

Research Abstracts

Master of Arts in Nursing

“If you steal from one author, it's plagiarism; if you steal from many, it's research”.

Wilson Mizner

CONFLICT MANAGEMENT STRATEGIES OF NURSE-ADMINISTRATORS IN GOVERNMENT HOSPITALS IN CABANATUAN CITY: A BASIS FOR CONFLICT MANAGEMENT MODULE DEVELOPMENT

by

Zuzette B. Catabona, RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

This research involved 67 middle-level nurse-administrators chosen by total enumeration from the three government hospitals in Cabanatuan City and 69 nurse-validators chosen by quota sampling method. The participant nurse-administrators were mostly 40-44 years old, female, married, with units in master's degree in nursing, work experience of 10-14 years as staff-nurses and 5-9 years as nurse-administrators. Survey and correlation methods were used with two sets of structured questionnaire, supplemented by an unstructured interview guide.

The participant nurse-administrators and the nurse-validators were in concurrence that *work value*, *relationship* and *structure* were the common sources of conflict, and integrating or collaborating style was

the most prevalent conflict management strategy. The findings further pointed out that *age, gender, civil status, educational attainment, years of work experience* had bearing on administrators' conflict management strategies.

As recommendations, the chief nurses should implement the proposed conflict management strategies to ensure harmony in the workplace. Comparative studies on the same topic/subject may also be conducted in the government and private hospitals to determine similarities or differences, and qualitative methods of research may be explored for in-depth meaning.

EXPERIENCES OF UNEMPLOYED REGISTERED NURSES: A BASIS FOR A CAREER ORIENTATION PROGRAM

by

Joy S. Dela Cruz, RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

This phenomenological study was explored as a basis for career orientation program enhancement for graduating high school students. Three registered nurses

who were unemployed for at least one year, married, no source of income, and dependent on family members were considered, and from their responses, the following themes were generated. There is need for (1) professional growth, (2) improved interpersonal and communication skills, (3) motivation and (4) acceptance. They admitted that they had (1) degraded feelings and low self-esteem, as well as (2) anxiety.

As recommendations, the proposed Career Orientation Program for graduating high school students should be implemented by the people concerned to guide incoming college students in the proper choice of their career and another study on experiences of unemployed registered nurses shall be conducted in other places of the country to compare results.

CIGARETTE SMOKING CESSATION STRATEGIES: A NARRATIVE INQUIRY

by

Sarah Jane Claudine D. Jose, RN, MAN
Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

The researcher utilized narrative research in order to gain insights from the stories of 10 cigarette smoking quitters. Their stories enabled the researcher to formulate a Cigarette Smoking Cessation Plan that could augment the Smoking Cessation Program of Dr. Paulino J. Garcia Memorial, Research and Medical Center (PJGMRMC), the only hospital in Nueva Ecija with such kind of Program.

The themes that were coined from their stories are as follows: **social influence** is inevitable; it fuels curiosity to explore things. As people are into smoking, there are **psychological enablers** that push them to continue with it such as the thoughts that they are more productive and have the “*macho*” and the “*pogi*” image. As they live longer with cigarette smoking, the more difficult it is for them to do away with it. Quitting to them is a **do-or-die** process. They need to choose between life and death. **Smoking is life threatening**

and as the smokers' health is threatened, giving-up the smoking habit becomes their only choice. The quitters' stories ended similarly and the central insight coined from ending is: **Quitting is Winning.**

As an output of the study, the researcher came-up with a Cigarette Smoking Cessation Plan which she will show / provide to the Smoking Cessation Program in-charge of the PJGMRMC for augmentation or enhancement purposes.

**EXPERIENCES OF BREAST CANCER
SURVIVORS: BASIS IN DESIGNING A
PROGRAM FOR VICTIMS' AWARENESS**

by

Paul Joseph S. Seriosa, RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

This is a phenomenological research using six female breast cancer survivors who were survivors for at least three years and who were in between 18-70 years of age. They were identified by snowball technique.

Data collection was through one-on-one face-to-face interviews using semi-structure interview guide, and data analysis was done using Colaizzi's seven-step procedure. Through careful scrutiny of the participants' significant statements, the researcher was able to categorize their experiences as **social** with a theme 1) *strong social support*; **psychological** with themes: 2) *positive attitude towards cancer*, 3) *positive attitude towards disease prognosis*, 4) *acceptance of altered body image*; and **spiritual** with a theme 5) *power of spirituality*. Cancer survivors should be treated not just as survivors but as champions because in spite of their life impediments they continue to live life normally.

The concrete contribution of this study is the proposed *Cancer Awareness Program* that can be used in the community setting by community health nurses to enhance awareness of breast cancer victims, breast cancer survivors and their support group.

**FAMILY CAREGIVERS' SUPPORT FOR PTB
CLIENTS: A BASIS FOR HEALTH
TEACHING MODULE FORMULATION**

by

Rinalyn O. Tolentino RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

To determine the barriers and the kind of support given by family members, a survey was conducted, coupled with correlational analysis utilizing 38 purposively chosen family caregivers of PTB clients who were under the TB-DOTS Program of the Department of Health and who were mostly 61 years old and above, male, married, high school graduates with monthly income of Php 3,000 to 4,999. Four primary health care providers were also involved in the study.

As to findings, the family caregivers “always” made sure that physical, emotional and intellectual needs of family members who had TB were well attended to, but not so much for the social and spiritual needs. The responses of the family caregivers, PTB clients and primary health care providers are congruent.

The use of the proposed health teaching module by the staff nurses is strongly recommended to further educate family caregivers of PTB clients.

FAMILY PLANNING AWARENESS OF GRAND MULTI-PAROUS MOTHERS AS REFERENCE FOR HEALTH TEACHING MODULE FORMULATION

by

April B. Veajedor, RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2013

Abstract

The was a survey of 60 grand multiparous mothers' awareness of the different family planning methods, hazards brought about by multiparity, health condition and general physical appearance and provisions of children's basic needs using a survey instrument in Filipino. Said mothers, who came from four depressed barangays in Cabanatuan City, were mostly high school graduates and below, jobless, with 5-6 children, had 2 years of birth spacing, and were non-family planning method users.

They were not aware of most of the available family planning methods and were slightly aware of the

hazards associated with grand multiparity. They admitted that they experienced stress, depression, physical weakness, weight loss and sleeplessness and were uncertain if they could provide their children with their physiological and self-fulfillment needs. They had problems in controlling sibling rivalry. They had to reduce their children's playing time because they needed their other children to do household chores or they were needed to take care of younger siblings.

When users and non-users of family planning methods were compared in terms of 1) **Level of Awareness of Family Planning Methods**, 2) **Awareness of the Hazards brought by Multiparity**, 3) **Health Condition and General Physical Appearance**, and 4) **Provisions of Children's Needs**, the *t-test* shows that users of family planning methods had adequate knowledge about some family planning methods, were more aware of the different hazards caused by grand multiparity and their effects on health conditions and general appearance.

The recommendation is the implementation of the proposed Teaching Module by barangay health workers to educate mothers of reproductive age on the benefits of family planning and the hazards of grand multiparity.

JOB SATISFACTION OF STAFF NURSES IN GOVERNMENT AND PRIVATE HOSPITALS AS BASIS FOR POLICY ENHANCEMENT

by

LAURENCE ANTHONY J. BRAVO, RN, MAN

Major: Nursing School and Nursing Service
Administration

October 2013

Abstract

This is a comparative study of job satisfaction levels of private and government hospital staff nurses in Cabanatuan City in relation to *physiologic, security, social, self-esteem* and *self-actualization* factors. A survey was first done, then ANOVA was used to compare the satisfaction levels of these two groups of nurses in the five dimensions under consideration. Majority of the staff nurses in private hospitals were 25 years old and below while those in government hospitals were over 31 years old, female and holders of Bachelor's Degree in Nursing. Since majority of the staff nurses in private hospitals were young, they were still single and had inadequate work experience. Discrepancies in job satisfaction levels could be observed in three job-related factors (those with *) and such discrepancies are significant using the ANOVA test.

	Private Hospitals	Gov't. Hospitals
*Physiologic	Slightly Satisfied	Moderately Satisfied
*Security	Slightly Satisfied	Moderately Satisfied
Social	Moderately Satisfied	Moderately Satisfied
Self-esteem	Moderately Satisfied	Moderately Satisfied
*Self Actualization	Moderately Satisfied	Satisfied

In conclusion, the government hospitals have more adequate provisions of physiologic, safety/security and self-actualization needs and this is a challenge to private hospital administrators. There is need for the researcher to propose some guidelines as outputs of his study for consideration by private hospital administrators for better job satisfaction of staff nurses. Regular job satisfaction survey should be initiated by them after each intervention cycle to determine improvement or as means to redesign another intervention mechanism.

EXPERIENCES OF FIRST-TIME FATHERS: THEIR IMPLICATIONS TO MATERNAL AND CHILD NURSING

by

Jet Lee L. Ocampo, RN, MAN

Major: Nursing School and Nursing Service
Administration

November 2013

Abstract

This is a phenomenological study about the lived experiences of the three first-time fathers in the province of Nueva Ecija who were chosen using the following criteria: legally married, living with their spouses and soon to be fathers to their first-born babies. Being a nurse by profession and unmarried, my motivation was my curiosity about what first-time fathers do, prepare and feel so that bachelors like me will not be caught unguarded when they decide to settle down.

Data collection was through one-on-one, face-to-face interviews while data analysis was patterned after Colaizzi's seven-step process which ended in theme generation and verification. The themes and sub-themes that were generated from this study were as follows: the **participant-fathers played some roles**

(first theme) in their spouses' pregnancy and delivery as **comforters, financers and planners (sub-themes)**. They also **prepared financially (second theme)** for hospital expenses during delivery; and finally, they had a **feeling of joy (third theme)** as fathers to their first-born babies.

The following are some implications of these findings to the Community Health Nursing (CHN) component of the Nursing Program. CHN is currently focused on mothers and babies. The fathers are left out unaware of the very significant roles that they need to play during the life-threatening phase of their spouses' lives, that of giving birth. In this case, the scope of the CHN component may be widened to include an education for fathers or soon to be fathers on the critical roles that they need to play as their wives become pregnant and as they deliver their babies. As important as the financial support is the emotional support of husbands in facing this exciting yet life-threatening moments of pregnancy and child delivery.

THE AFFECTIVE ASPECT OF CARE AMONG STAFF NURSES IN PRIVATE HOSPITALS: ITS IMPLICATIONS TO NURSING SERVICE

by

BELINDA C. MARIN, RN, MAN

Major: Nursing School and Nursing Service
Administration

October 2013

Abstract

This study is aimed at determining the extent of integration or manifestation of the *affective* aspect of care along with the five stages of the nursing process in five private hospitals in Cabanatuan City using descriptive normative survey and correlation methods and 102 randomly chosen staff nurses as participants. Majority of these nurses were 25 years old and below, female, single, with educational attainment of Bachelor of Science in Nursing, and with one to four years of work experience.

The study revealed that in all the five stages of the nursing process (e.g, assessing, diagnosing, planning, implementing, evaluating), the nurse-participants “always” integrated the *affective* aspect of care, but, it was in the **Assessment** stage of the nursing process where the *affective* aspect was made *most evident* irrespective of the nurses’ age, gender,

work experience, civil status and educational attainment.

In conclusion, the *affective* aspect of care is still strong among Filipino nurses. This is among the latest affirmations of the Filipino nurses' "Tender Loving Care - TLC", an attribute which is known and admired throughout the globe.

As part of the recommendations, continuous monitoring efforts shall be conducted by nurse-administrators concerned to ensure consistent integration of the affective aspect of care in the nursing practice. The new generation of nurses must be oriented with the findings of this study to guide them in the conduct of holistic nursing care. Further, similar studies may be conducted in the public and private hospitals in the Philippines or at least, in Nueva Ecija to compare results.

**JOB SATISFACTION OF STAFF NURSES IN
PREMIERE GENERAL HOSPITAL IN BALER,
AURORA: ITS BEARING ON THE HOSPITAL'S
HUMAN RESOURCES MANAGEMENT**

by

Leodegario I. Dida, RN, MAN

Major: Nursing School and Nursing Service
Administration

March 2014

Abstract

Mixed approach was used combining in one study the descriptive normative survey, correlational and phenomenological strategies. A standardized Job Satisfaction Survey tool was used to survey the extent of participants' satisfaction with some job-related factors and with age, civil status and work experience as correlates. Majority of the nurses in the above-mentioned hospital were 21-25 years old with work experience of two years and below; female, single, and Bachelor's degree holders in nursing without units in the master's degree. They had varying satisfaction levels with the different hygiene factors and motivators: very high level of satisfaction when it comes to supervision, co-workers and communication; uncertain level of satisfaction for nature of work, pay, promotion and operating

conditions; and very low level of satisfaction for fringe benefits and contingent rewards.

Their being young in age and in the service is a confirmation of the rapid turnover of nurses in this Hospital and other private hospitals as well, and the reasons are clear. As an output of this research and being an employee of the Hospital, what he did was to come-up with some modifications in policies and procedures, but these are nothing without the approval and support of the top hospital management. It is strongly recommended that the hospital administrators approve the proposals for the sake of quality service.

LEADERSHIP AND MANAGEMENT PRACTICES OF HEAD NURSES IN SELECTED HOSPITALS IN CABANATUAN CITY: BASIS FOR TRAINING MODULE FORMULATION

by

Mary Jane Puno-Ediza, RN, MAN

Major: Nursing School and Nursing Service
Administration

October 2014.

Abstract

This survey on leadership and management practices of 82 head nurses in six government and private

hospitals in Cabanatuan City was conducted to determine the best practices which others may emulate and at the same time disclose those that need improvement as basis in designing a Training Module that may serve as guide in the conduct of an intervention activity. For more insightful findings, the survey results were correlated with their demographic profile and were validated by 25% (or a total of 128) of their respective staff nurses. Majority of the head nurses involved in the study were over 35 years old, married, female, with MAN units, with more than six years of work experience as head nurses and DOH-compliant in terms of number of staff nurses being supervised, that is, up to a maximum of 15.

According to the head nurses under study and the nurse-validators, such leadership practices as *encouraging, coaching, facilitating* and *delegating some responsibilities* had been practiced in both government and private hospitals in Cabanatuan City, so do with such management functions as *planning, organizing, directing* and *controlling*. They were *very good* in these aspects. The findings further pointed out that the above-mentioned *leadership* practices are strongly associated with gender, work experience and number of staff being supervised. Almost the same scenario exists in the exercise of the *management* functions, with the addition of *age* and *educational attainment*.

As recommendations, the proposed training module may be implemented for further enhancement of leadership and management practices in terms of professional advancement of head nurses. Moreover, strong support from administrators is needed in terms of professional and advancement of head nurses. Finally, similar studies may also be conducted in other places to compare results.

HEALTH PRACTICES OF ETHNIC MINORITIES AND THEIR ACCESS TO HEALTHCARE SERVICES

by

Frank Angeline M. Garcia, RN, MAN

Major: Nursing School and Nursing Services
Administration

April 2015

Abstract

The researcher used focused ethnography coupled with a survey method in order to gain deeper and better insights on the health practices and access to healthcare services of ethnic minorities (e.g., *Badjaos, Aetas, Igorots*) in different locales in Nueva Ecija which formed as the basis in the formulation of a Health Education Plan for health improvement.

These ethnic minorities did not prioritize education in their lives resulting to having low-paying jobs and low

income to the sacrifice of some of their family health needs. Other factors such as topography and traditions shape or direct their health practices and their behavior towards health and illness. They set aside health needs in their priorities and / or sought other cheaper or free alternatives in addressing health problems, hence, among the themes being generated were: *“Socioeconomic status plays a role in meeting health needs”* and *“Health literacy influences health practices”*. Being in rural areas, new trends in healthcare are hardly accessible. This led to another two themes: *“Cultural traditions and beliefs play important roles in healthcare”* and *“Ethnocentrism”*. Though strong in their traditional beliefs, there were indications of flexibility for survival which led to another theme *“Adaptability to changes”*. Availability, accessibility, affordability, accommodation and acceptability of health services likewise direct their choices during their health-seeking episodes, and from these, two themes were coined: *“Access to health care services and other health care options depend on topography and financial condition”* and *“Inadequacy of basic medical supplies, perceived discrimination and caregivers’ inability to provide quality care create dissatisfaction and mistrust”*.

As recommendations, there is need to implement the proposed Health Education Plan for ethnic minorities; similar studies must be conducted using other ethnic minority groups; and a follow-up study must be done to determine the outcome of the implemented Health Education Plan.