

**RELATIONSHIP AMONG FACILITATORS OF EMPOWERMENT, LEVEL OF
EMPOWERMENT AND WORK MOTIVATION OF STAFF
NURSES IN SELECTED GOVERNMENT
HOSPITALS IN ILOILO**

A Thesis

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ABSTRACT

This study was conducted to determine the relationship among the factors affecting level of work empowerment and work motivation of the staff nurses in selected government hospitals in Iloilo. Specifically, this study aimed to describe the personal characteristics of the staff nurses in terms of age, sex, civil status, educational attainment, length of experience, monthly income and seminars attended; the facilitators of empowerment in terms of opportunity, access to resources, information and support among staff nurses; the level of empowerment among staff nurses; and the level of work motivation among staff nurses. This study also determined if there is a significant relationship between the personal characteristics of the staff nurses and the facilitators of empowerment in terms of opportunity, access to resources, information and support of the staff nurses; between the personal characteristics and the level of empowerment of the staff nurses; between the personal characteristics and the level of work motivation of the staff nurses; between the personal characteristics and the level of work motivation of the staff nurses; between the facilitators of empowerment in terms of opportunity, access to resources, information and support and level of empowerment of the staff nurses; between the facilitators of empowerment in terms of opportunity, access to resources,

information and support and the level of work motivation of the staff nurses; and between the level of empowerment and the level of work motivation of the staff nurses.

This is a descriptive-relational study that utilized the one-shot survey design. This study involved 85 nurses selected through stratified random sampling from different government hospitals in Iloilo.

Data gathering instrument was a questionnaire and analysis of data employed the use of descriptive and inferential statistical tools.

Based on the findings, majority of the respondents in the selected government hospitals in Iloilo were younger, female, not married, with B.S.N. degree, with shorter length of service, with a monthly income ranging from P 10,001 to P 20,000, and were able to attend one to five seminars. The staff nurses in the selected government hospitals were provided with moderate opportunity for growth and advancement as well as access to resources. They were also provided with high information regarding their workplace and their work itself and were provided with the support that they need in order to accomplish their work. The staff nurses are empowered and are highly motivated in the performance of their jobs. Regardless of their personal characteristics, their opportunity, access to resources, information and support in the workplace is high. The personal characteristics of the staff nurses have no significant bearing with their level of empowerment and level of work motivation. The staff nurses' opportunity, access to resources, information and support affects their level of empowerment but has no bearing with the staff nurses' level of work motivation. The level of empowerment has no bearing with the level of work motivation.

Recommendations, among others, highlighted the provision of an empowering and motivating environment in the workplace for personal and professional growth of the staff nurses.