Podium Presentation

Factors Affecting the Commitment of Clinical Instructors of the University of Cebu College of Nursing

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Abstract

This study ascertained the level of commitment of the clinical instructors in terms of existence, relatedness, and growth factors of the University of Cebu College of Nursing for the academic year 2008-2009. Specifically, the study answered queries on the profile of the respondents with regards to age, gender, civil status, educational qualification, length of service, and employment status. It determined the relationship between profile and level of commitment in terms of existence, relatedness, and growth factors. The study also dealt with the factors that affect the respondents' commitment.

The study utilized the descriptive-correlational design. A researcher-made questionnaire was utilized, supplemented with records from the office of the University of Cebu Human Resource Department. The respondents of the study were 111 clinical instructors of the University of Cebu. Ninety of them are employees of University of Cebu Banilad while 21 are from University of Cebu Lapu-Lapu and Mandaue.

Majority of the respondents were 21-26 years old, female, single, with units in Master of Nursing/Master of Arts in Nursing, and were regular non-tenured employees. Most of them have 0-5 years length of work service. The clinical instructors were committed in the aspects of existence factors (2.88), relatedness factors (3.07), and growth factors (2.86). There was a significant relationship between gender and existence factors. There was also a significant relationship between educational attainment and existence factors. Furthermore, the factors that affected

commitment were salary (3.15), security of tenure (6.36), and relationship with peers (7.34).

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