ORGANIZATIONAL SUPPORT AND RESILIENCE AMONG NURSES IN A COVID REFERRAL HOSPITAL

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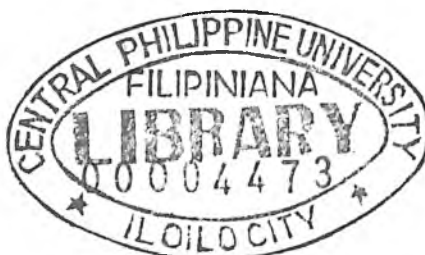Central Philippine University
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ABSTRACT

The COVID-19 virus outbreak has placed a significant strain on the healthcare delivery system and global economic stability. Excessive work pressure among nurses is one of the negative consequences that challenged the degree of resilience. Perceived organizational support is one of the factors that could mitigate the negative consequences brought about by this complex health emergency.

The study explored the extent of the relationship between the organizational support and resilience among nurses in a COVID referral hospital in the province of Aklan, Philippines. This study is descriptive correlational and employed a one-shot survey design to ninety-eight (98) nurses with specific status of employment: permanent, contractual, and casual. The respondents were experienced in a highly-competitive situation caused by the complex pandemic. The researcher utilized questionnaires on the perceived organizational support 36-item scale and the Connor-Davidson 25-item resilience scale, both adopted with corresponding permission to use. Ninety-eight (98) responses were collected with a rate of 87 percent (n = 98). The findings revealed that seven out of ten nurses receive a low level of perceived organizational support (73.4 percent). On the other hand, seven out of ten nurses had a high-to very high degree of resilience (72.4 percent). The findings also revealed that nurses expect the organization to consider increasing their salary and to have an active role in decision-making. Considerably, it is recommended to promote a strategic arrangement, particularly in pay

levels, and to initiate collaboration between managers and staff nurses, especially in organizational management.

Furthermore, a Spearman's Rho correlation coefficient value of .319 and significance value of .001 was determined. This study shows how nurses' perceptions of organizational support are related to the degree of their resilience in the workplace, demonstrating a direct, moderate, and significant relationship. Therefore, it was concluded that organizational support has an impact on nurses' degree of resilience towards the pandemic.