

Current Employment Status of Registered Nurses in Non – Health Care Institutions

**Catherine Mae B. Dimandal, Ma. Kristina V. Vergara,
Sherlyn C. Vergara, Crystal Joy B. Villoria & Bella P. Magnaye,
Cecilia C. Pring**

College of Nursing, Lyceum of the Philippines University, Batangas City,
Philippines

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Abstract – *The study aimed to explore on the current employment status of registered nurses in non - health care institutions. The researchers utilized a descriptive method of research and get participants from selected malls, call center companies and food chains. A survey method data collection through questionnaires was used. The profile of the respondents identified was investigated using frequency distribution. The researchers provided discussion on the data gained from the interview. Weighted mean was used to identify the current employment status of registered nurses in non-health care institution in terms of knowledge, skills and attitude in the workplace. The study shows that majority of the respondents' age are ranging from 21-25-year-old. Most of them are females, working as a medical representative, call center agent and medical transcriptionist because this job offers higher salary compared in working in hospital institution. Also, most of them are staff having the length of service ranging from 1-2 years. Nurses who are currently underemployed can adapt well to their present employment, mainly because their employer provides them with necessary trainings and seminars, they are disciplined, flexible and their communication skills were greatly maximized. Their reason for staying in their current job is mainly because they love their work and also because the salary offered to them is high.*

Keywords – *employment status, non - health care institution, registered nurses*

INTRODUCTION

One of the trends today in nursing profession is the current employment status of the registered nurse in non-healthcare institution. Philippines is the leading supplier of nurses throughout the globe since the beginning. It was traditionally viewed as a passport out poverty for many. Since then, thousands of nurses are produced each year by the different universities having nursing program. Recent reports put the number of new nursing graduates at 40,000. However, these past few years, since

the global recession in the US, there are far fewer jobs than there once were leaving tens of thousands unemployed.

Few fields offer as many diverse and meaningful career paths as nursing. In addition to caring for patients, modern nurses work in a growing number of non-clinical fields from information technology to legal consultation. Drawing on their unique skill-sets and experiences, these professionals make significant contributions to hospital quality and public health while ensuring that underserved patients have access to needed care.

According to the Commission on Higher Education Executive Director Julito Vitriolo, nursing is considered one of the country's "oversubscribed" courses— programs that have continually rising enrollment rates in the face of dwindling job vacancies, leading to an oversupply of graduates. There are conflicting data as to how many nurses are unemployed or underemployed. Some say it's about 80,000 to 100,000. Other government agencies put the figure at about 400,000. But in 2001-2011, there is an estimated 221,323 unemployed/underemployed nurses in the country in accordance to PRC. At any rate, it is undeniable that there is a huge surplus of nurses in the Philippines.

Being unemployed and underemployed has been an issue in the field of nursing. The International Labor Organization defines underemployed as those who have a job that does not necessarily suit their qualifications, among other things. On the other hand, the Bureau of Labor Statistics (BLS) defined unemployment as people who do not have a job, have actively looked for work in the past four weeks, and are currently available for work. Also, people who were temporarily laid off and are waiting to be called back to that job are included in the unemployment statistics. [1].

Representative Arnel Ty and Health Secretary Enrique Ona, told students who are thinking about studying nursing, even those partway through a nursing degree, to look at allied courses like medical technology and pharmacy instead. And many nursing graduates are

encouraged to find jobs in the call centers which are increasing rapidly in the Philippines. Some of these are taking advantage of their medical knowledge by offering back-office services for hospitals and clinics.

Many nurses choose to work in non-health care institution due to low salary. Thus, the researchers find it interesting to determine nurse's current employment status not related to nursing profession.

The researchers as future nurses chose this study to find out what lies ahead for the graduates of nursing in the country. As this is a timely event, because there is a shortage of nurses in the country amidst the oversupply of nurses.

OBJECTIVES OF THE STUDY

The study aimed to explore on the current employment status of registered nurses in non - health care institutions. Specifically, it determined the profile of the respondents in terms of age, gender, and type of work, position and length of service with the current position. Additionally, it assessed on how the respondents adapted to present employment in terms of knowledge, skills, and attitude. Further, the researchers determined the reasons for staying in the present work and if given an opportunity were they willing to go back to the nursing profession.

Theoretical Framework

The theoretical framework for this study is McGregor's X-Y. This theory is a salutary and simple reminder of the natural rules for managing people, which under the pressure of day-to-day business are all too easily forgotten [2].

Douglas McGregor proposed this famous X-Y theory in his 1960 book 'The Human Side of Enterprise'. Although Theory X management style is widely accepted as inferior to others, it has its place in large scale production operation and unskilled production-line work. Many of the principles of Theory Y are widely adopted by types of organization that value and encourage participation. Theory Y-style management is suited to knowledge work and professional services. Even highly structure knowledge work, such as call center operations, can benefits from Theory Y principles to encourage knowledge sharing and continuous improvement.

McGregor's X-Y Theory relates to this study because it shows that your management style is strongly influenced by your beliefs and assumptions about what motivates members of your team. If you believe that team members dislike work, you will tend towards an authoritarian style of management. On the other hand, if

you assume that employees take pride in doing a good job, you will tend to adopt a more participative style.

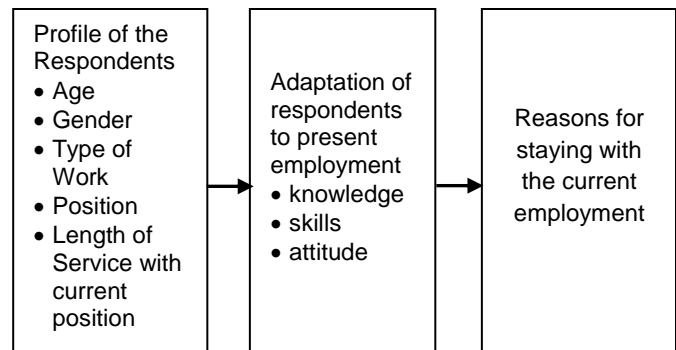


Figure 1. Current Employment Status of Registered Nurses in Non – Health Care Institutions

This paradigm shows the profile of the respondents in terms of age, gender, type of work, position, and length of service and how this profile affect the adaptation of the respondents in terms of knowledge, skills, and attitude in the current environment they're in to. Thus, it will determine their reasons for staying with the job.

METHODS

Design

This research was conducted utilizing a descriptive research in determining the effect of demographic profile of the registered nurses to the current employment status of the respondents.

Labaree [3] described the descriptive research designs that help provide answers to the questions of who, what, when, where, and how associated with a particular research problem; a descriptive study cannot conclusively ascertain answers to why. Descriptive research is used to obtain information concerning the current status of the phenomena and to describe "what exists" with respect to variables or conditions in a situation.

Participants

This study covered the current employment status of 50 registered nurses in non-health care institutions, their profile, employment status and problems encountered at their current work using the purposive sampling. The respondents should qualify with the following criteria: must be a registered nursing graduate, and presently working in a non-health care institution such as, malls (ie, SM, Bay Mall) call center companies (Teletech), and fast food chain in Batangas City (Jollibee, McDonald's, KFC etc.). These areas were chosen because the researchers believe that these companies provide most of the jobs in our country today.

The researchers utilized a purposive sampling to gather information. Purposive sampling, according to Polit and Beck [2] is a non-probability sampling method in which the researcher selects participants based on personal judgment about which ones will be most representative or informative.

Instrument

A survey method data collection through questionnaires was utilized. According to Polit and Beck [2] the advantage of this method is that it is less expensive, permits anonymity, and may result in more honest responses. Another advantage is that the researcher does not have to be present thus, eliminating bias due to phrasing questions differently for different respondents.

The questionnaire is of three parts, the first part focus on the profile of the respondents in terms of age, gender, type of work, position and length of service with the current position. The second part of the questionnaire consists of questions describing the adaptation behavior in terms of knowledge, skills, and attitude in their current environment. The third part has questions pertaining to the reasons why they chose to stay in their job. The set of questions prepared was reviewed and validated by the research adviser and the Dean who were the research consultants.

Procedure

The researchers utilized materials, journals, and books and created self-made questionnaire that were checked and validated by the adviser and panelists. The researchers asked for permission to conduct the study to the College Dean, and respondents to cooperate in the study. The researchers also explained the process to the respondents and distributed the questionnaire to gather data. After distributing the questionnaires, the researchers gave the respondents ample time to finish answering the questionnaires, their answer were then further discussed to gather more data. The questionnaires were retrieved after all the respondents have stipulated their answers. The data gathered were weighted, tabulated and interpreted.

Analysis

After the retrieval of the questionnaires, data were tallied, tabulated, analyzed, and interpreted by the researcher to see the results of the study.

The profiles of the respondents identified were investigated using frequency distribution. The researchers will provide discussion on the data gained from the interview and significant statement will be extracted from each participant [2].

Weighted mean was used to identify the current employment status of registered nurses in non-health care institution in terms of age, gender, and type of work, position and length of service with the current position. Also, the study assessed on how the respondents were adapted to present employment in terms of knowledge, skills, and attitude. Further, the researchers determined the reasons for staying in the present work, and if given an opportunity were they willing to go back to the nursing profession.

RESULTS AND DISCUSSION

Table 1. Percentage Distribution of the Respondents' Profile

Profile Variables	Frequency	(%)
Age		
Below 21 years old	1	2.00
21 – 25 years old	25	50.00
26 – 30 years old	17	34.00
31 – 35 years old	4	8.00
36 – 40 years old	2	4.00
41 years old and above	1	2.00
Gender		
Male	18	36.00
Female	32	64.00
Position in work		
Trainee	2	4.00
Staff	36	72.00
Supervisor	8	16.00
Manager	4	8.00
Type of work		
Saleslady	4	8.00
Call center	5	10.00
Food attendant	1	2.00
Medical representative	8	16.00
High school teacher	2	4.00
Teller	3	6.00
Sales representative	2	4.00
Receptionist	1	2.00
Photographer	4	8.00
Office clerk	2	4.00
Flight attendant	3	6.00
Cashier	1	2.00
Marketing head	2	4.00
Medical transcriptionist	5	10.00
Aircraft pilot	2	4.00
Customer assistant	1	2.00
Law enforcer	2	4.00
Elementary tutor	1	2.00
Entrepreneur	1	2.00

Table 1 (cont.) Percentage Distribution of the Respondents' Profile

Profile Variables	Frequency	(%)
Length of service on current position		
Less 6mos	4	8.00
6 mos.-1yr	11	22.00
1-2 years	27	54.00
2 years and above	8	16.00

Table 1 presents the frequency distribution of the respondent's profile variable in terms of age, gender, type of work, position in work and length of service on current position.

As to age, majority of the respondents were 21 – 25 years of age which obtained the highest percentage of 52.00. This age group gets the highest percentage because, they are fresh graduates and some of the hospitals prefer to hire staff who have had an experience of a year or two.

It is backed up in the study of Kapunan's, "Labor-Only Contracting in a "Cabo" Economy" that in the case of the graduates nowadays, their first problem is seeking job after graduation. Newly graduated nurses sometimes are having a hard time to find a stable job especially in the hospital because of lack of experiences. In terms of gender, most of respondents were females with a 64.00 percent. Most females nowadays can also do a job that a male worker usually does. Nursing is a female dominated profession that is why when an oversupply of nurses occurs, most of them were females.

According to the research, while men and women are equally effective in some settings, more often effectiveness depends on the fit between the setting and management gender. For example, women's typically more mentoring, coaching style is more favourably received in female-dominated professions; men's more typically "command and control" style is well received in male-dominated professions.

As to the type of work medical representative get the highest percentage of 16 percent, followed by nurses working as a call center and medical transcriptionist who both got 10 percent.

Being a medical representative can bring us too think that they are at least in line with the medical field. Nursing graduates know that they can survive and adapt well as a medical representative because they encountered and almost familiarized themselves with the products for example, drugs during their schooling. The same goes for nurses who chose to be a medical transcriptionist. They have a background on their current career because they are trained to read the doctor's order and once were a part of the medical team, and in their situation, they were given

charts of client and transcribe it in the computer for better access and communication.

This result is backed up by McKee [4] wherein she wrote that, nurses can often make a smooth, natural transition into medical sales jobs because they have a science background – a must for anyone getting into medical sales, also, they had a practical experience with the products they sell, and nurses knew how to deal with difficult doctors.

Nurses were encouraged by Labor secretary Rosalinda Baldoz to try their luck in the booming business process outsourcing industry or call centers. She was referring to an array of non-clinical but medical-related information outsourcing opportunities such as medical transcriptionists, billers and health care secretaries that provide alternatives for those seeking careers in the healthcare industry. "With the fast-growing and innovative trends and advancements in the healthcare industry, I encourage you to go out-of-the-box, beyond the traditional clinical jobs, and explore other emerging medical and health-related careers that are needed by our labor market today," Baldoz said [5].

Nurses who ventured in being a call center agent is because they want to apply for a hospital jobs, but since there are no vacancies, they turn to call center jobs who give them work, instead of being stagnant in their homes and waste their time doing nothing. They also choose the career because they are attracted to the salary offered to them. They are becoming more practical these days, because, they spent a lot of money just to be a nurse, and yet there are no job vacancies for them, so they turn to jobs who can offer them salaries that can satisfy their needs.

Citing the Bureau of Labor and Employment (BLE) Career Guides, Baldoz noted that these healthcare outsourcing jobs have starting pays ranging from P14, 000 – P18,000 while clinical appeals specialists employed in the BPO industry receive basic pay of P20,000 – P40,000 [5]. In relation to their criteria for choosing the job, salary is an important factor to them.

Other nurses tried to become a sales representative. As a saleslady nursing graduates knew that they can also excel in this kind of field because they are equipped with the skills that they need, for example, a good communication technique and problem-solving skills. A successful sales representative according to McKay [6] should be goal oriented, persuasive and have good communication and problems solving skills. They also need a pleasant personality and neat appearance. These skills and qualities are just in them.

They also attempted to be a teller. Just like when they are still in nursing, they apply their communication skills because they are the ones who interact with the client first

in the bank. This is explained by Campbell [7], wherein she said that, the responsibilities of a bank teller may vary depending on the bank they work for and how long they have been working as a teller. They may be the first-person customers see when they enter a bank, having strong communication and customer service abilities can help in succeeding as a bank teller. Which are indeed skills learned and innate as a nurse.

As a flight attendant, nurses are responsible for the safety and comfort of clients but in a different setting, in the aircraft. During flight, for some instances that an emergency occurs, they can apply their skills as a nurse; they may assist the passengers in evacuating the plane during an emergency situation. As defined by Liz [8] the primary and overriding responsibility of flight attendants is passenger safety they are often tasked with the secondary function of seeing to the care and comfort of the passengers, insofar as this does not interfere with their safety responsibilities. They are often perceived by the flying public as waiting staff or servants because there is not a full understanding of the career, the majority of their regular and rare duties are safety related and are the priority above customer service.

According to Thompson [9] in his article emergency training for flight attendants, he wrote that some commercial airlines operate their own training programs for flight attendants. For example, a report from "The Huffington Post" says the program run by Qantas Airlines includes simulations of several emergency situations. Flight attendants are expected to be able to evacuate a plane filled with 780 people in only 72 seconds in conditions such as an emergency landing in water at night during a rainstorm, or a fire and blackout in the cabin. By training under highly stressful conditions designed to simulate a real emergency, flight attendants learn how to perform effectively and calmly in a real crisis.

Other nurses opt to be an office clerk. Like medical transcriptionist, an office clerk primary duty is to produce or edit various documents, such as reports correspondence and presentations. Their difference is that an office clerk covers a wide variety of subjects while a medical transcriptionist transcribes medical documents. This is related to the definition of a typing clerk written by Blake [10], wherein she wrote that, a typing clerk, also known as a clerk typist, typist or general office clerk, performs typing and word processing work along with other office or clerical duties as assigned. Typing clerks work in a variety of office environments including government, educational and health care settings. Because typing clerk jobs can lead to other types of office positions including administrative jobs.

A marketing manager or head organizes a team and had a variety of roles to perform. Freshly graduate nurses already had a background in this kind of work, because during their schooling they are taught how to think like a head nurse, they are trained to make SWOT analysis of a hospital or area, schedule their staff and manage their own team. This is backed up by Merchant [11] in his article, he wrote that marketing managers are focused mainly on the hands-on application and managing of an organization's marketing processes. For them to be efficient and effective in performing their functions, they should have an excellent communication and analytical skills, which is also taught and learned by nurses.

Whether it is a high school teacher or an elementary tutor, teaching is one of the most rewarding careers because of the opportunity to shape minds of thousands of children or adults. As a nursing graduate, they can apply what they learned in avoiding and solving conflicts, they also got a chance of observing the growth and development of a child. They can also apply their knowledge in giving first aids because children are accident prone because they are explorers. This are described by Applegate [12], he states that teaching careers have drawbacks that are not widely publicized. You will be the point of contact between angry parents and your school. Some teachers experience undue criticism and a lack of support from their school administration, especially during and after the stress of standardized testing. You may also face safety concerns such as violent or incorrigible students, weapons or drugs. Teachers, especially in fields like special education, must fill out substantial amounts of paperwork to fulfill their bureaucratic duties. You may be exposed to various illnesses and conditions, such as pinkeye, head lice and the flu -- but perhaps to a lesser degree than in nursing.

Some nurses are in the customer service assistant jobs. It is always a requirement in any job to have a good communication skill and a pleasant personality. This is true especially when you are in this kind of work; you are dealing with customers and helping them get what they want. This is described by the National Careers Service wherein they believed if one enjoys helping people and had a good communication technique, and then one will flourish in this job.

Nurses also try their luck as an entrepreneur. They want to be the boss rather than be bossed around. They are risk-takers. These nurses know that they can flourish in business as an entrepreneur because they have what it takes. As defined by the dictionary an entrepreneur is a person who organizes and manages any enterprise especially a business, usually with considerable initiative and risk. Also, according to Cardillo [13], nursing and

entrepreneurship is perfect together. According to her, nurses have what it takes to be successful in business. They're smart, think on their own, have excellent communication skills, good listeners and are versatile and adaptive. They're hard working, ethical, and totally customer service oriented. They also possess a great body of knowledge, and experience that is marketable, valuable and in demand.

As for the position at work most of the respondents were office staff which is 72 percent of the respondents. They are working as an office employee because they are not yet ready to be promoted in the managerial or supervisory positions and the competition in the workplace is intense. They still need more extensive training and managerial education to be promoted.

A staff is a person who works for another person or for a company for wages or salary according to the Merriam Webster dictionary. A full-time staff has ongoing employment and works, on average, around 38 hours each week. The actual hours of work for an employee in a particular job or industry are agreed between the employer and the employee and/or set by an award or registered agreement. These days, competition is steep among job seekers especially in hospitals which is why most of the graduate nurses find job that is outside of their degree. They only set their mind to get a job that can fulfil their needs.

Some of the respondents achieve managerial positions because of their good performance and their dedication at work. They even acquire a supervisory role or a managerial role in the company that they set in. These nursing graduates exemplified and have shown their abilities in how to become a leader to others.

As to length of service in the current position most of them were in the service for a year or more than a year. They last in the company for so many years, because they are satisfied with the management ways. They are motivated enough to do their work. Second reason for staying that long is that they know that their current job satisfies their everyday needs.

According to Page Personnel [15], a moderate level of staff turnover can be good for a business; it means fresh ideas and approaches. However, every organization needs to have a strategy in place to retain the high performers that give it a competitive edge; they are the ones you can't afford to lose. Ignoring high levels of employee turnover can be very costly; it lowers internal morale and it could harm an organization's external reputation and cost it business. So, understanding the importance of staff retention is vital. It's essential to try to learn more about the reasons why people resign. The reasons might simply

be more attractive jobs elsewhere or chances for lifestyle reshapes, in which case it might be out of hands to retain these employees. However, many people leave their jobs because they are dissatisfied with their current situation.

As seen from Table 2, the over-all assessment on the adaptation to present job was Agree with a composite mean of 4.16.

The respondents agree that they adapt well in observing the rights of the co-workers and customers which ranked first with weighted mean score of 4.50.

Nurses are trained to always respect the patient's bill of rights and become sensitive advocates of the client and collaborate with the members of the healthcare team.

As they have adopted these principles as an employee, they managed to apply what they have learned but in a different setting. When an employee observes the rights of the customer, satisfaction and at the same time obeying the rights of co-workers will develop a harmonious relationship that will lead to the achievement of the goal of the company.

In relation to this, Badler [16] mentioned in his article that, most companies around the world today have based their current customer care practices around consumer rights. For example, establishing customer satisfaction surveys and customer relationship managers to deal with failures in service, ensuring that products or services are quality assured, ensuring that customer can shop within a safe environment and also educating their customers about the products or services that they purchase.

Second in the rank wherein respondents agree were their experiences in applying communication techniques helping the respondents in relating to customers and co-workers as well as with superiors topped on the list with mean score of 4.46. Communication is a vital part of everybody's activities; it is needed to express thoughts and feelings.

As a nursing student, having knowledge on the proper communication technique is a must to have a proper interview in the patient during a clinical duty. As well as in the work, an employee should observe communication technique, either it is a supervisor or customer in order to gain trust and minimize conflict within the workplace.

From Sun's article, "10 ways to communicate more effectively with customers and co-workers" [17] there are tips on how one can communicate more effectively with people at work, be a customers, co-workers, subordinates, or superiors. First, beware of interrupting, other people particularly the customers will upset if, while explaining a problem, and one interrupt them and start offering a solution. By listening actively, you'll strengthen one's own understanding and make a better impression.

Table 2. Adaptation to Present Employment

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. I have a little background in my present employment, but the knowledge I acquired from my profession is very useful to my present position.	3.00	Neutral	20
2. My experience in applying communication techniques help me in relating to customers and co-workers as well as with my superior.	4.46	Agree	2
3. My dedication and professionalism are the attributes that are necessary in my present work.	4.36	Agree	7
4. As a nurse, I am trained to critical thinking and problem solving which is very useful in my current work.	4.10	Agree	14.5
5. The caring attitude of being a nurse gives me an edge in understanding the behavior and attitude of other people.	4.32	Agree	10
6. In performing my work/ duty, I always observe the ethico-moral and legal aspects.	4.36	Agree	7
7. The company provided me with necessary training align with my assign work, so I was able to adapt immediately.	4.22	Agree	13
8. Some of the skills I acquired from nursing are applicable to my present work.	3.46	Neutral	19
9. I practice being a collaborative member of the team.	4.34	Agree	9
10. I am more than qualified and competent for my present position.	3.96	Agree	17
11. I observe confidentiality of records and ensure the integrity of my profession even if my line of work is different.	4.24	Agree	12
12. I was able to apply time management in my present work.	4.36	Agree	7
13. I also contribute to my team members in terms of health and wellness matter.	4.10	Agree	14.5
14. My training in caring for ill person helped me in coping up with the stress of my work.	3.90	Agree	18
15. I was able to establish a harmonious relationship with my superiors and co-workers.	4.38	Agree	4.5
16. I was able to deal with criticism in a positive way because of the experiences I had in clinical setting.	4.28	Agree	11
17. I always observe the rights of my co-workers and the customers.	4.50	Agree	1
18. I believe that I am capable of doing the job assigned to me because of my medical background.	3.98	Agree	16
19. I have the ability to lead and manage a group given the opportunity.	4.38	Agree	4.5
20. I am disciplined to arrive always in time and in proper uniform.	4.44	Agree	3
Composite Mean	4.16	Agree	

Legend: 4.50 – 5.00 = Strongly Agree; 3.50 – 4.49 = Agree; 2.50 – 3.49 = Neutral; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

Avoid asking negative questions because it creates confusion. Be sensitive to differences in technical knowledge, use analogies to explain technical concepts and use positive instead of negative statements because the way you say things to them influences how they perceive you and your department. Remember also that technical problems involve emotional reactions, anticipate customer objections and question and last, keep the customer informed.

Third was that respondents are disciplined to arrive always in time and in proper uniform with weighted mean of 4.44. Respondents who were once a student nurse were disciplined to be punctual and observed proper decorum. Because of these, until now they are able to adapt and apply these habits in their current job.

When employees are punctual, the workplace operates more smoothly as a whole. For instance, when everyone is on time for a meeting, the meeting is able to start in full stride. Punctuality may help you achieve advancement [18].

Gordon[19] posited that having formal work rules in business, even if not required, is a good idea because it can help protect the business from litigation and maintain a high quality of work life for employees. Employees should understand what is expected, not only in the work, but in behavior and in other areas of employment relationship. If the rules are carefully selected, clearly related to the business, and fairly enforced, employees can help to better manage the workplace and workers.

Being able to establish a harmonious relationship with superiors and co-workers and having the ability to lead and manage a group given the opportunity both ranked fourth with a weighted mean of 4.38. Respondents can adapt well in their job because of their previous experiences in establishing rapport to the patients in the healthcare facility. Respondents also had the experience in leading and managing in nursing because of leadership and management.

Heathfield [20] postulated that no matter your job or your workplace, dealing with people effectively is a must for success. Dealing with everyday people successfully will make work more fun and inspiring. Dealing with people is both a joy and a challenge.

Supported by an article written by Tracy [21], To be successful as a leader, you need a combination of two ingredients: character and competence. You need to be a person of integrity. Someone people trust and are willing to follow. To be trusted in business, you must be trustworthy. You must believe in yourself, your company, the essential goodness of your products and services, and in your people. You need to believe that you are offering an excellent product or service in every way, one that makes a difference in the lives of your customers.

The dedication and professionalism, always observing the ethico-moral and legal aspects and applying time management in the present work are the items that tied at ranked seven with weighted mean of 4.36 that help the respondents in the adaptation to their current work.

As mentioned by Scott [22], professional workplace behavior is necessary for the long-term success of a business. Employee interactions and relationships with customers are of vital importance to ensure that company goals and objectives are met. A professional work place attitude and appearance allow employees to take pride in their work and improve worker performance.

Respondents as a nursing graduate are trained to manage time according to the time needed. It is backed up by an article by Richards [23], time management in the workplace allows prioritizing all projects and daily tasks. This ends up being a promised list or to do list. This will keep employees focused on a daily basis. The importance of time management in the workplace can have unlimited positive effects on employees. Everything from productivity to employee motivation will be improved.

Meanwhile, respondents are capable of doing the job assigned because of medical background ranked sixteen with a weighted mean of 3.98. In nursing, respondents are trained to be flexible and easily adaptable to a situation even though this is not familiar to them.

Respondents are able to adapt well because they are more than qualified and competent for present position ranked seventeen with weighted mean of 3.96.

According to Morrison [24], a competent person is an employee who is able to recognize hazards associated with a particular task and has the ability to mitigate those hazards. A competent person should not be chosen lightly, experts say, because he or she needs to be qualified to identify the hazards associated with a particular operation.

Moreover, the training in caring for ill person helped the respondents in coping up with the stress of work, ranked third from the last with weighted mean of 3.90. Everyone who has ever held a job has, at some point, felt the pressure of work-related stress. Any job can have stressful elements, even if you love what you do. In the short-term, you may experience pressure to meet a deadline or to fulfil a challenging obligation but there are some steps to manage stress [25].

Second to the last is some of the skills acquired from nursing care are applicable to present work with weighted mean of 3.46. True enough, nursing is a profession wherein everyone is trained to be flexible enough to fit in in other jobs

In fact, many employers regard the grasp of a knowledge base, rooted in disciplined ways of thinking and practicing, as a transferable skill [27]. Transferable skills are talents acquired that can help an employer but that aren't immediately relevant to the job seek, says Donlin, résumé writer and creator of thesimplejobsearch.com. Experiences like volunteer work, hobbies, sports, previous jobs, college coursework or even life happenings can lead to find these skills [26].

Lastly, the respondents have a little background in present employment, but the knowledge acquired from profession is very useful to present position with mean score of 3.00.

Learning while working can be a rich developmental vein for highly skilled workers. It calls for a balance between formal and informal approaches. Informal learning while working is not sufficient for personal professional development in the long term. Most workers are aware that learning does not grow only 'by doing' (accumulating experience through performing work processes) or 'by using' (particular tools and techniques). There are advantages to a systematic approach to learning and development [27].

Table 3 shows that the over-all assessment on the reasons for staying in the current job was Agree with a composite mean of 3.78. The respondents love what they are doing in work which ranked first with weighted mean of 4.40. In order to have a successful job, a person must learn to love a task which is assigned to them. The

respondents begin to love a work because of easy adaptation on the job.

Table 3. Reasons for Staying in the Current Job

Indicators	WM	VI	Rank
1. The company offers a high salary.	4.20	Agree	2
2. The company provides other benefits such as health insurance and leave benefits.	3.96	Agree	5
3. There is a sense of job security in my present work.	4.10	Agree	3
4. I love what I am doing in my work.	4.40	Agree	1
5. I am very much motivated to work because of my superior and my co-workers.	3.74	Agree	8
6. In my work, there is a balance between work and quality of life.	3.68	Agree	11
7. There is a reward system for a job well done.	3.94	Agree	6
8. The assignment given is related to my profession.	2.72	Neutral	13
9. The company provides a conducive work environment.	4.00	Agree	4
10. The management provides continuous learning and development to its employees.	3.72	Agree	9
11. There are no vacancies in health institutions wherein I could apply.	3.70	Agree	10
12. I don't want to work in a hospital setting anymore.	3.14	Neutral	12
13. I am enjoying my present work and that going back to the hospital is no longer my priority.	3.84	Agree	7
Composite Mean	3.78	Agree	

Legend: 4.50 – 5.00 = Strongly Agree; 3.50 – 4.49 = Agree; 2.50 – 3.49 = Neutral; 1.50 – 2.49 = Disagree; 1.00 – 1.49 = Strongly Disagree

The first item shows that the respondents love what they are doing in current work which ranked first with weighted mean of 4.40. In order to have a successful job, a person must learn to love a task which is assigned to them. If one loves a task, there will be an improvement to the outcome of one's work.

According to Kjerulf [28], the single most efficient way to increase productivity is to be happy at work. No system, tool or methodology in the world can beat the productivity boost a one get from really, really enjoying a work.

Others were assessed as Agree, where the company offers high salary topped on the list with mean score of 4.20. Nowadays, most employees are aiming to have a high salary for satisfying the basic need, especially if a family needs a well financial support. Salary is one of the important things a worker should consider in choosing a job.

In some nations, nursing employment does not provide an adequate salary for nurses to meet their economic needs, and thus nurses seek secondary employment outside nursing or leave their posts altogether [29].

There is a sense of job security in present work ranked third with a weighted mean of 4.10. Too often, nurses face significant risk to personal safety in workplaces. In hospital setting, there is a high risk that one can acquire a disease especially in the primary healthcare provider.

Workplace violence is common in the healthcare setting in many countries, and nurses are often at the greatest risk because of their primary role in the delivery of care [30].

The company provides a favorable work environment was the fourth with a weighted mean of 4.00. A good workplace environment is necessary in order to have a productive job. Most workers preferred to work in an institution where they can be happy and relaxed in the work place to have a positive contribution too.

Chandrasekar [31], mentioned that the workplace environment impacts employee morale, productivity and engagement - both positively and negatively. Samuel Paulo also agree that quality is never an accident; it is always the result of high intention, sincere effort, and skillful execution and last but not least the availability of conducive working environment. This message is meant to the employers but employees being a concerned party can join in and be part of the discussion and solution. Hiring the right people for the right job; treating them as assets to the company, instilling in them sense of belonging and then engaging them in the process of decision making is not an accident. It is a well-planned strategy intended to create a happy, conducive working environment.

Meanwhile, the company provides other benefits such as health insurance and leave benefits got the fifth spot with the weighted mean of 3.96. Aside from salary, workers also seek other compensations like health insurance in order for them to be more motivated.

Ashe-Edmunds [32] wrote in his article that in addition to salary and wages, benefits make up your compensation package, and it's possible to improve what you can offer your employees without spending more money. The better your compensation package, the more likely you will retain key employees.

It was followed by there is a reward system for a job well done with a weighted mean of 3.94. Respondents are motivated to work more productively when there is a reward in every service that they will provide.

In the article entitled "Rewards and Incentives in the Workplace" written by Scott [33], workplace reward systems are incentive programs that encourage employee engagement and productivity by offering bonuses,

increased pay, additional time off or other awards for a job well done. Reward systems recognize staff members who excel in areas such as customer service, loyalty and sales ability. Organizations implement workplace reward systems to retain employees, increase morale and improve overall service and productivity within the company.

Enjoying the present work and going back to hospital is not a priority ranked seven with the weighted mean of 3.84. Some of the respondents are enjoying their present work but they are planning to go back to the hospital setting if given by chance.

Motivated to work because of superiors and co-workers is the eight place with a weighted mean of 3.74. A good relationship between superiors and employee is needed to avoid or minimize the conflict in the workplace and increase productivity of both of them.

The management provides continuous learning and development to its employees is in the ninth place with 3.72. Continuous learning and development is needed by an employee to make them more competent in their current work and improve the services that they will offer to their clients.

Professional growth was a continuous learning and growing in one's profession to stay competent in the field [34].

There are no vacancies in health institutions wherein respondents could apply are in rank ten with 3.70 as weighted mean. Respondents find it hard to apply in health institution because hospitals are requiring them to work as a trainee with a little salary but needed employees to be physically fitted for the job.

Agreeing to Dita [35], some nurses find it hard to look for a job opportunity in a hospital because some hospitals require nurses to render voluntary service instead of having them paid for what services they gave. There are some hospitals wherein they will hire them not as a staff nurse, but will hire them as a volunteer nurse. No salary at all, no benefits, just pure service.

And having a balanced between work and quality of life with a weighted mean of 3.68.

On the other hand, doesn't want to work in a hospital setting was one of the item that was assessed as neutral with mean score of 3.14. It only shows that some of the respondents doesn't want to work in a hospital setting and contented to their current employment at this time, while the other respondents are still planning to work again in the hospital and pursue their nursing career.

The assignment given is related to the respondents' profession ranked last with a weighted mean of 2.72. Because this item was the last, it only shows that the assigned tasks are not related to nursing profession but still pursuing work. Due to the low salary of nurses working in

a hospital setting, respondents find another job that is high in salary that can support their family even though the tasks that were assigned to them is not related to nursing profession.

CONCLUSIONS AND RECOMMENDATIONS

Newly graduate nurses were attracted to jobs that can employ them and give them salary even without the experience needed by other companies. Nurses who are currently underemployed can adapt well to their present employment. Nurses learned to love their current employment because of the good management of the company they were in. Being well compensated is next to it.

It is recommended that respondents can undergo trainings and seminars focusing on new trends about health care that they can use in their current work employment. Unemployed respondents should make their selves visible and keep their resumes up to date by presenting their individual strengths while showcasing their special skills and professional accomplishments and refining their skills. Network with other nurses at professional organizational meetings, career fairs, conventions and community service activities of key information about employment opportunities. As future nurses, the researchers recommend further study to expound the population of the study for a more comprehensive research.

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