



## Work Values and Professional Commitment of Nurses Employed in Selected Private Hospitals in Iloilo

*Ainee S. Juntilla, Karen Choie C. Jurilla, Jane Rose C. Saulog, Jo-Ann G. Esteron, Ervin M. Faller*

St. Bernadette of Lourdes College, Quezon City, Philippines

### ABSTRACT

**OBJECTIVES:** The purpose of the study is to assess the relationship between demographic profile (age, sex, and years employed), work values, and professional commitment among nurses employed in private hospitals in Iloilo.

**BACKGROUND:** Nurses utilize their professional values as guiding principles in interactions with patients, colleagues, and the community, influencing decision-making and fostering professional development. These values, shaped by personal culture, education, and organizational principles, are crucial in determining a nurse's capacity to deliver individualized care and establish ethical norms. Given the global challenges faced by nurses, such as an aging workforce and shortages, maintaining these beliefs becomes essential for effectively addressing related ethical concerns. Nursing commitment transcends corporate loyalty, reflecting a dedication to the profession and a motivation to fulfill obligations. Emotional connections serve as indicators of professional commitment, encompassing adherence to ethical values, successful customer engagement, dependability, competence, and a commitment to continuous improvement.

**METHODS:** Descriptive statistics were utilized to analyze the variables of the study. The Spearman correlation test was used to identify the relationship between the demographic data (age, sex, years employed), work values, and professional commitment.

**RESULTS:** Demographics show that 30.56% are ages 20–25 years old, 76.74 are females, and 33.89 are 0–1 year employed, are the major distribution of the respondents in terms of demographic data. The correlation coefficient of 0.77 indicates that there was a high association between work values and nurses' professional commitment. This meant that as the level of agreement for the work values increased, so did the level of professional commitment for private hospital nurses in Iloilo.

**CONCLUSION:** The study emphasizes the critical role of nurses by emphasizing their embodiment of essential values such as excellence and dependability. These values have a big impact on nurse retention, job happiness, and overall commitment to the business and the nursing profession. The study highlights the larger impact of these principles on providing great patient care and contributing to the success of the nursing profession. It also emphasizes the significance of demographic considerations in understanding nurses' work values. Overall, the study demonstrates that instilling specific values in nurses might improve their dedication, leading to increased individual and organizational performance in the nursing profession.

**KEY WORDS:** *Work values, Professional commitment, Private hospitals. Iloilo*

### INTRODUCTION

Professional values play a vital role in the decision-making processes and career growth of nurses. These complex values are shaped by personal culture, education, interactions with other nurses, and organizational values.(1)

Professional values are essential for a nurse to provide personalized care. They provide the benchmark for ethical behavior and inspire nurses to behave in a way that is consistent with these principles. Hence, it is crucial to recognize and execute these principles. The worldwide difficulties nurses encounter, such as an increasingly older workforce, immigration, scarcities in nursing personnel, shifts in population demographics, and the emergence of new diseases, emphasize the need to maintain professional ideals. Nurses rely on professional values to effectively address the repercussions of these obstacles, such as ethical dilemmas, by fostering ethical expertise and offering the most suitable moral direction within the framework of their difficulties.(1)

Commitment refers to the act of allocating one's time and energy towards a cause or task that a person strongly supports or has made a pledge to accomplish. It entails a deep emotional and intellectual connection to a certain cause.(2) When assessing professional commitment, the employee's unwavering devotion to a certain objective should be emphasized.(3) This devotion extends beyond mere commitment to a particular organization and

also incorporates an individual's outlook on their career and their incentive to stay in their positions.(4,5) Commitment among health professionals is characterized by their strict adherence to ethical principles, proficient communication with clients, dependability, competence, dedication to enhancing their skills, a sense of pride in their profession, professional appearance, adaptability, and exemplary behavior beyond the workplace. Several variables can influence professional commitment, including individual background, support from the organization, job contentment, salary levels, level of independence in work, work-related stress, gender, educational attainment, seniority, diversity of roles held, personal values, and attitudes towards the job.(6)

A study revealed that 68% of university nursing teachers showed moderate levels of organizational commitment.(7) The research found three significant factors that may indicate commitment: the kind of appointment, the length of time the person has been with the company, and their level of work satisfaction. In a comparable study, Labrague et al. discovered that Filipino nurses exhibited moderate levels of commitment and suggested that the variables influencing organizational commitment should be modified.(8)

---

## **METHODS**

### **Study Design and Locale**

This quantitative, descriptive correlational research design that involves collecting and analyzing numerical data to test a hypothesis or to identify patterns and correlations within the numbers was conducted in private hospitals in Iloilo. The respondents answered an online survey questionnaire using Google Forms.

### **Participants and Sampling**

The participants of the study were the 301 nurses employed in private hospitals in Iloilo who joined the study voluntarily through the Snowball convenient Sampling method. Researchers identified key persons in the private hospitals and requested them to disseminate the online survey questionnaire to the qualified target participants of their respective hospitals. The use of social media platforms was made possible by their widespread use across sociodemographic categories.

### **Data collection procedures**

The survey questionnaire was created using a combination of pertinent questions that had been adapted and modified from earlier research and new questions that the researchers had formulated. An online poster and social media posts were created to encourage qualified participants. The copies of the questionnaire were distributed online to nurses employed in private hospitals in Iloilo after the approval of the research professor. The data gathered from this research tool has been gathered and calculated for interpretation based on how the participants checked the items.

### **Tool development and measures**

Researchers developed the questionnaire through collective efforts in search of a reliable questionnaire of similar studies. Through email, authorization to adapt the questionnaire from the author was sought and was subsequently given permission to use it. The research team conducted a brainstorming session to modify questionnaire items to address the problem that the study had identified and to meet the study's objectives. After that, the questionnaire underwent pre testing with 30 respondents, reliability testing using Cronbach's alpha and validation by three experts. The research team revised the questionnaire in accordance with the comments and recommendations of the validators. The Reliability testing yielded an acceptable and reliable result for Work Values 0.89487 and Professional Commitment 0.81531. A Google Form questionnaire was prepared for convenient online distribution to target respondents according to the criteria of participants of the study. An online poster and social media posts were created to encourage qualified participants. The copies of the questionnaire were distributed online through social media platforms such as Facebook, Messenger, Gmail, and Poster QR code. The questionnaire was distributed to nurses employed in private hospitals in Iloilo after the approval of our research professor. The research tool gathered data from participants, which was then calculated and interpreted based on their responses. The surveys were coded upon return, with a numerical value of 1 assigned to low frequency or low disagreement, and 5 assigned to high frequency or high agreement. "Strongly disagree" was also assigned a value of 1. The survey data was then collected and analyzed by a statistician. Invalid replies were deleted to facilitate correlation to the statistical computations. Excel was used to analyze some questions that required a concise answer.

### **Statistical analysis**

We used Minitab, LLC (2021) to conduct a comprehensive statistical analysis of work values and professional commitment among nurses in selected private hospitals in Iloilo. Our first step was to use descriptive statistics to determine the frequency of our respondents' demographic characteristics and calculate the mean values of work values and professional commitment in the dataset. This involved calculating frequency distributions and mean values to evaluate the central tendency of our variables. We also utilized Spearman correlation coefficient analysis to investigate the relationship between work values and professional commitment, considering factors such as age, gender, and years of experience among the nurses. With the help of Minitab, we conducted a robust statistical examination that offered insights into the prevalence and average scores of work values and professional commitment, as well as their interrelationship with the demographic characteristics of the surveyed nurses.

### **Ethical Consideration**

The Google Form of the questionnaire was made with complete instructions and informed consent. The Gform questionnaire was made with 2 sections which inform the participants that their participation is voluntary and confidential. Respondents can choose to click Yes to join or No. If the respondent

does not want to join voluntarily, the form will close without the respondent seeing the prepared questions. If the respondent clicks Yes, the questionnaire section will be opened, and all items are marked as required to answer before they can submit. Through this form of questionnaire, the confidentiality of the questions is protected, as well as the online security, which guarantees the privacy of the respondents as their personal identities are not disclosed. Online access to the questionnaire and responses is exclusive to the members of the research team.

## Results

Table 1 displays the demographic profile of the participants who answered the questionnaire. The total number of respondents was 301. The majority of the participants fall under the younger age brackets of 20 to 35 years old, comprising 77.07% of the total. The majority of the respondents were female, representing 76.74% of the total, while males only accounted for 23.26%. Most of the participants had less than 4 years of service, which comprised 60.47% of the total proportion.

**Table 1- Demographic Profile of the Respondents (N-301)**

Profile	Segmentation	Count	Percent
<b>Age</b>	20-25 years old	92	30.56
	26-30 years old	68	22.59
	31-35 years old	72	23.92
	36-40 years old	45	14.95
	41-45 years old	11	3.65
	46-50 years old	9	2.99
	51-55 years old	3	1
	61 years old and above	1	0.33
<b>Sex</b>	Female	231	76.74
	Male	70	23.26
<b>Years of Service</b>	0-1 years	102	33.89
	2-4 years	80	26.58
	5-7 years	57	18.94
	8-10 years	32	10.63
	11 years and above	30	9.97

Table 2 presents the work values of the respondents. The lowest response was 3, and the highest response was 5. This indicates that no one disagrees with any of the work values. The average level of work values for nurses working in private hospitals in Iloilo is approximately 4.66, and the median is 4.8. Both the mean and median, when rounded to the nearest integer, are 5, which is also equal to the mode. This suggests that the work values of nurses employed in private hospitals in Iloilo are very high, as they strongly agree with them.

**Table 2 Level of Work Values of the Respondents**

Variable	N	Mean	StDev	Minimum	Q1	Median	Q3	Maximum	Mode
<b>Work Values</b>	301	4.6641	0.3934	3.0000	4.5000	4.8000	5.0000	5.0000	5

Table 3 displays the level of professional commitment of the respondents, where the minimum response was 3 and the maximum response was 5. This indicates that everyone agrees with professional commitment. The average level of professional commitment for nurses employed in private hospitals in Iloilo is about 4.53, and the median is 4.6. Notably, both the average and median, when rounded to the nearest whole number, is 5 which is also equal to the mode. This suggests that the level of professional commitment for nurses employed in the private hospitals in Iloilo is 5, which implies that they strongly agree with professional commitment.



**Table 3 Level of Professional Commitment of the Respondents**

Variable	N	Mean	StDev	Minimum	Q1	Median	Q3	Maximum	Mode
Professional Commitment	301	4.5319	0.4580	3.0000	4.1000	4.6000	5.0000	5.0000	5

Table 4 displays the correlation between work values and professional commitment among private hospital nurses in Iloilo, based on their age. The table presents the correlation coefficient, p-values, and interpretations for each age interval. Notably, all the age intervals show a strong or very strong correlation. This implies that the higher the level of agreement for work values, the higher the level of professional commitment, and vice versa. It's worth noting that the age ranges of 20-25 and 31-35 years exhibit a very strong correlation, while the other age intervals show strong correlations. This suggests that at ages 20-25 and 31-35, the correlation is slightly stronger than at the other age intervals. Nevertheless, the difference is minimal, indicating that age probably doesn't affect the relationship between work values and personal commitment among private hospital nurses in Iloilo.

**Table 4 Relationship Between Work Values and Professional Commitment in Terms of Age**

Work Values and Professional Commitment			
Age Interval	Correlation Coefficient	P-value	Interpretation
20-25 years old	0.83	<0.001	Very Strong
26-30 years old	0.70	<0.001	Strong
31-35 years old	0.82	<0.001	Very Strong
36-40 years old	0.71	<0.001	Strong
41 years old and above	0.72	<0.001	Strong

Table 5 presents the correlation between work values and professional commitment for private hospital nurses in Iloilo, based on their sex. The table contains the correlation coefficient, p-values, and interpretations for each gender. The results show a strong correlation for females and a very strong correlation for males. This means that as the level of agreement for work values increases, so does the level of professional commitment, and vice versa. The correlation is slightly stronger for males, but the difference is not significant enough to suggest that gender affects the relationship between work values and personal commitment for private hospital nurses in Iloilo.

**Table 5 Relationship Between Work Values and Professional Commitment in Terms of Sex**

Work Values and Professional Commitment			
Sex	Correlation Coefficient	P-value	Interpretation
Female	0.75	<0.001	Strong
Male	0.80	<0.001	Very Strong

Table 6 shows the relationship between work values and professional commitment in terms of years employed. It shows the correlation coefficient, p-values, and interpretations for each year employed. Notice that every interval except 11 years and above has a very strong correlation. Although 11 years and above had a moderate correlation, it is still interpreted as having a relationship between work values and professional commitment. Thus, this means that at any year of employment, as the level of agreement for the work values increases, the level of professional commitment also increases, and vice versa for private hospital nurses in Iloilo. However, it should be noted that the strength of the correlation varies depending on the years of employment interval. The years of employment intervals 0-1 year and 8-10 years show very strong correlation while the years of employment intervals 2-4 years and 5-7 years show strong correlations. In other words, the correlation is stronger for nurses who have been employed for 0-1 year and 8-10 years as compared to those who have been employed for 2-4 years and 5-7 years. However, the difference in the strength of correlation is not significant.

**Table 6 Relationship Between Work Values and Professional Commitment in Terms of Years Employed**

Work Values and Professional Commitment			
Years Employed	Correlation Coefficient	P-value	Interpretation
0-1 years	0.81	<0.001	Very Strong
2-4 years	0.77	<0.001	Strong
5-7 years	0.78	<0.001	Strong
8-10 years	0.81	<0.001	Very Strong
11 years and above	0.56	0.001	Moderate

Table 7 displays the relationship between the work values and professional commitment of the respondents. The correlation coefficient and its p-value are presented, where the p-value is less than 0.001, indicating strong certainty about the correlation coefficient. The correlation coefficient of 0.77 indicates a robust correlation between the work values and professional commitment of nurses. This means that as the level of agreement for work values increases, the level of professional commitment also increases, and vice versa for private hospital nurses in Iloilo.

**Table 7 Relationship Between Work Values and Professional Commitment**

	Work Values and Professional Commitment	
	Correlation Coefficient	P-value
<b>Overall</b>	0.77	<0.001

---

## Discussion

Our study delves into the concept of the work values that nurses possess and explores its influence on their professional commitment. While other studies have found that nurses' retention and turnover are related to their professional commitment, we must assess influencing factors such as demographic data of age, sex, and years of employment, as well as work values of nurses, to determine the level of professional commitment of nurses.

Studies indicate that the age of the nurse exhibited a strong and favorable correlation with professional values. Experienced nurses of advanced age possess a greater depth of knowledge and expertise that strengthens their adherence to professional principles.(12) Applying quantitative descriptive correlational approaches, our study suggests that age is unlikely to impact the association between work values and personal commitment among private hospital nurses in Iloilo.

Gender differences in professional nursing values are notable. Academic education should embrace and promote the principles of professional dedication and competence, with a specific focus on the perspectives of male pupils. (15) Our study results suggest that male nurses in private hospitals in Iloilo show a small tendency for their work values and personal commitment to be slightly more closely linked. This indicates that gender is unlikely to have a significant impact on this relationship.

The relationship between work values and personal commitment for private hospital nurses in Iloilo seems largely unaffected by years of employment, except for those with 11 years and above, where the association appears to weaken in this specific local context and population. The results of our study corroborate the findings of previous researchers, who observed a diminishing significance of professional values as one's professional competence increases.(15) However, a separate study indicates that nurses inclined to persist in their profession were more prone to occupying higher-ranking posts.

The results of our study showed that the first question, "I uphold my patient's moral and legal rights, principles, and dignity," was the most frequently selected work values item by the respondents. All other items were also selected with high mean scores, indicating that nurses employed in private hospitals in Iloilo give immense importance to upholding work values in their profession. The result of our study aligns with Shalom Schwartz's theory of basic human values, which asserts that the structure and content of human values influence individual behavior and societal norms.(22) As for professional commitment, the item "I am committed to put in a great deal of effort to develop my profession beyond expected." gained the highest mean score, which may suggest that the respondents are committed to their nursing practice and continuously strive to improve the standard of care they provide for their patients. The finding of elevated mean scores on all professional commitment questionnaires is associated with Allen and Meyer's Three-Component Model of Organizational Commitment. The idea posits that nurses can enhance their comprehension of the variables that impact their commitment to their profession and their organizations. This knowledge can serve as a foundation for enhancing nurse retention, job satisfaction, and the overall standard of patient care.(3)

---

## Strengths and limitations

The purpose of this research is to investigate the professional commitment and work values of nurses employed in private hospitals located in Iloilo. By means of a quantitative descriptive survey, data will be collected from nurses who are presently employed in private institutions located in Iloilo. The research will ascertain the extent to which nurses employed in particular private hospitals in Iloilo hold work values in high regard, as well as evaluate their level of professional commitment. Our objective is to conduct a thorough examination of the various factors that impact work values and professional dedication. This will involve considering variables such as age, gender, and years of service. Additionally, the correlation between work values and professional commitment among nurses at various private institutions in Iloilo will be investigated.

It is important to acknowledge the limitations of the study. The research will be conducted in only a few private institutions in Iloilo, which means that the findings may not be applicable to all nurses working in hospitals throughout the Philippines. Moreover, the research data will rely on the participants' self-reported information, which may lead to inaccurate results if respondents provide false or misleading information. Additionally, the research will use only one survey instrument, which may not be sufficient to gather comprehensive data on work values and professional commitment.

---

## Conclusions

The findings of our study highlight the indispensable role of nurses in the healthcare system, emphasizing their dedication to patient care and collaborative spirit. The focus of the study centers on the correlation between nurses' work values and their professional commitment, particularly in private hospitals in Iloilo. The findings underscore the significance of aligning values with commitment in the nursing profession, with the study identifying demographic characteristics that influence nurses' work values and dedication. The findings advocate for instilling values in nurses as a means to enhance retention, work satisfaction, and overall commitment to both the organization and the nursing profession. Importantly, it suggests that

nurses' commitment goes beyond knowledge and skills, extending to their values and attitudes, which play a vital role in elevating the quality of patient care and contributing to the success of the nursing profession.

#### Availability of data and materials

The data relating to this manuscript of our study are available upon request.

#### References

1. Gassas R, Salem O. Nurses' professional values and organizational commitment. *J Taibah Univ Med Sci.* 2022 Aug 10;18(1):19-25. doi: 10.1016/j.jtumed.2022.07.005. PMID: 36398009; PMCID: PMC9643521.
2. Meyer, J. P., Allen, N. J., & Smith, C. A. (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology*, 78(4), 538–551. <https://doi.org/10.1037/0021-9010.78.4.538>
3. Allen N and Meyer J. The measurement and antecedents of affective, continuance, and normative commitment to the organization. *Journal of Occupational Psychology.* 1990; 63:1.
4. Fateme J, Neda M, Soroor P. Influencing factors on professional commitment in Iranian nurses. A qualitative study. *journal of medical science.* 2011;50:35-37
5. Gallagher D and Mclean Parks J. Contingency Commitment and the Contingent Work Relationship. *Human Resource Management Review.* 2001; 11: 181-208.
6. Siraneh Y, Ololo S, Tsega G, Yitbarek K, Adamu A, Erchafo B, Hailu M, Woldie M. Level and Factors Associated with Professional Commitment of Health Professionals Providing Institutional Delivery Services in Public Health Facilities, Southwest Ethiopia. *Ethiop J Health Sci.* 2018 Jul;28(4):495-504. doi: 10.4314/ejhs.v28i4.15. PMID: 30607062; PMCID: PMC6308734.
7. Timalisina R, Kc S, Rai N, Chhantyal A. Predictors of organizational commitment among university nursing Faculty of Kathmandu Valley, Nepal. *BMC Nurs* 2018 Dec; 17(1): 1e8.
8. Labrague LJ, McEnroe PDM, Tsaras K, Cruz JP, Colet PC, Gloe DS. Organizational commitment and turnover intention among rural nurses in the Philippines: implications for nursing management. *Int J Nurs Sci [Internet]* 2018 Oct 10; 5(4): 403e 408 [cited 2022 May 16]. Available from: <https://search.ebscohost.com.sdl.idm.oclc.org/login.aspx?direct=1&true&db=14&edsp=AN14S2352013217302892&site=14&eds-live>.
9. Siraneh Y, Ololo S, Tsega G, Yitbarek K, Adamu A, Erchafo B, Hailu M, Woldie M. Level and Factors Associated with Professional Commitment of Health Professionals Providing Institutional Delivery Services in Public Health Facilities, Southwest Ethiopia. *Ethiop J Health Sci.* 2018 Jul;28(4):495-504. doi: 10.4314/ejhs.v28i4.15. PMID: 30607062; PMCID: PMC6308734. (questionnaire)
10. Kaya A, Boz İ. The development of the Professional Values Model in Nursing. *Nursing Ethics.* 2017;26(3):914–23.
11. Tuna, R., &Şahin, S. (2021, June 3). The effect of attitude towards work on professional commitment. *Nursing Ethics*; SAGE Publishing. <https://doi.org/10.1177/0969733021999770>
12. Poorchangizi, B., Borhani, F., Abbaszadeh, A., Mirzaee, M., &Farokhzadian, J. (2019, November 27). Professional Values of Nurses and Nursing Students: a comparative study. *BMC Medical Education*; BioMed Central.<https://doi.org/10.1186/s12909-019-1878-2>
13. Kaldal, M. H., Voldbjerg, S. L., Grønkvær, M., Conroy, T., &Feo, R. (2023, October 4). Newly graduated nurses' commitment to the nursing profession and their workplace during their first year of employment: A focused ethnography. *Journal of Advanced Nursing*; Wiley-Blackwell.<https://doi.org/10.1111/jan.15883>
14. Monroe, H. A. (2019, February 20). Nurses' professional values: Influences of experience and ethics education. *Journal of Clinical Nursing*; Wiley-Blackwell.<https://doi.org/10.1111/jocn.14806>
15. Fernández-Feito, A., Basurto-Hoyuelos, S., Palmeiro-Longo, M. R., & García-Díaz, V. (2019, August 4). Differences in professional values between nurses and nursing students: a gender perspective. *International Nursing Review*; Wiley-Blackwell.<https://doi.org/10.1111/inr.12543>
16. Caro-Alonso, P. N., Martín, B., Rodríguez-Almagro, J., Chimpén-López, C., Romero-Blanco, C., Casado-Naranjo, I., Bermejo-Cantarero, A., & López-Espuela, F. (2023, September 30). Nurses' Perceptions Regarding Their Professional Commitment and Development during the COVID-19 Pandemic. *Healthcare: Multidisciplinary Digital Publishing Institute.*<https://doi.org/10.3390/healthcare11192659>
17. Chen, L. C., Perng, S., Chang, F. M., & Lai, H. (2014, November 5). Influence of work values and personality traits on intent to stay among nurses at various types of hospital in Taiwan. *Journal of Nursing Management*; Wiley-Blackwell.<https://doi.org/10.1111/jonm.12268>
18. Tan, S. H., & Chin, G. F. (2023, March 30). Generational effect on nurses' work values, engagement, and satisfaction in an acute hospital. *BMC Nursing*; BioMed Central.<https://doi.org/10.1186/s12912-023-01256-2>

19. Chang HY, et al. Which Aspects of Professional Commitment Can Effectively Retain Nurses in the Nursing Profession? *J NursScholarsh.* 2015;47(5):468–76
20. Garcia-Moyano L, et al. A concept analysis of professional commitment in nursing. *Nurs Ethics.* 2019;26(3):778-97
21. Benligiray, S., & Sönmez, H. (2011). Relationships of nurses' professional commitment with other commitment forms: Organizational commitment, work commitment, and family commitment. *The Nursing Journal of Hacettepe University Faculty of Health Sciences*
22. Schwartz, S.H., Cieciuch, J., Vecchione, M., Davidov, E., Fischer, R., Beierlein, C., Ramos, A., Verkasalo, M., Lönnqvist, J.E., Demirutku, K., Dirilen-gumus, O., Konty, M., 2012. Refining the theory of basic individual values. *J. Personal. Soc. Psychol.* 103 (4), 663–688. ( Theoretical Framework)
23. *Years of employment Definition | Law Insider.* (n.d.). Law Insider. <https://www.lawinsider.com/dictionary/years-of-employment#:~:text=Years%20of%20employment%20means%20the%20total%20number%20of%20twelve%2Dmonth,been%20employed%20by%20the%20Company.>
24. Administrator. (2016a, January 27). *Work Values - iResearchNet.* Psychology. <https://psychology.iresearchnet.com/industrial-organizational-psychology/individual-differences/work-values/>
25. Jafaraghaee, F., Ebadi, A., Negarandeh, R., & Mehrdad, N. (2017). A professional commitment scale for clinical nurses: A study protocol. *Medical Journal of the Islamic Republic of Iran*, 31(1), 817–822. <https://doi.org/10.14196/mjiri.31.123>
26. Merriam-Webster. (n.d.). Dictionary by Merriam-Webster. In *Merriam-Webster.* <https://www.merriam-webster.com/dictionary/private-hospital> *Definition: 259 Samples | Law Insider.* (n.d.). Law Insider. <https://www.lawinsider.com/dictionary/private-hospital>
27. S. Roach. (2013, August 11). Nursing: A World of Caring. <https://jaimesorianorn.wordpress.com/lecture-handouts/>

#### **Acknowledgements**

The authors would like to thank Dr. Ervin Faller, our research professor, the panelists, our family and friends for their support and insights, and most especially the respondent nurses employed in private hospitals in Iloilo for their participation in this study.

#### **Funding**

The authors personally funded the study and did not receive any external funding.

#### **Author information**

**College of Allied Health and Sciences, PHINMA University of Iloilo, Rizal City Proper, Iloilo City, Philippines**

Ainee S. Juntilla

**Saint Paul University of Iloilo, Gen. Luna St., Iloilo City, Philippines**

Karen Choie C. Jurilla