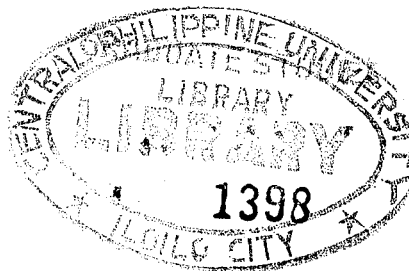


**COMPLIANCE WITH CONTINUING PROFESSIONAL DEVELOPMENT
AMONG NURSE MANAGERS IN THE PROVINCE OF ANTIQUE:
MOTIVATORS AND BARRIERS**

A Thesis

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MASTER OF ARTS IN NURSING**



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ABSTRACT

This study was conducted to determine the relationship between motivational factors and the compliance with continuing professional development among nurse managers in the Province of Antique. Specifically, this study aimed to: describe the personal profile of the respondents according to age, sex, civil status, educational attainment, area of exposure, length of service and monthly salary; determine the motivational factors of compliance with continuing professional development in terms of intrinsic and extrinsic factors; determine the level of compliance to continuing professional development; determine if there is a significant relationship between the personal profile of the respondents and their motivational factors; determine if there is a significant relationship between the personal profile of the respondents and their compliance with CPD; and determine if there is a significant relationship between motivation and compliance with CPD.

This study was conducted between November to December 2014, where the respondents of the study were the 71 nurse managers (chief nurses, supervisors and head nurses) of both public and private hospitals, as well as all the public health nurses in the Province of Antique. It is a descriptive-relational study that involved the description of

the personal profile of nurse managers, such as age, sex, civil status, educational attainment, area of exposure, length of service and monthly salary. The study also determined the level of motivation, restraining factors, and compliance with continuing professional development. Moreover, it involved the analysis of the relationship among these variables. The One Shot Survey Design was utilized.

The generated data of hospital employees were processed using the Statistical Package for the Social Sciences (SPSS). Frequency distribution and mean were used for descriptive analysis. To determine the relationship between variables, Cramers V and Gamma test set at 0.05 significance level were used.

Majority of the nurse managers are female (94.4 percent), married (78.9 percent) and belonged to the age group of 50-63 years old (60.6 percent). A great majority of them are BSN Degree holders (67.6 percent) with 14 to 26 years of service (42.3 percent) and working in the hospital (66.2 percent). In addition, most of the nurse managers are receiving a monthly salary of Php14,001- Php21,000 (71.8 percent).

There is a slightly higher percentage of nurse managers whose level of motivation in complying with CPD is high (56.3 percent) than those with moderate level of motivation (42.3percent). The level of motivation of the nurse managers when taken as a whole was high. Based on the distribution of respondents, majority of the nurse managers has high motivation both in terms of intrinsic factors (50.7 percent) and extrinsic factors (64.8 percent).

Majority of the nurse managers were able to attend trainings and seminars related to their profession in the past one year (98.6 percent). However, when attendance is