

Work Values and Job Involvement of Public Nurses

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ABSTRACT

An effectively functioning health system is one of the many factors that determine the health of a population. Work and involvement of nurses in their job represent an indispensable part of the healthcare industries. Investigating on work values and job involvement of nurses is essential in this fast-changing healthcare scenario. The research study was conducted using a descriptive – correlational design utilizing the quantitative research approach to Staff Nurses in public hospitals. The level of work values is perceived by the nurses as very important, which means that work values are always applied in the work setting. The level of job involvement of staff nurses is generally very good. The respondents rated first in rank in “enthusiastic to go to work and commitment to my job is hard to be broken” and last in rank in terms of being uninterested in their job. The staff nurses are very much involved in their job. On the other hand, the profile on age, gender, civil status, highest educational attainment, monthly income, length of service, and designation are not significantly related to the staff’s level of work values and job involvement. However, it is noted that there is a significant relationship between the work values and job involvement of public nurses. Thus, as the level of work values increases, the level of job involvement of the staff nurses increases. The study showed that the profile of the respondents is not a determinant factor of work values and job involvement of the public nurses. It is noted that the higher the work values, the better are the job involvement of nurses in the nursing organization.

Keywords: work values, job involvement, public nurses

INTRODUCTION

Work represents an indispensable part of life for most people, especially nurses. To be employed means much more than just earning money. Work fulfills a wide range of personal and family needs and provides nurses with a purpose in life. Individuals, therefore, attach particular values to most aspects of work, and these values tend to influence how they choose specific career paths and how they feel about the work they engage in every day.

In the current trends of the health care setting, many nurses' are working with varied work values in responding to the patients' needs. For a health institution to be successful in fulfilling its mandate of bringing and providing quality health services to its diverse clients, the health providers must possess desirable work values. There is a growing need to develop desirable work values among nurses in public and private hospitals since they are the front liners and the prime movers of the health system. The success or failure of the health institution depends on people who deliver care –human health resources.

As observed, these work values influence nurse's performance in their job to become effective and competent caregivers. The way a nurse performs the work is a reflection of his/her values. Values, therefore, have a strong motivational power. Individuals may be motivated to choose certain behaviors over others based on what they value most, or based on which set of behaviors are more consistent with their values (Macklin, 2000).

Locally, the researcher observed that there is a massive population of young nurses in private and public hospitals. Worse is that most of the nurses who left the country are trained nurses who have mentoring skills and left the hospital with novice nurses who are still to develop their working values. Thus, this study sought what already exists in the hospital setting, specifically looking into the work values and job involvement of staff nurses in public hospitals. Due to these compelling reasons, that the researcher intends to investigate and assess the profile of the nurses, their level of a work values, and how their work values enhance their job involvement in the workplace. By delving on it, this research will provide means to sustain and supplement the staff's work values and job involvement.

Moreover, this research will help me as a nurse educator who supervises nurses in the clinical exposure to interestingly work on their job utilizing their innate work values for better job involvement. The findings can greatly benefit the employees and the organization by instilling strategies to make things better for nurses that may enhance organizational involvement and commitment as a whole.

FRAMEWORK

This study is anchored on the theory of Donald Super's Life-Span, Life-Space Theory, as adopted by Wu-Chung Wu et al. (1996) and Rabinowitz and Hall's Integrated Theory (2001).

Work values vary. Wu-Chung Wu enhances Super's five-stage development of work values into two realms, namely Terminal values and Instrumental values.

The first realm is the terminal values. It is the degree of importance which an individual places on pursuing personal growth, exerting personal talent and creativity, improving quality of life, obtaining a sense of achievement and leadership and also commanding respect and recognition from others during of their work. It consists of three dimensions, namely: self-growth, self-realization, and self-esteem.

The second realm is the instrumental values. It is the degree of importance which an individual places on obtaining a level of excellence in social interaction, a harmonious social relationship, freedom from worry, and where their life desire is sufficiently satisfied through balance achieved between services within the organizational systems, and a holistic environment to fulfill their sense of security and to maintain their needs while they are working. It consists of four dimensions, namely: social interaction considerations, security and economic considerations, stability, and freedom from anxiety considerations and recreation, health, and transport considerations.

In addition, Donald Super was one of the first individuals to provide a convincing reason to include assessment of work values in appraisals of an individual's vocational traits, suggesting that work values influence one's career choice. Super's theory is a developmental theory that emphasizes a longitudinal view of career development. Super asserts that individuals make career choices based on their self-concepts—the personal understanding of one's abilities, interests, values, and choices—which develop throughout their lives as they progress through the five development stages. Within this theory, values are assumed to influence one's self-concept and thus influence career choice.

On the other hand, Job involvement represents personal concentration or emotional commitment to one's job. The integrated theory on job involvement by Rabinowitz and Hall (Khan et al., 2010) states that job involvement is related to dispositional approach, situational determined approach, and the influence of the interaction between these approaches. In the dispositional approach, job involvement is viewed as dependent on individual personalities. The individual is

thought to own a certain amount of desire or value, and the demand or value will drive them to work harder or impede them from job involvement (Kelly, 2008).

Job involvement is also a personal characteristic, and thus it is never changed easily within an organization. In a situation-determined approach, job involvement can be viewed as a personal attitude towards a particular job. In this conceptualization, job involvement will be affected by leadership style, the opportunities the individual has to be involved in decision-making, social factors, job features, and other conditional influences. Values are thus internalized with job attitude.

The interaction between disposition and situational approaches is labeled the dispositional situation. In this approach, personal characteristics and the environment in interaction are used to explain personal work attitudes and behaviors. When personal characteristics and the situation reach congruence, the individual will develop high job involvement.

From these theories mentioned, the study has drawn its concept and identified factors/variables playing significantly to form its theoretical framework. This investigation will involve the following variables: the independent variable is the work values such as Terminal Values specifically the self-growth, self-realization and self-esteem, Instrumental values such as social interaction considerations, security and economic considerations, stability and freedom from anxiety considerations and recreation, health and transport considerations; Sociodemographic data such as age, gender, civil status, monthly income, educational attainment, length of service, and designation; the dependent variable is the job involvement of nurses in public and private hospitals. The integration of these variables will provide the necessary data that will be used in answering the major and its specific sub-problems, as seen in Figure 1.

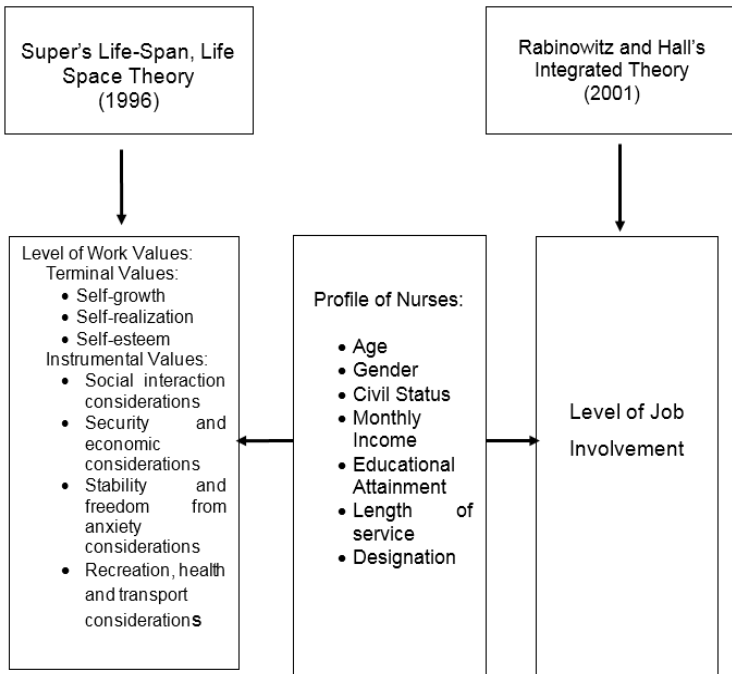


Figure 1. The Theoretical Framework of the study

OBJECTIVES OF THE STUDY

This study aimed to determine the level of work values and job involvement of nurses in public hospital. Specifically, it aimed to; (1) determine the profile of the respondents in terms of age, gender, civil status, monthly income, highest educational attainment, length of service, and designation; (2) determine the level of work values of public hospital in terms of self-growth, self-realization, self-esteem, social interaction considerations, stability and freedom from anxiety considerations, security and economic considerations, and recreation, health and transport considerations; (3) determine the level of job involvement of public nurses; and (4) determine the relationship between the: profile and level of work values, profile and level of job involvement, and level of work values and level of job involvement.

METHODS

This study utilized a descriptive-correlational research design in a quantitative research approach. Descriptive research was used to describe the existing work values and job involvement of public nurses. This include the profile of the health care professionals, their level of work values and, the level of job involvement of staff nurses. Conversely, a correlational research design was used to determine the relationships that existed between the profile of the respondents and their level of work values and job involvement.

On the other hand, quantitative research approach was used to obtain numerical data that can be measured, such as the distribution of the respondent's profile and level work values and job involvement of public nurses.

The study was conducted in public hospitals in Bukidnon. With services offered like Medical, Surgical, Pediatrics, OB-GYNE, Private ward, Delivery Room, Operating Room, NICU, and Emergency Room. The hospitals serve as the primary health care resource in the province with emphasis on health promotion, disease prevention, catering, and providing a wide range of medical and health-related services. It also offers all the medical aids to the identified indigents and its constituents at the locality.

Universal sampling was utilized in selecting the respondents of the study. It is limited to the nurses who are working in the wards, specifically in Medical Ward, Surgical/Ortho Ward, Station 1, Pediatric Ward, Private Room Ward, and OB/GYNE Ward in public hospitals. The table below shows the percentage distribution of respondents in their specific hospital ward.

Percentage Distribution Table of the Respondents

RESPONDENTS' WARD ASSIGNMENT	FREQUENCY	PERCENT
Medical Ward	13	22.03%
Surgical/Ortho Ward	11	18.65%
Station 1	9	15.25%
Pediatric Ward	10	16.95%
Private Room	5	8.47%
OB/ GYNE	11	18.65%
Total	59	100%

To determine the profile of the respondents, level of work values and level of job involvement, a research tool was utilized in a form of a three part questionnaire. The first part of the instrument pertains to the profile of the respondents in terms age, gender, civil status, monthly income, highest educational attainment, length

of service and designation.

The second part of the instrument is a standardized tool developed by Wu-Chung Wu et al (1996) based on Donald E. Super's Work Value Inventory (1970). The questionnaire focuses on the level of work values of nurses in their environment as to their opportunity of self-growth, freedom of self-realization, self-esteem, social interaction considerations, security and economic considerations, stability and freedom from anxiety considerations and recreation, health and transport considerations.

The second part of the questionnaire used a Likert scale to measure the level of work values of the respondents on their respective hospital which consisted of Very Important (4), Moderately Important (3), Slightly Important (2), and Unimportant (1).

Parameter Limits

Range of Means	Responses
3.26- 4.00	Very Important
2.51- 3.25	Moderately Important
1.76 – 2.50	Slightly Important
1.00 – 1.75	Unimportant

Very Important. This means that the respondents work values are 80 – 100% applied on all occasions.

Moderately Important. This means that the respondents work values are 60 - 79% applied on all occasions.

Slightly Important. This means that the respondents work values are 59% or less applied on all occasions.

Unimportant. This means that the respondents work values are not applied on all occasions.

The third instrument, on the other hand, is a standardized 10 statements authored and develop by Rabindra Nath Kanungo. The questionnaire focuses on the level of job involvement of nurses in the public hospital. A four-point scale consists of Strongly Agree (4), Agree (3), Disagree (2) and Strongly Disagree (1) was used to measure the level of job involvement of the respondents.

PARAMETER LIMITS

Range of Means	Responses Category	Interpretation
3.26- 4.00	Strongly Agree	Very Good
2.51- 3.25	Agree	Good
1.76 – 2.50	Disagree	Fair
1.00 – 1.75	Strongly Disagree	Poor

A letter of transmittal was forwarded to the medical director of the public hospital asking permission to conduct the study. Upon the approval of the request, the respondents were provided with the transmittal letter to ensure full participation of the study. The researcher personally administered the questionnaire to the respondents during her convenient time.

The administration of the questionnaire was conducted and each respondent was given ample time of 15- 30 minutes to answer the questionnaire. The researcher requested the respondents to answer the items honestly and sincerely so that valid and reliable data was elicited. The data was then collected, tabulated and subject for statistical analysis.

RESULTS AND DISCUSSION

Nurses Profile in Public Hospitals

Table 1 shows the demographic profile of the nurses in public hospitals in terms of age, gender, civil status, economic status, educational attainment, years of working experience and designation of work. There are 33 or 55.9% of the nurses are 25 years old and below, 10 or 16.9% are 26 to 35 years old, 7 or 11.9% are 36 to 45 years old and 9 or 15.3% are 46 years old and above.

Female nurses are dominant in the sample with 67.8% while there are only 32.2% male nurses. Also, married nurses are 8.4% more than the single nurses in the sample group. In terms of their economic status, 25.4% have monthly income between P6,000 to P12,000, 50.8% have monthly income between P12,001 to P24,000 and 23.7% have monthly income more than P24,000. As to their educational attainment, the 3.4% have taken units in the doctorate degree, 15.3% have already gained their masters degree while the 16.9% have at least earned units in a masters program and majority (64.4%) has no masteral degree.

Their working experience is very important and it has been established that 52.5% have been working for 5 years and below, 20.3% have been working for 6 to 10 years, 5.1% have been working for 11 to 20 years and 22% have been

working in the medical field for more than 20 years. Majority or 83.1% are staff nurses, 6.8% are supervisors and 10.2% are senior nurses.

Table 1

Profile of Public Hospital Nurses (n=59)

Profile	Frequency n=59	Percentage (%)
Age		
25 years old and below	33	55.9
26-35 years old	10	16.9
36 to 45 years old	7	11.9
46 years old and above	9	15.3
	59	100
Gender		
Male	19	32.2
Female	40	67.8
	59	100
Civil Status		
Single	27	45.8
Married	32	54.2
	59	100
Monthly Income		
P6 001 to P12 000	15	25.4
P12 001 to P24 000	30	50.8
More than P24 000	14	23.7
	59	100
Educational Attainment		
Bachelor of Science in Nursing	38	64.4
BSN with masteral units	10	16.9
Masters Degree	9	15.3
MS/MA with doctoral units	2	3.4
	59	100
Length of Service		
5 years and less	31	52.5
6 to 10 years	12	20.3
11 to 20 years	3	5.1
21 years and more	13	22.0
	59	100
Designation		
Staff Nurse	49	83.1
Supervisor	4	6.8
Senior	6	10.2
	59	100

The finding shows that the respondents are relatively young and novice in the profession. According to Bastable (2008), young adults work to establish a trusting, satisfying and permanent relationship with others. They strive to establish commitment to others in their personal, occupational and social lives.

Furthermore, the data show that female nurses dominate the population. This explains that nursing is a female dominated course. However, the growing population of male nurses appears to be well served by a career in nursing. Considering the literature of gender, Tomey (2009) observes that women emphasizes working conditions, hours and ease of work, supervision, and social aspects of the job, whereas men emphasize wages, opportunity for advancement, company management and policies and task interest. The data also explains that these nurses are married who are more committed to establish assurance in their job and embraced greater opportunities in the profession.

Moreover, pursuing masteral education in nursing has never been the priority of nurses due to work shifts and minimum income wage. However, it is noteworthy to consider that the higher the educational and professional status of nurses providing care, the better the patient outcomes. There is evidence that higher educational qualifications among nurses are correlated with better patient exacerbated by the myth that women are more naturally caring than men (Erhenreich and Hochschild, as cited by Heubner, 2007). Chiu (1993) observed that higher educated employees are more attentive to self-confirmation and performance than lower educated employees.

Moreover, in the aspect of monthly income, data shows that most of the nurses receive average income pay. However, nurses were still demanding for a higher increase of pay considering the nature of their job, health risk and work load. In addition, Paine et al. (1967) found a positive correlation between family income and monetary benefits, and it was observe that those respondents who indicated a relatively low family income intend to place a high emphasis on job security.

In terms of Designation, most of the nurses are staff nurses, holding the lowest position in the nursing organization in the hospital. Lee and Chung (2001) found out that employees in more senior positions were more attentive to self-growth and security and economic considerations than employees with lower positions in the organizations.

Level of Work Values of Nurses

Table 2 illustrates the level of work values of nurses in the hospital in terms of Terminal values: self-growth, self-realization and self-esteem and Instrumental values: social interaction considerations, security and economic considerations, stability and freedom from anxiety considerations and recreation, health and transport considerations.

The level of work values of nurses are generally very high with a grand mean of 3.39 based on the result of the questionnaire survey method. Nurses in the Bukidnon Provincial Hospital perceived these values as very important in providing quality care to their patients.

Table 2

Summary on the Level of Work Values of Nurses (N=59)

Indicators	Weighted Mean	Interpretation
1. The organization allows me the opportunity of self-growth by:	3.50	Very Important
1.1 Enabling staff to obtain new knowledge and techniques continuously while working.	3.63	Very Important
1.2. Offering opportunities to learn while working.	3.54	Very Important
1.3. Encouraging staff to analyze and study things in depth while working.	3.39	Very Important
1.4. Providing the chance of trying new working methods while working.	3.53	Very Important
1.5. Consenting to staff devoting oneself to a prospective task.	3.53	Very Important
1.6. Permitting staff to fully create one's own work career.	3.37	Very Important
	3.50	Very Important
2. The organization provides me with the freedom for self-realization by:	3.34	Very Important
2.1. Permitting staff to specialize within the job.	3.12	Moderately Important
2.2. Fulfilling their dreams.	3.47	Very Important
2.3. Satisfying their personal ambition.	3.19	Moderately Important
2.4. Promoting quality of life through work.	3.41	Very Important
2.5. Making one's life more colorful through work.	3.31	Very Important
2.6. Endorsing staff to contribute meaningfully to society.	3.44	Very Important
2.7. Allowing staff through work to serve or improve society.	3.44	Very Important
	3.34	Very Important

Table 2 Continued

Indicators	Weighted Mean	Interpretation
3. My self-esteem is improved through organizational work by:	3.33	Very Important
3.1. Feelings of achievement while working.	3.24	Moderately Important
3.2. Feelings of achievement observed through one's own concrete product of work.	3.22	Moderately Important
3.3. Being responsible for specific tasks.	3.63	Very Important
3.4. Gaining self-affirmation and self-confidence through work.	3.39	Very Important
3.5. Gaining boss's full authorization while working.	3.39	Very Important
3.6. Obtaining other person's affirmation through work.	3.25	Moderately Important
3.7. Having total power of control while working.	3.20	Moderately Important
	3.33	Very Important
4. My friendship and social interaction are satisfied through organizational work by:	3.36	Very Important
4.1. The boss being considerate of employees	3.19	Moderately Important
4.2. Colleagues taking care of each other	3.27	Very Important
4.3. A lack of aggression or selfishness among colleagues	3.12	Moderately Important
4.4. Staff that can happily work together with colleagues to finish a job	3.54	Very Important
4.5. Colleagues who can get along harmoniously	3.37	Very Important
4.6. Staff in a working environment with good personal connections/ relationships.	3.41	Very Important
4.7. Staff that work honestly and sincerely with co-workers	3.59	Very Important
	3.36	Very Important
5. I feel security, both financially and in my work when:	3.47	Very Important
5.1. Staff can get appropriate care while sick	3.42	Very Important
5.2. The safety of employees is the most important aspect of work.	3.51	Very Important
5.3. The organization provides good insurance.	3.44	Very Important
5.4. Salary allocation is fair and reasonable.	3.53	Very Important
5.5. Appropriate salary promotion is obtained.	3.39	Very Important
5.6. One's own devotion to work can gain reasonable reward.	3.53	Very Important
5.7. The organization provides a good staff benefit scheme.	3.49	Very Important
	3.47	Very Important

Table 2 Continued

Indicators	Weighted Mean	Interpretation
6. I feel relaxed and stable in my life when:	3.35	Very Important
6.1. Work hours fully correlate with one's living schedule.	3.39	Very Important
6.2. One can be engage in a full range of work, not monotonous and untidy.	3.47	Very Important
6.3. The individual does not have to deal with many complicated or alternatively trivial things at work.	3.37	Very Important
6.4. A variety of worry and anxiety derived from work competition can be avoided.	3.31	Very Important
6.5. One does not often feel stressful while on work.	3.20	Moderately Important
6.6. One does not often need to worry about job affairs after work.	3.29	Very Important
6.7. One feels job secure.	3.41	Very Important
	3.35	Very Important
7. Access to work and opportunities for recreation are improved by my organization when:	3.35	Very Important
7.1. Working under a non-harmful (no damage to physical and mental health) environment.	3.51	Very Important
7.2. The individual is being engaged in outdoor activities or physical activities after work.	3.24	Moderately Important
7.3. Flexible hours are provided allowing for more personal freedom.	3.34	Very Important
7.4. Longer annual vacation is provided, enabling the individual to pursue leisure activities.	3.32	Very Important
7.5. One can avoid excessive social intercourse in order to keep healthy.	3.27	Very Important
7.6. One's work place is close to home or easily accessible.	3.44	Very Important
7.7. One can avoid traffic congestion and road rage while travelling to or from work.	3.34	Very Important
	3.35	Very Important
GRAND MEAN	3.39	Very Important

* 1.00-1.75 Unimportant, 1.76-2.50 Slightly Important, 2.51-3.25 Moderately Important, 3.26-4.00 Very Important

The nurses rated highest in terms of enabling staff to obtain new knowledge and techniques continuously while working in the self-growth indicator and being responsible for specific tasks in the self-esteem indicator with both 3.63 weighted mean value which indicates very important. Second to the highest mean, staff that work honestly and sincerely with co-workers in social interaction

considerations indicator got a mean of 3.59; and third are from self-growth indicator, offering opportunities to learn while working and social interaction consideration indicator, staff that can happily work together with colleagues to finish a job, with both weighted 3.54 which means these values are perceived as important and conversely, these values are always applied by the staff nurses in the work setting.

On the other hand, the nurses rated least in terms of permitting staff to specialize within the job in the self-realization indicator and a lack of aggression or selfishness among colleagues in the social interaction considerations indicator with both 3.12 weighted mean value; second are the boss being considerate of employees in social interaction consideration indicator and satisfying their personal ambition in self-realization indicator with both 3.19 weighted mean; and third with low mean value are from self-esteem and stability and freedom from anxiety considerations indicator specifically, Having total power of control while working and one does not often feel stressful while on work, both weighted 3.20. This indicates that nurses perceived these indicators as moderately important to their work settings. Moreover, it can be surmised that the work values are often applied in all occasions.

Meanwhile, the work values that has been regarded as high mean value is self-growth (3.5); secondly, security and economic considerations (3.47); third is social interaction considerations (3.36); fourth among the highest mean value are stability and freedom from anxiety considerations and recreation, health and transport considerations both with weighted mean of 3.35; fifth is self-realization (3.34) and sixth is self-esteem (3.33).

Based on the data presented in the study, it was observed that nurses in public hospital perceived work values as very important tool in delivering quality care to their clients in the hospital. This implies that nurses were able to observed and experience considerations in terms of self-growth, self-realization, self-esteem, social interaction, security and economic, stability and freedom from anxiety and recreation, health and transport, of which for them this are very important for gaining job involvement and commitment of nurses in the organization.

Further, nurses believe that values play an important factor in molding them holistically. According to Arnold et al. (2010) work values determine the way needs are met in the family, at hospital, and in the community. As individuals develop values, they store them in their memories as interrelated, hierarchically arranged entities that a dynamically reorganized depending on environmental circumstances. In addition, values function to ensure that biological needs are

met and to facilitate human interaction (McCarthy and Rose, 2010). Thus, this value played a central role in their motivation and achievement and decision making processes.

The finding of the study delineates the genuineness of the nursing profession. According to Lee (2012), high functioning nurses have well developed and prioritized values. Poorly functioning individuals do not have well-crystallized values and thus lack clear standards of behavior, cannot rationalize their behavior, and do not have a sense of the end states they seek. When the values within the values system lack clarity and are poorly prioritized, the result is a lack of motivation, poor decision making, and dissatisfaction.

The implication of the finding of the study clearly emphasizes the need for the nurse administrators to assess the work values of nurses and continuously evaluate the performance of their staff nurses in relation to their job involvement and commitment. Even though the findings were positive toward work values of public hospital, continued consideration should be given to the fact that nurses remain committed. The cost associated with leaving is high. Nurses are more likely to be more committed to the organization when they are provided a proportionate amount of positive work climate and equitable workloads.

Level of Job Involvement of Public Nurses

Table 3 reflects the level of job involvement of nurses in public hospital. Of the twenty-two statements on job involvement, the nurses rated the statements, "Every morning I go to work enthusiastically" and "My commitment to my job is hard to be broken" as the highest score of 3.25 weighted mean which indicates good level of job involvement. Second to the highest mean is the statement, "It is a significant reason for me to fulfill the requirements of my job got a mean of 3.15; and the third statement, "I feel uneasy/ uncomfortable when things go bad at work" has a mean value of 3.14.

Table 3

Summary on the Level of Job Involvement of Nurses (N=59)

Statements	Weighted Mean	Interpretation
1. I like to spend most of my time at work.	2.83	Good
2. Most of my personal goals are related with my job.	2.98	Good
3. I get the most satisfaction in life from my job.	3.02	Good
4. Every morning I go to work enthusiastically.	3.25	Good
5. I would go on working even if I did not need to earn money	2.66	Good
6. My job and my personality completely fit/overlap.	3.03	Good
7. Most of my interests are related with my job	3.05	Good
8. My job to me is no different from eating, drinking or breathing.	2.86	Good
9. My commitment to my job is hard to be broken.	3.25	Good
10. I mostly feel uninterested in my job.	1.90	Fair
11. I was more enthusiastic about my job in the old days.	2.37	Fair
12. Many things in my life matter more than my job.	2.66	Good
13. I sometimes feel like punishing myself for mistakes I make about my job.	2.64	Good
14. Frequently enough, I would rather stay home than go to work.	2.25	Fair
15. I would avoid undertaking extra duties and responsibilities related with my job.	2.47	Fair
16. I am perfectionist in my job.	2.95	Good
17. It is a significant reason for me to fulfill the requirements of my job.	3.15	Good
18. I am personally quite committed to my job.	3.12	Good
19. I can overwork to finish things even if I don't have the necessary time.	3.08	Good
20. I am sometimes preoccupied with the following day's work.	2.92	Good
21. I feel uneasy/ uncomfortable when things go bad at work.	3.14	Good
22. I have other concerns more important than my job.	2.56	Good
GRAND MEAN	2.83	Good

*1.00-1.75 - Poor, 1.76-2.50 – Fair, 2.51-3.25 – Good, 3.26-4.00 - Very Good

On the other hand, the statement, “I mostly feel uninterested in my job”, rated by the nurses least with weighted mean value of 1.90 which indicates fair level of job involvement; second is “Frequently enough I would rather stay home than go to work with mean value of 2.25 interpreted as fair level of job involvement and third is I was more enthusiastic about my job in the old days” has a mean value

of 2.37 also reveals fair level of job involvement in their current job. Generally, nurses have good job involvement in their current job with a mean value of 2.83.

The data shows that public nurses perceives their work to be an important part of their life. They have engaged in their job that they are satisfied with the tasks given to them. Moreover, the data illustrated that nurses have internalized their values about their work and has acknowledged that their job is of critical importance in their personal life.

According to Khan (2011), individuals will be involved in their job if they recognized the influence of personal performance onto self-esteem, and have the congruence between work performance and self-concept/image. Thus, job involvement provided the link between productivity on the hand and employees needs and the quality of working life on the other. Ahmad and Ashraf (2011) saw job involvement as a means of aiding productivity by creating work situations in which there would be better integration of individual and organizational goals.

It can be surmised that nurse managers in Provincial Hospital have acknowledged the importance of providing job involvement in their key job design objective for staff nurse. Conversely, these has improved the organizational functioning and the quality of working life for staff nurses in their specific areas.

Furthermore, nurses in public hospital sees job involvement as a tie to a strong work ethics and to those people who place work at, or near, the center of their lives. McMillan (2004) believes that the main determinant of job involvement is the value orientation toward work leaned early in the socialization process. An individual who has internalized the work ethic will thus be highly job involved, regardless of the context within which he or she might be employed (Daft, 2009).

The study implies that nurse managers should focus on the areas that would increase level of job involvement. Employees' work commitment has always been important issues for health care administrators. After all, high levels of absenteeism and staff turnover can affect the administrators. Satisfied employees tend to be more productive, creative, and committed to their employers.

Relationship between the Profile and Level of Work Values of Public Nurses

Table 4 shows the relationship between the profile and level of work values of nurses. In terms of age, the computed value of 6.987 is lesser than the critical value of 12.592 with p-value greater than 5% significant level. Thus, there is no significant relationship between age and the level of work values of the nurses.

Table 4

Chi-Square Summary on the Relationship between Profile and the Level of Work Values of Nurses

Variables	χ^2 critical	χ^2 statistics	p – value	Interpretation
Age	12.592	6.987	0.322	There is no significant relationship
Gender	5.991	1.322	0.516	There is no significant relationship
Civil Status	5.991	3.027	0.220	There is no significant relationship
Economic Status	9.488	5.681	0.224	There is no significant relationship
Educational Attainment	12.592	2.802	0.833	There is no significant relationship
Years of Experience	12.592	6.022	0.421	There is no significant relationship
Designation of Work	12.592	3.093	0.542	There is no significant relationship

*significant level at $\alpha= 0.05$

In terms of gender, civil status, economic status, educational attainment, the number of years of working experience and designation of work, the computed value is lesser than the critical value with p-value greater than 5% significant level proving that there is no significant relationship between gender, civil status, economic status, educational attainment, the number of years of working experience, and designation of work and the level of work values of nurses.

The finding of the study explains that nurses’ age, gender, civil status, highest educational attainment, monthly income, length of service and designation are not determinant factors of their work values. The findings can be construed that work values does not rely on the individuals characteristics instead values are psychological constructs in nature. They are internal to a person (Beckett and Maynard, 2005). This work values is further enhance when the person becomes mature and exposed with many people around the environment.

Relationship between the Profile and Level of Job Involvement of Public Nurses

In terms of relationship between profile and level of job involvement, Table 5 displays that in terms of age, the computed value of 4.159 is lesser than the critical value of 12.592 with p-value greater than 5% significant level. Thus, there is no significant relationship between age and the level of job involvement of nurses. This is in contrast with the study of Chuang (2001) who found out that the older the nursing professional the more job involved they are. It can be surmised that regardless of age, staff nurses in Provincial Hospital are exposed to opportunities and tend to be more job involved.

Table 5

Chi-Square Summary on the Relationship between Profile and Level of Job Involvement of Nurses

Variables	χ^2 critical	χ^2 statistics	p – value	Interpretation
Age	12.592	4.159	0.655	There is no significant relationship
Gender	5.991	0.740	0.691	There is no significant relationship
Civil Status	5.991	1.452	0.484	There is no significant relationship
Economic Status	9.488	0.692	0.952	There is no significant relationship
Educational Attainment	12.592	7.060	0.833	There is no significant relationship
Years of Experience	12.592	3.143	0.791	There is no significant relationship
Designation of Work	12.592	5.317	0.256	There is no significant relationship

*significant level at $\alpha = 0.05$

In terms of gender, the computed value of 0.740 is lesser than the critical value of 5.991 with p-value greater than 5% significant level showing no significant relationship between gender and the level of job involvement of nurses. Therefore, staff nurses in Public Hospitals are involve in their job regardless of their gender.

In terms of their civil status, the computed value of 1.452 is lesser than the critical value of 5.991 with p-value greater than 5% significant level proves there is no significant relationship between their civil status and the level of job involvement of nurses.

In terms of their economic status, the computed value of 0.692 is lesser than the critical value of 9.488 with p-value greater than 5% significant level

illustrating there is no significant relationship between their economic status and the level of job involvement of nurses. This is in contrast with the study conducted by Chuang (2001) that salaries (economic status) are significantly correlated with the staff's job involvement. This only shows that public nurses are involved in their job not because of monetary aspect.

In terms of their educational attainment, the computed value of 7.060 is lesser than the critical value of 12.592 with p-value greater than 5% significant level. Thus, there is no significant relationship between their educational attainment and the level of job involvement of nurses. These confirms with the study of Hu (1999) that education is not necessarily related to job involvement. These further shows that staff nurses in Provincial Hospital have vary educational levels but have the same job involvement.

In terms of the number of years of working experience and designation of work, the computed value is lesser than the critical value with p-value greater than 5% significant level. Therefore, there is no significant relationship between the number of years of working experience, designation and the level of job involvement of nurses. These findings agrees with the study conducted by Lodahl & Kejner (1965) that individual's position within the organization is not related to the person's job involvement.

From the data presented above, the profile on age, gender, civil status, highest educational attainment, monthly income, length of service and designation do not have significant bearing on the level of nurse' job involvement. The findings can be surmised that job involvement does not rely on the individual's characteristics rather job involvement is cognitive state of psychological identification in nature. An individual's psychological identification with a particular job in turn depends on the salience of his or her needs, both extrinsic and intrinsic, and the perceptions he or she has about the need satisfying potentialities of the job (Robbins, 2005).

Furthermore, McMillan (2004) believes that the main determinant of job involvement is the value orientation toward work leaned early in the socialization process. Khan et.al (2010) added that job involvement involves only a single aspect, namely, the degree to which a person perceives the total work situation to be an important part of life.

Relationship between the Level of Work Values and the Level of Job Involvement of Public Nurses

In terms of establishing relationship between work values and level of job involvement, tabular value 4.3 displays the Pearson-r correlation value of 0.259 with a p-value of 0.048 illustrating a significant relationship between the level of work values and job involvement of nurses. This means that the level of work values and level of job involvement of nurses are related. Thus, as the level of work values increases, the level of involvement of nurses also increases.

Table6

Pearson-r Value	p – value	Interpretation
0.259	0.048	There is significant relationship

*significant level at $\alpha = 0.05$

The data presented entail that positive work values makes nurses highly involve and committed to their job in the organization. According to Elloy (1995), job involvement is necessary for nurses' professional development. It is assumed that the higher the level of involvement, the higher the degree of professional growth. Job-involved individuals who perceive opportunities for growth in their job have less intention to leave or suffer burnout. In addition recent studies of show that such involvement enhances the individual's satisfaction, while at the same time increasing productivity for the organization (Dewhirst, 1973).

Moreover, Robbins (2005) observed that nurses are affected by their past socialized experiences, and that their current codes are associated with various value orientations. Thus, values drive individuals to develop various external and internal desires. Whenever the desires are unsatisfied, one's surroundings will become alienating, causing less job involvement.

The finding of the study implies that nurse managers should encourage and emphasize the importance of work values as this would affect the job involvement and commitment of nurses in an organization.

CONCLUSIONS

In line with the findings of the study, it is therefore concluded that the profile of the respondents is not a determinant factor of work values and job involvement of the public nurses. It is noted that the higher the work values, the better are the job involvement of nurses in the nursing organization.

RECOMMENDATIONS

In light of the findings, the researcher recommends the following:

1. The Nurse Managers must conduct periodic evaluation of their staff nurses to regularly monitor their work values and job involvement;
2. There is a needed to revisit nurses' values and how this can enhance job involvement using the same instrument utilized by the researcher;
3. It would be helpful if nurse managers will initiate trainings and seminars related to work values, and job involvement of nurses to enhance professional growth; and
4. Nurses should be encouraged to pursue continuing education, and 5) Similar studies must be conducted to develop in- depth study of the nurses' level of work values and job involvement.

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