Master's Thesis

Retention and Resignation of Nurses in Government Hospitals of Cebu City, Cebu, Philippines

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Abstract

This study determined the status of the retention and resignation of nurses in government hospitals of Cebu City, Cebu for calendar year 2004-2007. The findings of which were used as bases for recommendations.

Further, it answered the following questions:

1. What are the individual factors that have influenced the retention and resignation of nurses in terms of:
 - 1.1. age;
 - 1.2. gender;
 - 1.3. length of service;
 - 1.4. educational qualification;
 - 1.5. tenure;
 - 1.6. designation/position; and
 - 1.7. salary?
2. What factors have influenced the retention and resignation of nurses as perceived by the chief nurses in terms of:
 - 2.1. organizational factor;
 - 2.2. economic-labor market factor?
3. What work retention strategies can be proposed based on the findings of the study?

This study utilized the descriptive design. This qualitative study determined the status of the retention and resignation of nurses in government hospitals in Cebu City, Cebu. Further, it determined the factors that have influenced the retention and resignation of nurses as perceived by the chief nurses in terms of organizational factor and economic-labor factor. The study includes three hospitals: Cebu City Medical Center; St. Anthony Mother and Child Hospital; and Vicente Sotto Memorial Medical Center.

Majority of the retained nurses were 21-27 years old, females, with less than a year work experience, without master's degree units taken, still in contractual status, all functioned as staff nurses, and with a salary range of 6,000 to 8,000 Philippine pesos. Majority of the resigned nurses were 21-27 years old, females, with less than 1-2 year work experience, without master's degree units taken, regular status, all functioned as staff nurses, and with a salary range of 8,000 to 10,000 Philippine pesos.

In the aspect of organizational factor, the chief nurses perceived that the philosophy, vision-mission, goals, objectives, and values formation were discussed with the employees during the orientation. On the other hand, policies in the hospital were reviewed and updated regularly, and disseminated to the areas for uniformity. In terms of dealing with religious obligations of nurses, practices of employees were considered and given importance, thus they were involved in activities such as Eucharistic celebrations.

With regards to the process of promotion to higher position, all nurses had to pass the qualifications from the duly appointed selection of the hospitals before they will be awarded with a promotion. In terms of the job description and scope of nurses' job, these are discussed to every staff during the orientation. Pertaining to how often the chief nurse conduct rounds and surveys in the ward, they do this from time to time. To manage errors committed by the nurses in the wards, they conduct thorough investigation in order to correct the error. In relation to the

rotation of nurses to different wards/areas, they do rotations of staff nurses to different areas every 3 months.

In the aspect of economic-labor market factor, the chief nurses perceived the regularization process of every nursing staff was decided by the performance evaluation board or the appointing officer. For the hiring process, the chief nurses usually post the vacancies. They were tasked to do the preliminary screening, and they forward the recommendation to their appointing officer. With regards to the handling of advertisements for vacancies and promotion of their institution, they use the newspapers and radios to inform the public.