

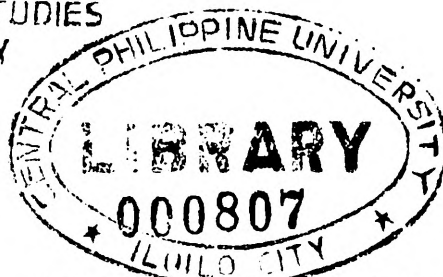
**NURSES' CAREER COMMITMENT AND JOB PERFORMANCE
IN THE PUBLIC HOSPITALS IN CAPIZ**

A Thesis

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ABSTRACT

The study investigated on the nurses' level of commitment and job performance in the public hospitals in Capiz and their relationship to certain personal and work-related variables. The descriptive relational study employed the quantitative research methodologies using a self administered questionnaire to collect needed primary data. The secondary data consisting of job performance ratings were obtained from the Human

Statistical Package for Social Sciences (SPSS). The questionnaires were personally distributed and retrieved by the researcher. Percentages and frequency count were used by the researcher to analyze and describe the respondents' personal and work related characteristics, commitment levels and job performance. For bivariate analysis Chi-square and p values were employed.

Major Findings of the Study

Findings revealed that majority of the respondents were 30 years old and below, females and singles. Majority were staff nurses in hospital service for 10 years and below, widely exposed and preferred critical areas, presently assigned and preferred morning shift with a low basic monthly income. These nurses were very committed towards professional qualities, moderately committed towards standards of nursing practice and functions as nurses but not committed towards the nursing organization with a moderate overall commitment level.

Statistical tests revealed that age is related to the commitment of nurses towards nursing organization as well as civil status and length of service are related to nurses' commitment towards professional qualities. Likewise, present area of assignment is related to commitment towards their functions as nurses.

On the other hand, data revealed that nurses had very satisfactory job performance. In addition chi square test results and p values revealed non-significant relationship between the personal and work related characteristics of nurses and their job performance.

Finally, statistical tests also revealed that the overall commitment levels of nurses is not related to their job performance.

Ultimately, based on data analysis and results of test statistics employed, hypothesis 1 to 5 are rejected.

Conclusions

Majority of the respondents were 30 years old and below, females and singles which is conclusive that nurses in Capiz are very enthusiastic to work in hospitals to attain expertise in their career.

Majority of the staff nurses in Capiz have stayed in the service for 10 years and below, are willing to be exposed in critical areas, wanted to work in morning shift and receive a basic monthly income which is below poverty threshold level. This implies that because nurses are new in service they wanted to prove their worth and are willing to acquire more experience in their career regardless of the financial returns.

Nurses in Capiz are very committed towards professional qualities, moderately committed towards standards of nursing practice and functions as nurses but not committed towards the nursing organization. The results imply that nurses are very much aware of their responsibilities as professionals. However, because most of them are young they are still developing positive attitudes and values in their practice and functions in the hospital. In addition, it is alarming that their negative attitude towards the nursing organization can be attributed to the fact that they might not have internalized yet their attachments to organizations relevant to their profession.

The overall commitment of nurses in Capiz is generally on a moderate level. This implies that being young, single and new in service, these nurses are still on the stage of nurturing their commitment on the different facets of their career.

Age is related to the career commitment of nurses towards nursing organization as well as civil status and length of service are related to nurses' career commitment towards professional qualities. Moreover, present area of assignment is related to the nurses'

commitment towards their functions as nurses. This implies that young and single nurses are idealistic and therefore needed to prove themselves that they are capable of the tasks assigned to them to foster positive impressions to their superiors.

The job performance of the respondents was generally very satisfactory. This implies that nurses in Capiz are exerting their best efforts and express full devotion to their career.

The personal characteristics of nurses is not related to their job performance. The results imply that regardless of age, gender and civil status, the job performance of nurses in Capiz was generally very satisfactory.

The work related characteristics of nurses is not related to their job performance. The results imply that regardless of length of service, present position , present area of assignment, preferred area of assignment , present schedule of duty, preferred schedule of duty, and basic monthly income, the job performance of nurses in Capiz was generally very satisfactory.

The overall commitment of nurses in Capiz is not related to their job performance which implies that generally, whether a nurse is moderately committed, very committed or to the extreme of not committed to career, his or her job performance is not affected.

Recommendations

1. Guidelines in the recruitment and hiring policies and standards of the Human Resource Department of hospitals in Capiz should be strengthened to assure higher levels of discretion in the method of selecting nurses to be hired.

2. Nurses who are younger in service should be given priority for advance education and in-service trainings to provide opportunities for them to improve both personally and professionally.
3. A system of recognition and rewards is necessary to inspire nurses to give their best in the performance of their duties and responsibilities and commitment towards their profession.
4. Low performing nurses should be sent out for attendance to seminars and workshops especially when experts and specialists in their weaker fields are invited as resource speakers.
5. Younger nurses should be encouraged to participate actively in activities and programs of nursing organizations. They must also be guided more on the internalization of their pledge as nurses as well as understanding well the Nursing Laws and Nurse Code of Ethics. Being aware that young and single nurses are idealistic, personal and professional enhancement should be taken care of by the supervisors in the hospital so that these nurses could move forward and achieve their ideals.
6. Top performing nurses should serve as models to those who are not performing very satisfactorily through consistently showing examples of good deeds towards their colleagues, their superiors, and most of all to their patients.
7. Personnel of the Human Resource Department of hospitals should always consider fairness in stipulating job performance ratings for individual nurses.

8. Proper and fair rotation of areas in the hospital where nurses shall be assigned as well as schedule of duty should be observed. Also, increase in salary of lower paid nurses should be given priority by concerned administrative officials.
9. Rapid turnover of nurses in the Philippines for overseas opportunities must be discouraged by the government through taking the lead of providing just and better compensation and privileges for nurses especially those in the public hospitals of the country.