

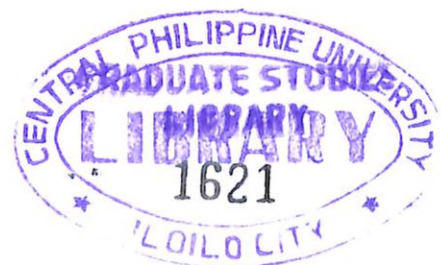
**WORK PERFORMANCE AS INFLUENCED BY WORK RELATIONSHIP,
ORGANIZATIONAL COMMITMENT AND ATTENDANCE IN
RELEVANT SEMINARS AND TRAININGS AMONG
STAFF NURSES OF ROXAS CITY**

A Thesis

**Presented to the Faculty
of the College of Nursing and Allied Health Sciences
Graduate Programs
Central Philippine University**

**In Partial Fulfillment
of the Requirement for the Degree
Master of Arts in Nursing**

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ABSTRACT

This study was conducted to determine the work relationship, organizational commitment, attendance in relevant seminars and trainings and work performance among staff nurses of Roxas City and the relationship among these variables.

This is a descriptive-relational study which employed a one-shot survey research design and collected data from 238 nurses in hospitals in Roxas City. The data gathering instrument used for the study was a researcher-made questionnaire and analysis of data involved both descriptive and inferential statistical tools. Data were processed using the Statistical Package for Social Sciences (SPSS) version 20.0 software and were analyzed using frequency count, percentage distribution and mean for descriptive analysis. To test for the relationship between variables, Gamma test and Chi-square were used.

The findings showed that the staff nurses had good work relationship, fair overall organizational commitment, fair affective commitment, fair normative commitment, fair continuance commitment, have not attended relevant seminars and trainings and had good work performance. There was a significant relationship between work relationship and work performance of staff nurses. A significant relationship was also found between

organizational commitment and work performance. Specifically, whereas affective and normative commitment were found to be significantly related to work performance of staff nurses, continuance commitment was not. There was also no significant relationship found between attendance in relevant seminars and trainings and work performance of staff nurses.