

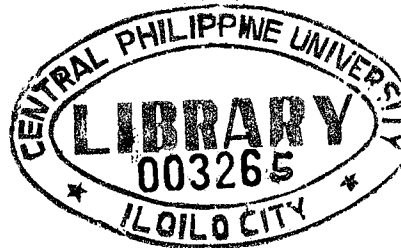
**RELATIONSHIP BETWEEN VALUE CONGRUENCE AND WORK ENGAGEMENT
AMONG NURSE MANAGERS IN SELECTED PRIVATE
HOSPITALS IN ILOILO CITY**

A Thesis

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ABSTRACT

This descriptive-relational study was conducted to determine the relationship between perceived value congruence and level of work engagement among nurse managers in selected private hospitals in Iloilo City. This study also sought to determine whether the respondents' personal profile such as age, sex, civil status, educational attainment, and length of service is associated to their perceived value congruence and level of work engagement. Complete enumeration was used in the study. This study involved 95 nurse managers working in five selected private hospitals in Iloilo City. A standard questionnaire was used for data collection and data were analyzed with the use of descriptive and inferential statistics.

Findings revealed that on the average, nurse managers were 35.28 years old. Out of 95 nurse managers, higher proportion were 31-40 years old, female, single, with 5 years or less length of experience while majority were bachelor's degree graduates. Nurse managers have a median length of service of 5.00 years. Majority of the nurse managers have "moderate" perception of value congruence and a higher proportion of them have "high" level of work engagement.

Inferential tests revealed that among the nurse managers' personal profile, age, civil status, and length of service impact their perceived value congruence while sex and

educational attainment do not. Specifically, age, civil status, and length of service were revealed to have a weak relationship with perceived value congruence while sex was found to have a very weak relationship with perceived value congruence.

Further, the nurse managers' personal profile such as sex and length of service impact their level of work engagement while their age, civil status, and educational attainment do not. More particularly, sex and length of service were revealed to have a weak relationship with level of work engagement while civil status was found to have a very weak relationship with level of work engagement.

The perceived value congruence of the nurse managers was shown to influence their level of work engagement as these were revealed to have moderate relationship with each other.