

**WORKING CONDITION AND ORGANIZATIONAL COMMITMENT AMONG NURSES
IN SELECTED GOVERNMENT HOSPITALS IN ILOILO**

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by

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ABSTRACT

This study was conducted to determine the socio-demographic characteristics, working condition, attitude towards work and organizational commitment. among nurses in selected government hospitals in Iloilo. Specifically, this study sought answers to the following: determine the socio-demographic characteristics of the respondents such as age, sex, civil status, length of service, and geographical location; determine the respondents working condition in terms of: administrative support and relationship with co-worker; determine the respondents attitude towards work; determine the respondents level of organizational commitment; determine if there is a relationship between respondents socio-demographic characteristics and working condition in terms of administrative support and relationship with co-worker; determine if there is a relationship between respondents socio-demographic characteristics and attitude towards work; determine if there is a relationship between respondents socio-demographic characteristics and organizational commitment; determine if there is a relationship between respondents relationship with co- worker and attitude towards work; determine if there is a relationship between respondents administrative support and attitude towards work; determine if there is a relationship between respondents relationship with co-worker and organizational commitment; determine if there is a relationship between respondents administrative support and organizational

commitment; determine if there is a relationship between respondents attitude towards work and organizational commitment.

This is a descriptive-relational study which utilized a one shot survey design and was conducted last November 2015 to February 2016 in the selected government hospital in Iloilo. The target population was the 159 nurses working in the selected government hospitals in Iloilo.

The generated data of all the nurses were processed using the Statistical Package for Social Sciences (SPSS). Frequency distribution, mean and median was used for descriptive analysis. Gamma and Chi Square was used to determine the existence and degree of relationship between variables.

Majority of them were female, single, with less than 5 years working experience and were working in facilities located in the central part of Iloilo. The nurses in the selected government hospitals were 34.14 years old in average.

Over all, the nurses had good working relationship with their co- worker, had poor to fair administrative support, had favorable attitude towards work and had high level of organizational commitment.

The socio- demographic characteristics of the nurses such as of sex, age and civil status, were not significantly related to the respondents working condition and attitude towards work.

The nurses' length of service and geographical location of the facility they were working in were significantly related to their working condition and attitude towards work.

The nurses' age, sex, civil status, length of service and geographical location were significantly related to their level of organizational commitment. Respondents who are female, more than 51 years old, married, have stayed in the institution for more than 11 years and are working in the centrally located facilities had a high degree of organizational commitment.

There is a significant relationship between working condition and attitude towards work, and organizational commitment and attitude towards work and organizational commitment.

Based on the major findings of this study, the following conclusions were drawn:

Majority of the respondents were young and the nursing profession is still dominated by females although a number of male nurses have been gradually and consistently increasing. Being young most of the respondents are single and are new in the nursing profession.

In general, though a good relationship with co- worker exists among the respondents there were still a few who have fair working relationship with their co-worker which needs to be improved.

The degree of administrative support was poor to fair.

A high percentage of the nurses have a favorable work attitude.

The respondents' length of service and geographical location influence their working condition (relationship with co- worker and administrative support) and their attitude towards work. Therefore, the longer they stayed in the institution located in the central part of Iloilo, the better is their relationship with their co-worker, the better the administrative support they get and the more favorable their attitude towards work.

The respondent's socio- demographic characteristics affects their level of organizational commitment. Female nurses are more likely to stay in the institution. Nurses, who are older, married and have longer tenure, the more committed they are to their hospital. This may be due to a greater sense of responsibility. They may also have developed trust and comradery among their co-worker and feel that they are supported by their administration.

Relationship with co- worker influences level or organizational commitment. Poor to fair administrative support may predisposes a nurse to have low organizational commitment.

Lastly, attitude towards work influences level of organizational commitment.