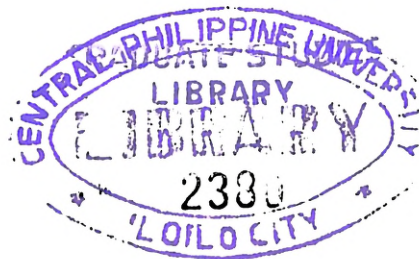


**WORK-LIFE BALANCE AND WORK PERFORMANCE AMONG STAFF NURSES
IN A PRIVATE HOSPITAL IN ILOILO CITY**

A THESIS

**Presented to
The Faculty of the College of Nursing Graduate Program
CENTRAL PHILIPPINE UNIVERSITY**

**In Partial Fulfillment
of the Requirements for the Degree
MASTER OF ARTS IN NURSING**



**KAREN GIE S. BACALLAN
November 2016**

WORK-LIFE BALANCE AND WORK PERFORMANCE AMONG STAFF NURSES IN A PRIVATE HOSPITAL IN ILOILO CITY

by

KAREN GIE S. BACALLAN

ABSTRACT

This study was conducted to determine the work-life balance and work performance among staff nurses in a private hospital in Iloilo City. Specifically the study determined the personal characteristics of the respondents as to their age, sex, civil status, and length of service. It sought to determine the respondents' work-life balance and work performance as to quality of work, dependability, cooperation, and personality. Moreover, it also tried to determine the relationship between the respondents' personal characteristics and their work-life balance. It also sought to determine the relationship between personal characteristics and work performance and between work-life balance and work performance.

This descriptive-relational study used a one-shot survey design. It involved 145 staff nurses in a private hospital in Iloilo City. Data were collected through the administration of a questionnaire. Data analysis involved the use of both descriptive and inferential statistics.

Findings of this study revealed that majority of the respondents were mostly 26-30 years old, female, single, and have been working in the institution for less than 3 years. The staff nurses had fair work-life balance. The majority had a moderate work performance. Further, the staff nurses had moderate quality of work, dependability, cooperation and personality. No significant relationship was found between personal

characteristics and work-life balance, and between the respondents' personal characteristics and overall work performance. Further, no significant relationship was found between the respondents' work-life balance and overall work performance.

Given the findings that the staff nurses had fair work-life balance which is an indication that the needs and desires of the respondents in performing work-life functions have been met yet he/she was not happy about it. This suggests that staff nurses are only fairly satisfied and fairly balancing work and home life. In addition, the staff nurses are moderately performing their functions. This means that there are still areas that need improvement in their work performance. Meanwhile, the staff nurses' quality of work is still moderate. They are moderately dependable, cooperative and agreeable. These areas still need to be improved. Moreover, there is no significant relationship between personal characteristics and work-life balance. Age, sex, civil status, and length of service therefore have no significant bearing on work-life balance of staff nurses. Further, the staff nurses' age, sex, civil status, and length of service have no significant influence on work performance. Irrespective of sex, civil status and length of service, the nurses' work performance is fair. As to specific category of work performance, there is no significant relationship between personal characteristics and the staff nurses' dependability, cooperation, and personality. Furthermore, work-life balance has no significant bearing on the staff nurses' work performance particularly on their overall quality of work and specifically on their dependability, cooperation, and personality. Work-life balance therefore does not influence the work performance of the staff nurses.