

Organizational Commitment and Job Satisfaction of Registered Nurses in a Private Tertiary Hospital in Pasay City

Ernesto G. Franche Jr.; Jimvan L. Guadalupe
Rishel R. Ramirez; Saadiya A. Said;
Vanchai Hul; Just Macabuhay
Lynette Sulit RN, RM, MAN
School of Nursing, Manila Adventist College

Abstract

Nurses are the heart of healthcare. As a crucial stakeholder in healthcare delivery, ensuring their welfare is vital in the effective management of health systems. Anchored in the Three-Component Model by Meyer, Two-Factor Theory by Herzberg, and Hierarchy of Needs by Maslow, this descriptive-comparative, descriptive-correlational study aimed to assess the level of organizational commitment and job satisfaction of nurses during the COVID19 pandemic. A sample of 77 nurses from the target hospital participated in the study using convenience sampling. Privacy and autonomy were ethical considerations observed in this study. Obtained data were processed using the SPSS version 23. Study results revealed that majority of nurses were 30 years old and below, females, unmarried, and has an experience of both below 5 years and 5-10 years. Organizational commitment was found to be good with a particular inclination towards the affective subscale. A good extent of job satisfaction was observed, with notable poor remuneration scores. Older and married nurses were found to be significantly more satisfied with their jobs. Correlational statistics has shown a strong direct positive relationship between organizational commitment and job satisfaction. Findings reflected a need to boost organizational commitment which predicted job satisfaction. Enhancing focus on providing satisfactory and timely compensation can help address the issue with remuneration. Recommendations for future research include study replication on a wider sample, comparative study on identified parameters, and integration of recent qualitative studies on COVID19-related factors.

Keywords: *job satisfaction, nurses, organizational commitment*

Ernesto G. Franche Jr., Jimvan L. Guadalupe, Rishel R. Ramirez, Saadiya A. Said, and Vanchai Hul were nursing students at Manila Adventist College.

Lynette Sulit is an associate professor in the School of Nursing at Manila Adventist College.