promotion, disease prevention, curative treatment, and rehabilitation. However, the majority of nurses continue to pursue traditional employment within hospitals and conventional healthcare institutions, resulting in the underutilization of entrepreneurial opportunities for professional development.

The concept of entrepreneurship in nursing has emerged as a response to the growing demand for flexible, innovative, and community-based healthcare services. Entrepreneurship in nursing, commonly referred to as *entreprenursing*, represents the integration of nursing competencies and entrepreneurial capabilities to create innovative and independent healthcare services (Copelli et al., 2019). Entreprenursing extends beyond the establishment of healthcare-related businesses; it encompasses service innovation, the development of independent nursing practice, and the creation of healthcare solutions tailored to community needs.

Nurse entrepreneurs have opportunities to develop a wide range of healthcare services, including home care, telehealth, health consultation, wound care management, health education, and technology-based healthcare services. Advances in healthcare technology and the increasing public demand for personalized healthcare have created significant opportunities for nurses to assume entrepreneurial roles within the healthcare sector (Thepna et al., 2023). In addition to enhancing professional autonomy, entreprenursing can improve access to healthcare services, particularly among populations with limited access to conventional healthcare facilities.

Previous studies have demonstrated that entrepreneurship in nursing contributes to strengthening nurses' professional identity, promoting healthcare innovation, and fostering leadership development within nursing practice (Jakobsen et al., 2021). Furthermore, entrepreneurship education has been recognized as essential for preparing nurses to navigate the challenges of twenty-first-century healthcare systems by enhancing critical thinking, leadership abilities, and the capacity to develop innovative solutions to healthcare problems.

Despite its growing relevance, entreprenursing continues to face several challenges. Common barriers include the limited integration of business education within nursing curricula, inadequate self-efficacy, insufficient regulatory support for independent nursing practice, restricted access to startup capital, and limited public awareness regarding the role of nurses as healthcare entrepreneurs (Thepna et al., 2023). Research has also indicated that entrepreneurship education has not yet become a standard component of nursing curricula in many countries, resulting in suboptimal development of entrepreneurial competencies among nurses.

A review of the existing literature reveals several important research gaps in the field of entreprenursing. First, the current body of research is dominated by conceptual and qualitative studies, while systematic syntheses examining the development of entreprenursing remain limited. Second, most studies discuss entrepreneurship as a general concept within nursing without comprehensively integrating business opportunities, challenges, psychological factors, and professional implications. Third, research on entrepreneurship education among nursing students and practicing nurses continues to demonstrate limitations in the implementation of entrepreneurial curricula within nursing education. Fourth, relatively few studies have examined entreprenursing as a professional development strategy in response to digital healthcare transformation and community-based healthcare systems. Finally, the literature addressing self-efficacy, leadership, and entrepreneurial intention among nurse entrepreneurs remains relatively recent and requires further synthesis.

The novelty of this study lies in its comprehensive and systematic synthesis of the entreprenursing literature, encompassing conceptual foundations, business opportunities, benefits, facilitating factors, challenges, and implications for the nursing profession. In addition, this review integrates multiple dimensions of entreprenursing, including entrepreneurial intention, self-efficacy, entrepreneurship education, digital health, and independent nursing practice, within a single analytical framework. The study also provides an updated perspective on the development of entreprenursing in the context of digital healthcare transformation and community-based healthcare services. Consequently, the findings may serve as a foundation for the development of entrepreneurship curricula in nursing education and support policy initiatives aimed at strengthening independent nursing practice and nursing-led healthcare innovation.

METHODS

Study Design

This study employed a Systematic Literature Review (SLR) methodology to collect, evaluate, and synthesize existing evidence related to entreprenursing. A systematic literature search was conducted across four major electronic databases, namely Google Scholar, PubMed, ScienceDirect, and ProQuest. The search strategy utilized the keywords “entreprenursing,” “nurse entrepreneurship,” “nursing entrepreneurship,” “healthcare entrepreneurship,” and “nursing entrepreneurship.” The review aimed to identify relevant studies examining the concept, implementation, educational aspects,

opportunities, challenges, and implications of entrepreneurship within the nursing profession.

For Google Scholar, the search query used was (“entrepreneurship” OR “nursing entrepreneurship” OR “nurse entrepreneur”) AND (“nursing” OR “healthcare”) AND (“innovation” OR “business” OR “practice”). The search was limited to articles published between 2019 and 2026 in English or Indonesian. Eligible publications included journal articles, review articles, and empirical studies, whereas unpublished theses, conference proceedings, and opinion papers were excluded. This search yielded 96 records. Following title and abstract screening, 18 articles were retained, of which 5 full-text articles met the inclusion criteria and were included in the final review.

The PubMed search was conducted using the following query: (“nurse entrepreneurship”[Title/Abstract] OR “nursing entrepreneurship”[Title/Abstract] OR “entrepreneurship”[Title/Abstract]) AND (“nursing”[MeSH Terms] OR “healthcare”[Title/Abstract]) AND (“entrepreneurship”[MeSH Terms]) AND (“nursing”[MeSH Terms]). The search was restricted to journal articles and review articles published between 2019 and 2026 in English. Where available, only free full-text articles were considered. A total of 28 records were identified. After duplicate removal, 21 articles remained for screening, resulting in 9 relevant studies, of which 6 articles were ultimately included in the review.

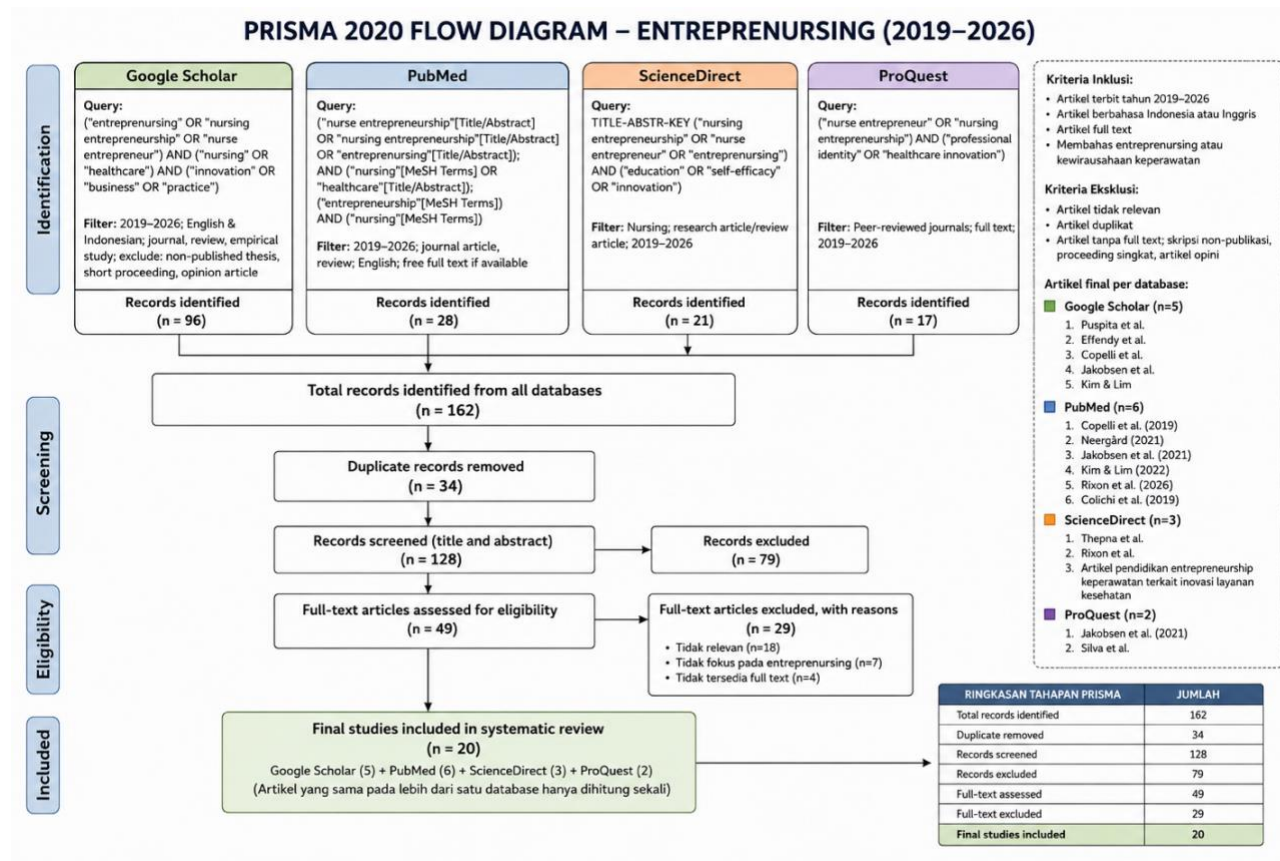
For ScienceDirect, the search strategy used the query TITLE-ABSTR-KEY (“nursing entrepreneurship” OR “nurse entrepreneur” OR “entrepreneurship”) AND (“education” OR “self-efficacy” OR “innovation”). Filters were applied to limit results to the nursing subject area, research articles, and review articles published between 2019 and 2026. This search identified 21 records. Following abstract screening, 7 articles were retained, and 3 relevant full-text articles were selected for inclusion.

The ProQuest database was searched using the query (“nurse entrepreneur” OR “nursing entrepreneurship”) AND (“professional identity” OR “healthcare innovation”). The search was restricted to peer-reviewed journal articles with full-text availability published between 2019 and 2026. A total of 17 records were identified. After the screening process, 4 articles remained, of which 2 met the inclusion criteria and were included in the final review.

The inclusion criteria comprised articles published between 2019 and 2026, written in either English or Indonesian, available in full-text format, and specifically addressing entrepreneurship or nursing entrepreneurship. Articles that were irrelevant to the study objectives, duplicate publications, unavailable in full text, unpublished theses, conference proceedings, or opinion papers were excluded from the review. The article selection process followed the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines, which involved four stages: identification, screening,

eligibility assessment, and final inclusion. Studies that satisfied all predetermined criteria were subsequently included in the qualitative synthesis.

Figure 1. PRISMA 2020 Flow Diagram for Entreprenursing



Tabel 1. Data Extraction

No.	Author(s) & Year	Article Title	Database/Source	Study Design	Objective	Main Findings	Relevance to the SLR
1	Puspita et al. (2021)	<i>Nursing Entrepreneurship Development: Literature Review</i>	Google Scholar / UPI E-Journal	Literature Review	To examine the development of entrepreneurship in nursing.	Entrepreneurship creates opportunities for professional development, independent practice, and service innovation.	Provides a foundation for the conceptual development of entreprenursing.
2	Effendy et al. (2023)	<i>Hindering and Supporting Factors of Entrepreneurship Implementation for Nurses</i>	Google Scholar	Narrative Review	To identify barriers and facilitating factors influencing nursing entrepreneurship.	Facilitating factors include motivation, experience, and networking, whereas barriers include capital	Supports the themes of facilitating factors and barriers.

No.	Author(s) & Year	Article Title	Database/Source	Study Design	Objective	Main Findings	Relevance to the SLR
3	Copelli et al. (2019)	<i>Entrepreneurship in Nursing: An Integrative Literature Review</i>	PubMed	Integrative Review	To identify the concept of entrepreneurship in nursing.	constraints, regulations, and limited business competencies. Entrepreneurship encompasses innovation, professional autonomy, independent practice, and opportunity creation.	Provides the primary conceptual foundation of entreprenursing.
4	Jakobsen et al. (2021)	<i>Entrepreneurship and Nurse Entrepreneurs Lead the Way to the Development of Nurses' Role and Professional Identity in Clinical Practice</i>	PubMed / ProQuest	Qualitative Study	To explore the role of nurse entrepreneurs in shaping professional identity.	Entrepreneurship expands nurses' clinical roles and strengthens professional identity.	Supports the theme of professional identity.
5	Kim & Lim (2022)	<i>Predictive Models for Nurses' Entrepreneurial Intentions Using Comparison of Competing Models</i>	PubMed / PMC	Quantitative Predictive Modeling	To identify factors influencing nurses' entrepreneurial intentions.	Entrepreneurial intention is influenced by self-efficacy, attitudes, and psychosocial factors.	Supports the theme of entrepreneurial intention.
6	Neergård (2021)	<i>Entrepreneurial Nurses in the Literature: A Systematic Literature Review</i>	PubMed	Systematic Review	To map the concept of entrepreneurial nurses in the literature.	Nurses can function as both entrepreneurs and intrapreneurs.	Clarifies the concepts of nurse entrepreneur and nurse intrapreneur.
7	Rixon et al. (2026)	<i>Entrepreneurship Education for Nurses and Healthcare Professionals: A Scoping Review and Future Research Agenda</i>	PubMed / ScienceDirect	Scoping Review	To synthesize entrepreneurship education for nurses and healthcare professionals.	Entrepreneurship education remains fragmented and requires a competency-based approach.	Supports the theme of entrepreneurship education.
8	Colichi et al. (2019)	<i>Entrepreneurship and Nursing: Integrative Review</i>	PubMed	Integrative Review	To identify knowledge related to business entrepreneurship in nursing.	Business competencies and entrepreneurship education are essential for nurses.	Supports the relationship between entrepreneurship and nursing business.
9	Thepna et al. (2023)	<i>Self-efficacy in Nurse Entrepreneurs: A Concept Analysis</i>	ScienceDirect / PubMed	Concept Analysis	To analyze the concept of self-efficacy among nurse entrepreneurs.	Self-efficacy influences decision-making, actions, and entrepreneurial success.	Supports the psychological determinants of entrepreneurial success.
10	Gardim et al. (2024)	<i>Challenging the Status Quo Through Nursing Entrepreneurship Education: A Scoping Review</i>	PubMed / ScienceDirect	Scoping Review	To examine entrepreneurship education in nursing.	Entrepreneurship education promotes an entrepreneurial mindset and innovation.	Supports strengthening entrepreneurship within nursing curricula.
11	Silva et al. (2023)	<i>Process of Building an</i>	PubMed / PMC	Qualitative Study	To understand the process of	Entrepreneurial careers are	Supports the theme of

No.	Author(s) & Year	Article Title	Database/Source	Study Design	Objective	Main Findings	Relevance to the SLR
		<i>Entrepreneurial Career in Nursing</i>			developing an entrepreneurial career in nursing.	developed through clinical experience, opportunities, networking, and business learning.	entrepreneurial career development.
12	Meintjies & Maritz (2025)	<i>Nurse-led Social Entrepreneurship as a Career</i>	PubMed / PMC	Qualitative Study	To explore the experiences of nurse-led social entrepreneurs.	Transitioning from clinician to social entrepreneur requires resilience, mentoring, and social commitment.	Supports the concept of social entrepreneurship in nursing.
13	Neergård (2022)	<i>Nurse Entrepreneurs' Ethical Concerns: A Qualitative Inquiry of the Pursuit of Opportunity</i>	PubMed / PMC	Qualitative Inquiry	To explore ethical issues faced by nurse entrepreneurs.	Nurse entrepreneurs encounter ethical dilemmas related to business opportunities and professional values.	Supports the ethical dimension of entreprenursing.
14	Colichi et al. (2023)	<i>Teaching Entrepreneurship in Undergraduate Nursing Course: Evaluation of an Educational Proposal</i>	PMC / SciELO	Educational Evaluation Study	To evaluate an entrepreneurship education proposal for nursing students.	Entrepreneurship education enhances students' understanding and preparedness.	Supports the integration of entrepreneurship into nursing curricula.
15	Backes et al. (2022)	<i>Nursing Care as a Systemic and Entrepreneurial Phenomenon</i>	PMC	Theoretical Reflection	To analyze nursing care as a systemic and entrepreneurial phenomenon.	Nursing possesses innovative, systemic, and entrepreneurial dimensions within healthcare delivery.	Supports the theoretical foundation of nursing innovation.
16	Saleh et al. (2025)	<i>Building Nursing Leaders: The Influence of Entrepreneurial Leadership Program on Nurse Interns' Innovation and Clinical Performance</i>	PubMed / BMC Nursing	Randomized Controlled Trial	To evaluate an entrepreneurial leadership program among nurse interns.	The program improved workplace innovation and clinical performance.	Supports the themes of leadership and entrepreneurship education.
17	Şenel Tekin & Bekar (2023)	<i>Nurse Entrepreneurship in the Emerging Healthcare Industry: A Systematic Review</i>	TRDizin / Journal Website	Systematic Review	To review the development of nurse entrepreneurship in the healthcare industry.	Nurse entrepreneurship is important for healthcare service delivery and public health improvement.	Supports the global development of nurse entrepreneurship.
18	Silva et al. (2025)	<i>Business Entrepreneurship in Nursing Care Facilities in Brazil: An Ecological Study</i>	PMC	Ecological Study	To examine business entrepreneurship in nursing care facilities.	Entrepreneurship in nursing facilities is associated with service distribution and	Supports the theme of business models in nursing services.

No.	Author(s) & Year	Article Title	Database/Source	Study Design	Objective	Main Findings	Relevance to the SLR
19	Orr et al. (2025)	<i>Fostering Healthcare Innovation: A Mixed-Methods Study of Nursing Entrepreneurship</i>	PMC	Mixed-Methods Study	To explore innovation and entrepreneurship in nursing.	organizational business capacity. Nursing entrepreneurship promotes transformation and healthcare innovation.	Supports the relationship between innovation and entrepreneurship.
20	Thepna, Cochrane, & Salmon (2023)	<i>Advancing Nursing Entrepreneurship in the 21st Century</i>	Journal of Advanced Nursing / PubMed-linked	Scholarly Commentary	To highlight the importance of nursing entrepreneurship in the 21st century.	Nursing entrepreneurship is essential for healthcare access, innovation, and healthcare system reform.	Supports the future direction and significance of entreprenursing.

Table 2. Literature Synthesis

Synthesis Theme	Supporting Studies	Summary of Findings	Implications for Nursing Practice
Concept of Entreprenursing	Copelli et al. (2019); Colichi et al. (2019); Neergård (2021); Backes et al. (2022)	Entreprenursing encompasses innovation, professional autonomy, independent practice, opportunity creation, and a transformation in the way nursing care is conceptualized and delivered.	Nurses can function as care providers, innovators, intrapreneurs, and entrepreneurs.
Nurse Entrepreneur and Intrapreneur	Neergård (2021); Jakobsen et al. (2021); Silva et al. (2023)	Entrepreneurs establish and manage independent ventures, whereas intrapreneurs drive innovation from within existing healthcare organizations.	The nursing profession offers broader career pathways beyond traditional hospital-based roles.
Entrepreneurial Intention	Kim & Lim (2022); Thepna et al. (2023); Effendy et al. (2023)	Entrepreneurial intention is influenced by self-efficacy, attitudes, motivation, social support, and clinical experience.	Nursing education and mentorship programs should strengthen nurses' confidence and entrepreneurial readiness.
Entrepreneurship Education	Rixon et al. (2026); Gardim et al. (2024); Colichi et al. (2023); Saleh et al. (2025)	Entrepreneurship education remains inconsistently implemented but has been shown to promote innovation, leadership, and an entrepreneurial mindset.	Nursing curricula should incorporate business planning, marketing, financial literacy, legal aspects, and digital innovation.
Facilitating Factors of Entreprenursing	Effendy et al. (2023); Silva et al. (2023); Meintjies & Maritz (2025)	Key facilitating factors include clinical experience, professional networking, mentoring, motivation, market opportunities, and social commitment.	Educational institutions and professional organizations should provide mentoring programs and healthcare business incubation initiatives.
Barriers to Entreprenursing	Effendy et al. (2023); Thepna et al. (2023); Meintjies & Maritz (2025); Neergård (2022)	Major barriers include limited access to capital, regulatory constraints, insufficient business competencies, ethical dilemmas, and social acceptance issues.	Supportive regulations, financial resources, business training, and ethical guidelines are needed to facilitate nursing entrepreneurship.
Ethics and Professional Identity	Jakobsen et al. (2021); Neergård	Nurse entrepreneurs must balance caring values, professional ethics,	Entreprenursing should be developed in accordance with ethical principles, patient-

Synthesis Theme	Supporting Studies	Summary of Findings	Implications for Nursing Practice
Social Entrepreneurship	(2022); Meintjies & Maritz (2025) Meintjies & Maritz (2025); Backes et al. (2022); Thepna et al. (2023)	and business sustainability objectives. Social entrepreneurship emphasizes social impact, healthcare accessibility, and community empowerment.	centered care, and social responsibility. Entrenursing can support community-based services, home care, chronic care management, and health education initiatives.
Innovation and Digital Health	Orr et al. (2025); Gardim et al. (2024); Rixon et al. (2026)	Entrepreneurship enhances healthcare innovation, digital health adoption, and the development of novel healthcare solutions.	Nurses should develop technological competencies, creativity, and problem-solving skills to support innovative healthcare delivery.
Business Models in Nursing Services	Silva et al. (2025); Colichi et al. (2019); Şenel Tekin & Bekar (2023)	Nursing business models have expanded to include home care, nursing care facilities, health consultation, training services, and community-based healthcare programs.	Nurse entrepreneurs can broaden healthcare access and diversify healthcare service delivery.
Impact on Healthcare Systems	Copelli et al. (2019); Thepna et al. (2023); Rixon et al. (2026); Orr et al. (2025)	Nursing entrepreneurship contributes to healthcare accessibility, service quality, innovation, and healthcare system reform.	Entrenursing may serve as a strategic approach to strengthening community-based healthcare systems.

Table 3. Critical Appraisal of Included Studies

Article	Relevance to Topic	Methodological Clarity	Strengths of Evidence	Limitations	Quality Rating
Puspita et al. (2021)	Relevant	Moderately clear	Provides an initial overview of the development of nursing entrepreneurship.	Limited description of the review methodology.	Moderate
Effendy et al. (2023)	Highly relevant	Moderately clear	Identifies facilitating factors and barriers to nursing entrepreneurship.	Narrative reviews are more susceptible to selection bias.	Moderate-Good
Copelli et al. (2019)	Highly relevant	Clear	Integrative review with strong conceptual contributions.	Includes literature published prior to 2019.	Good
Jakobsen et al. (2021)	Highly relevant	Clear	Provides in-depth qualitative insights into nurses' professional identity.	Limited generalizability due to the qualitative design.	Good
Kim & Lim (2022)	Highly relevant	Very clear	Quantitative model explaining nurses' entrepreneurial intentions.	Entrepreneurial intention may not necessarily translate into actual entrepreneurial behavior.	Good
Neergård (2021)	Highly relevant	Very clear	Systematic review that comprehensively maps entrepreneurial nurses in the literature.	Variation in the methodological designs of included studies.	Good

Article	Relevance to Topic	Methodological Clarity	Strengths of Evidence	Limitations	Quality Rating
Rixon et al. (2026)	Highly relevant	Clear	Up-to-date scoping review on entrepreneurship education.	Focus extends beyond nurses to other healthcare professionals.	Good
Colichi et al. (2019)	Highly relevant	Clear	Integrative review addressing business entrepreneurship in nursing.	Some included studies are relatively dated.	Good
Thepna et al. (2023)	Highly relevant	Clear	Strong concept analysis of self-efficacy among nurse entrepreneurs.	Does not empirically test theoretical relationships.	Good
Gardim et al. (2024)	Highly relevant	Clear	Scoping review specifically focused on nursing entrepreneurship education.	Heterogeneity among educational interventions and programs.	Good
Silva et al. (2023)	Highly relevant	Clear	Explains the process of developing an entrepreneurial nursing career.	Findings are influenced by a specific national context.	Good
Meintjies & Maritz (2025)	Highly relevant	Clear	Provides evidence regarding nurse-led social entrepreneurship.	Findings are limited to specific social and geographical contexts.	Good
Neergård (2022)	Highly relevant	Clear	Highlights ethical dimensions of nurse entrepreneurship.	Limited sample size and contextual scope.	Good
Colichi et al. (2023)	Relevant	Clear	Evaluates entrepreneurship education among undergraduate nursing students.	Evaluation is restricted to a specific educational context.	Good
Backes et al. (2022)	Relevant	Moderately clear	Provides a theoretical foundation for understanding nursing care as an entrepreneurial phenomenon.	Not an empirical study.	Moderate
Saleh et al. (2025)	Relevant	Very clear	Large randomized controlled trial examining entrepreneurial leadership.	Focuses on nurse interns rather than independent nurse entrepreneurs.	Good
Şenel Tekin & Bekar (2023)	Highly relevant	Clear	Systematic review specifically addressing nurse entrepreneurship.	Variable quality of the primary studies included.	Good
Silva et al. (2025)	Relevant	Clear	Ecological study examining business entrepreneurship in nursing care facilities.	Does not assess individual nurses' entrepreneurial experiences.	Moderate-Good
Orr et al. (2025)	Relevant	Clear	Mixed-methods design provides both quantitative and qualitative evidence regarding innovation and entrepreneurship.	Entrepreneurship focus extends beyond nurse-led businesses.	Good

Article	Relevance to Topic	Methodological Clarity	Strengths of Evidence	Limitations	Quality Rating
Thepna, Cochrane, & Salmon (2023)	Relevant	Not empirical	Provides a conceptual agenda for advancing nursing entrepreneurship in the twenty-first century.	Commentary article rather than primary research.	Moderate

Data Analysis

The data were analyzed descriptively by categorizing the findings into major themes related to entreprenursing. These themes included the concept of entreprenursing, entrepreneurial opportunities, the benefits of entreprenursing, and the challenges associated with nursing entrepreneurship. The thematic synthesis enabled the identification of recurring patterns, emerging trends, and key factors influencing the development and implementation of entreprenursing within contemporary healthcare systems.

RESULTS AND DISCUSSION

Article Selection Results

Based on the PRISMA 2020 flow diagram, the article identification process was conducted across four major databases: Google Scholar, PubMed, ScienceDirect, and ProQuest. The search strategy employed a combination of keywords related to entreprenursing, nurse entrepreneurship, nursing entrepreneurship, healthcare innovation, and entrepreneurship education. During the identification phase, a total of 162 articles were retrieved, including 96 articles from Google Scholar, 28 from PubMed, 21 from ScienceDirect, and 17 from ProQuest. All identified records were subsequently screened according to the predetermined inclusion and exclusion criteria.

In the next stage, 34 duplicate records were removed, resulting in 128 articles eligible for title and abstract screening. The screening process was conducted to assess the relevance of each article to the study focus, namely entreprenursing or entrepreneurship within the nursing profession. The results indicated that 79 articles were excluded because they were not relevant to the research topic, did not specifically address nursing entrepreneurship, consisted of opinion papers or brief conference proceedings, or failed to meet the established inclusion criteria.

Subsequently, 49 full-text articles underwent eligibility assessment. At this stage, a comprehensive review of each article was conducted to evaluate its research objectives, study design, and relevance to entreprenursing. Twenty-nine articles were excluded because they did not specifically address entreprenursing, lacked a primary focus on nursing entrepreneurship, or were unavailable in full-text format.

Following the completion of all selection stages, 20 articles met the inclusion criteria and were included in the final synthesis of this Systematic Literature Review. These articles comprised five studies from Google Scholar, six from PubMed, three from ScienceDirect, and two from ProQuest. Several studies were identified in more than one database; however, each study was counted only once during the final selection process. The results indicate that the literature on entreprenursing remains an emerging field of inquiry, with

existing studies predominantly focusing on entrepreneurship education, entrepreneurial intention, healthcare innovation, professional identity, independent nursing practice, and the evolving role of nurse entrepreneurs within contemporary healthcare systems.

Concept of Entreprenursing

The synthesis of the reviewed literature indicates that entreprenursing represents the integration of nursing competencies, innovation, professional autonomy, and the capacity to develop opportunity-driven healthcare services (Copelli et al., 2019). Nurse entrepreneurs are not limited to traditional clinical functions; rather, they are capable of identifying community healthcare needs, developing innovative healthcare services, managing resources, and establishing sustainable models of care delivery (Neergård, 2021).

The concept of entreprenursing encompasses two principal roles: the nurse entrepreneur and the nurse intrapreneur. A nurse entrepreneur refers to a nurse who establishes and manages an independent healthcare business or practice, whereas a nurse intrapreneur is a nurse who promotes innovation within an existing healthcare organization by developing new services, improving organizational processes, or designing innovative patient education programs (Jakobsen et al., 2021).

Entreprenursing therefore combines professional nursing expertise with entrepreneurial competencies. Nurse entrepreneurs not only provide healthcare services but also develop innovative healthcare solutions and independent healthcare ventures. The literature suggests that entreprenursing has expanded rapidly in response to the increasing demand for community-based healthcare services and home care. Furthermore, the digital transformation of healthcare has created additional opportunities for nurses to engage in technology-enabled services, including telehealth, online consultation, and digital health education.

Characteristics of Nurse Entrepreneurs

The literature identifies several key characteristics associated with successful nurse entrepreneurs, including creativity and innovation, effective communication skills, a solution-oriented approach to healthcare challenges, managerial and business competencies, and a willingness to take calculated risks.

Creativity and innovation enable nurse entrepreneurs to develop novel healthcare services and solutions that address evolving community needs and healthcare system demands. These attributes are essential for creating patient-centered, flexible, and effective healthcare services. Equally important are communication skills, which facilitate collaboration with patients, families, healthcare professionals, and business stakeholders. Effective communication supports health education, service promotion, professional networking, and the establishment of public trust.

Another defining characteristic is a strong commitment to solving healthcare problems. Rather than focusing solely on financial gain, nurse entrepreneurs seek to improve health outcomes, expand healthcare accessibility, and provide services tailored to individual and community needs. In addition, nurse entrepreneurs require competencies in business management, including strategic planning, financial management, marketing,

leadership, and decision-making. These competencies are critical to ensuring the sustainability and growth of healthcare ventures.

Finally, successful nurse entrepreneurs demonstrate the ability to manage uncertainty and embrace calculated risks. Their willingness to adapt to changes in healthcare systems, market dynamics, and patient needs contributes significantly to entrepreneurial success.

Benefits of Entrenursing

Entrenursing offers substantial benefits for both the nursing profession and healthcare systems. One of its primary advantages is the enhancement of professional autonomy. Through entrepreneurial activities, nurses can establish independent practices and healthcare enterprises rather than relying exclusively on employment within hospitals or healthcare institutions. This autonomy contributes to professional empowerment and economic independence.

Entrenursing also improves access to healthcare services. Community-based initiatives such as home care, health consultation, health education, and telehealth enable healthcare services to become more flexible, accessible, and responsive to patient needs, particularly among populations with limited access to conventional healthcare facilities. Furthermore, entrenursing fosters innovation in healthcare delivery. Nurse entrepreneurs are uniquely positioned to identify unmet healthcare needs and develop patient-centered solutions. Such innovations may include digital health services, chronic disease management programs, health promotion initiatives, and community-based care models.

In addition, entrenursing contributes to employment generation within the healthcare sector. Expanding nursing enterprises create opportunities for nurses, caregivers, health educators, and healthcare administrators. Consequently, entrenursing contributes not only to professional advancement but also to economic growth and healthcare system development.

Another important benefit is the potential for increased income and improved financial well-being among nurses. By developing independent healthcare services and entrepreneurial ventures, nurses may diversify their sources of income while expanding their contribution to healthcare delivery.

Entrepreneurial Opportunities and Ventures in Nursing

The literature identifies numerous entrepreneurial opportunities available to nurses, including home care services, independent nursing practice, health consultation, health education, clinical training, digital health services, telehealth, and community-based social entrepreneurship (Thepna et al., 2023). The growing demand for flexible and personalized healthcare services has created opportunities for nurses to expand their professional roles beyond traditional hospital settings (Silva et al., 2023).

Entrenursing also has the potential to improve healthcare accessibility among older adults, individuals requiring long-term care, patients with chronic diseases, and communities with limited access to healthcare facilities (Meintjies & Maritz, 2025).

Several entrepreneurial ventures have emerged within nursing practice.

Home Care

Home care services represent one of the most rapidly expanding areas, encompassing wound care, intravenous therapy, rehabilitation, and geriatric care delivered in patients' homes.

Health Consultation Services

Nurses may also establish health consultation services focusing on healthy lifestyles, chronic disease management, maternal and child health, and community health promotion.

Independent Nursing Clinics

Independent nursing clinics provide opportunities for nurses to deliver healthcare services autonomously.

Health Training and Education Programs

Furthermore, nurses can offer training and educational programs in Basic Life Support (BLS), first aid, occupational health, and public health education.

Digital Health Entrepreneurship

Technological advancements have also created opportunities for digital health entrepreneurship, including mobile health applications, telehealth platforms, online consultation services, and digital health education programs.

Facilitating Factors of Entreprenursing

Several factors have been identified as facilitators of successful nursing entrepreneurship, including self-efficacy, clinical experience, opportunity recognition, professional networking, motivation for independence, and entrepreneurship education (Kim & Lim, 2022). Self-efficacy, defined as an individual's belief in their ability to successfully perform specific tasks, is particularly important because it influences nurses' willingness to initiate ventures, make strategic decisions, and manage entrepreneurial risks (Thepna et al., 2023).

Clinical experience also serves as a valuable foundation for entrepreneurial activity. Through direct interaction with patients, nurses gain insight into healthcare needs that can be translated into innovative business opportunities, such as wound care services, chronic disease management programs, home care agencies, and family health consultation services (Silva et al., 2023).

Challenges of Entreprenursing

Despite its considerable potential, entreprenursing continues to face several challenges that may hinder its implementation and long-term sustainability. The literature identifies a number of barriers, including limited business education, insufficient entrepreneurship training within nursing curricula, regulatory constraints on independent nursing practice, limited access to capital, concerns regarding financial sustainability, and inadequate mentoring opportunities (Thepna et al., 2023). Several studies further indicate that the transition from a clinical nursing role to a healthcare entrepreneur requires a significant shift in mindset, moving from a predominantly service-oriented perspective toward a balance between patient care, business management, and organizational sustainability (Meintjies & Maritz, 2025).

Another challenge involves limited public awareness of nurses as independent healthcare providers and entrepreneurs. Consequently, greater public education, supportive

regulations, and stronger engagement from professional nursing organizations are required to enhance the legitimacy and recognition of nurse-led entrepreneurial ventures.

Limited Entrepreneurship Education

One of the most significant barriers to entreprenursing is the limited integration of entrepreneurship education within nursing programs. Most nursing curricula continue to emphasize clinical competencies and patient care, while providing minimal exposure to business management, healthcare innovation, marketing, and healthcare enterprise development. As a result, many nursing graduates enter the workforce without adequate entrepreneurial knowledge and skills, limiting their readiness to establish and manage healthcare-related businesses successfully.

Limited Access to Capital

Financial constraints also represent a substantial obstacle to nursing entrepreneurship. The development of healthcare services such as home care agencies, independent nursing clinics, health consultation services, and digital health platforms often requires considerable financial investment. Many nurses encounter difficulties in obtaining funding, loans, or investors to support entrepreneurial initiatives, thereby restricting opportunities for business development and expansion.

Regulatory and Legal Challenges

Regulatory and legal issues constitute another major challenge. Existing policies governing independent nursing practice, healthcare licensing, service standards, and healthcare business operations may limit entrepreneurial activities among nurses. In some jurisdictions, insufficient regulatory support constrains nurses' ability to establish independent healthcare enterprises despite possessing the necessary clinical competencies. Therefore, regulatory reform and clearer legal frameworks are needed to facilitate the growth of nurse-led healthcare businesses.

Lack of Self-Confidence

A lack of confidence in business-related competencies also affects nurses' willingness to pursue entrepreneurial careers. Many nurses report uncertainty regarding leadership, financial management, business planning, and strategic decision-making. This challenge is often associated with limited entrepreneurial exposure and inadequate mentorship during nursing education and professional practice. Strengthening entrepreneurial self-efficacy through education, experiential learning, and mentoring programs may help address this barrier.

Competition Within the Healthcare Market

Increasing competition within the healthcare sector requires nurse entrepreneurs to differentiate their services through innovation, service quality, technological integration, and patient-centered approaches. To remain competitive, nurse entrepreneurs must combine clinical expertise with business acumen, innovation, and strategic management capabilities. These competencies are essential for ensuring the sustainability and growth of entrepreneurial healthcare ventures within modern healthcare systems.

The findings of this systematic literature review demonstrate that entreprenursing has substantial potential to expand the scope and influence of the nursing profession. Nurses can contribute not only through direct patient care but also through healthcare innovation, community-based service development, and the establishment of sustainable healthcare business models designed to address evolving patient needs (Copelli et al., 2019; Thepna et al., 2023).

The increasing demand for home care services, telehealth, and chronic disease management programs has created significant opportunities for entrepreneurial nursing practice (Silva et al., 2023). These developments suggest that entreprenursing may serve as an effective strategy for addressing contemporary healthcare challenges while simultaneously expanding professional opportunities for nurses.

However, the realization of this potential depends on adequate educational preparation, business training, mentorship, and supportive regulatory environments. Consistent with the findings of Kim and Lim (2022), entrepreneurship education plays a critical role in fostering entrepreneurial intention, self-efficacy, leadership, creativity, and innovation among nurses. Nevertheless, entrepreneurship education remains inconsistently integrated into nursing curricula in many countries.

The review further highlights the importance of incorporating entrepreneurship into nursing education. Relevant educational content may include opportunity recognition, business planning, financial literacy, healthcare marketing, business ethics, legal and regulatory aspects of independent practice, and digital health innovation (Jakobsen et al., 2021). Such curricular reforms would better prepare future nurses to navigate increasingly complex healthcare environments and entrepreneurial opportunities.

The findings also indicate that entreprenursing contributes to the transformation of nursing from a traditionally clinical profession into a dynamic profession capable of driving healthcare innovation and system change. Nurse entrepreneurs can deliver flexible, patient-centered healthcare services while contributing to the development of creative and sustainable healthcare enterprises. In this regard, entreprenursing supports both professional advancement and broader healthcare system improvement.

Despite these opportunities, the successful implementation of entreprenursing requires coordinated support from educational institutions, professional organizations, healthcare stakeholders, and policymakers. Strategic investments in entrepreneurship education, business mentorship, regulatory reform, and innovation ecosystems are essential to support the continued growth of nurse-led entrepreneurial initiatives.

Conclusion of the Systematic Literature Review

This systematic literature review demonstrates that entreprenursing is an increasingly relevant and rapidly evolving field within the nursing profession. Entreprenursing contributes to enhanced professional autonomy, expanded career opportunities, improved access to healthcare services, and increased innovation within healthcare systems.

The review identified a wide range of entrepreneurial opportunities available to nurses, including home care services, independent nursing practice, health consultation, health education, telehealth, digital health services, and community-based social entrepreneurship. The successful implementation of entreprenursing is influenced by several facilitating factors, including self-efficacy, clinical experience, communication skills, entrepreneurial intention, professional networking, and entrepreneurship education.

Nevertheless, the development of entreprenursing continues to face significant challenges, including limited business education, regulatory constraints, restricted access to capital, and inadequate mentoring support. These findings suggest that entrepreneurship competencies should be systematically integrated into nursing education and professional development programs. With appropriate educational, regulatory, and institutional support, nurses can increasingly assume roles as innovators, leaders, and entrepreneurs within contemporary healthcare systems.

CONCLUSION

Based on the findings of this Systematic Literature Review, entreprenursing can be defined as the integration of nursing and entrepreneurship that promotes professional autonomy, healthcare innovation, and improved access to healthcare services. Nurse entrepreneurs serve not only as care providers but also as innovators, educators, and developers of community-based and technology-driven healthcare services.

Entreprenursing offers diverse entrepreneurial opportunities, including home care services, independent nursing practice, health consultation, health education and training, and digital health services. The success of these ventures is influenced by self-efficacy, clinical expertise, communication skills, entrepreneurial readiness, and entrepreneurship education. However, the field continues to face challenges related to limited business competencies, regulatory barriers, financial constraints, and insufficient entrepreneurial confidence among nurses.

Therefore, strengthening entrepreneurship education, supporting independent nursing practice through appropriate regulatory frameworks, and enhancing business and innovation competencies are essential to facilitate the development of entreprenursing within modern healthcare systems.

Based on the findings of this review, nursing education institutions are encouraged to incorporate entrepreneurship-related content into their curricula to strengthen nurses'

business, leadership, and innovation competencies. Governments and professional regulatory bodies should also provide greater support for independent nursing practice and nurse-led healthcare enterprises. Furthermore, nurses should be encouraged to develop competencies in management, leadership, and healthcare innovation to meet the demands of evolving healthcare systems. Future research is needed to further develop entreprenursing models and evaluate their implementation across diverse healthcare settings and cultural contexts.

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