

**WORKPLACE ADVERSITY AND PERSONAL RESILIENCE
AMONG NURSES IN SELECTED PRIVATE HOSPITALS
IN CHINA AND IN THE PHILIPPINES**

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HUILI CHEN

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ABSTRACT

This study was conducted to determine the relationship between workplace adversity and personal resilience among nurses in selected private hospitals in China and the Philippines. This is a descriptive-relational study that used a one-shot survey design. Stratified Random Sampling was utilized obtaining a total of 246 staff nurses who are working in two private hospitals. Data were collected from July to August 2019. A two-part questionnaire was used. Statistical Packaging Social Science (SPSS) version 25 was used for data analysis and processing. Descriptive statistics such as mean, frequency distribution, and percentages were used to calculate for all variables. For inferential statistics, Spearman's rho and Mann Whitney U test were used.

Results showed that the majority of nurses are 20-30 years old, female, in both hospitals. Chinese nurses are mostly married, Filipino nurses are mostly single, assigned at the private hospitals. The majority of staff nurses (85.5 %) are "Not Adverse" in workplace adversity and more than half (66.3 %) of them are "Resilient" in the level of personal resilience in Chinese private hospitals. A little more than half (52.9 %) of staff nurses who are "adverse" in workplace adversity and a similar percentage resulted in "Resilient" in the level of personal resilience among Chinese staff nurses. The mean (55.56) of workplace adversity of Chinese staff nurse is lower than the mean (60.39) of Filipino staff nurses in the private hospital. The mean (62.12) personal resilience of Chinese staff

nurses is a little higher proportion than the mean (61.76) of Filipino staff nurses in the private hospital. Furthermore, the nurses' workplace adversity has a weak impact on their level of personal resilience, whether it is at the private hospital in China or in the Philippines.