

**WORK ATTITUDE AND INTENTIONS OF NURSES AT A PRIVATE
HOSPITAL IN ILOILO CITY**

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by

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ABSTRACT

This study was conducted to determine the socio-demographic characteristics, work attitude and intentions of the staff nurses at a private hospital in Iloilo City.

The respondents were the 161 nurses assigned in the different clinical areas of the hospital. This is descriptive-relational study that used a one-shot survey design. The research instrument is a modified questionnaire used by Kovner et. al. (2007). The data were tabulated, processed and analyzed using Statistical Package for the Social Sciences (SPSS). Descriptive statistics for frequency counts, percentages, ranks and means were used and to determine the relationship between and among variables, Chi-square and Cramer's V test were utilized.

The findings based on characteristics were the following: most respondents were female in their mid-twenties. Predominantly single, they have worked for two years as nurses. More than half of them worked in special areas like the ER, OR and ICU's. The nurses were BSN degree holders with only a few having some units towards a Master's degree.

Generally, the nurses had a favorable work attitude and an ambivalent work intention. From their work attitude, work-group cohesion ranked highest followed by mentor and supervisory support, procedural justice, autonomy, collegial relations, job

satisfaction and organizational constraints. Meanwhile, their work intentions revealed that job opportunity ranked highest followed by intent to stay and search behavior.

Results revealed that sex, area of assignment and length of work experience had a significant relationship with their work attitude. However, other socio-demographic characteristics did not affect the work attitude of the nurses.

Furthermore, there was no significant relationship between the socio-demographic characteristics of the nurses and their work intentions. In addition, there was no significant relationship between the work attitudes of the nurses and their work intentions.

Majority of the respondents were young and are new in the service making them more likely to be single and BSN degree holders as they are still adjusting with their work situation.

Most of the nurses enjoy or like to work in the hospital and are committed and dedicated with their work in catering to the needs of their clients. However, they are quite unsure on how long they plan to stay in the organization.

Respondents who are female assigned in the special areas and have been working in the hospital for more than three years are likely to have a more favorable work attitude. Meanwhile, respondents have favorable work intentions regardless of their socio-demographic characteristics. Similarly, regardless of the nurses' attitude towards work, it does not affect their work plans.