The Impact of Organizational Culture on Professional Quality of Life Among Filipino Nurse Educators in the USA

Edmon Regachuelo[1]

St. Paul University Manila[1]

Abstract

Introduction: Organizational culture plays an important role in someone's acclimation to a new environment thus impacting on professional quality of life. Objective: The aim of the study is to determine the influence of organizational culture (nursing culture, perceived organizational support, work engagement) on the professional quality of life among Filipino immigrant's nurse educators in the USA. Method: The research is a cross-sectional study using a descriptive non-experimental correlational quantitative design; 204 Filipino immigrants nurse educators were chosen using a convenient purposive sampling technique. Moreover, four adapted online questionnaires utilized Nursing Culture Assessment Tool (NCAT), Survey of Perceived Organizational Support (SPOS), Utrecht Work Engagement Scale (UWES-9S) and ProQoL Version V in the study. Result: The demographic profile showed that majority of the Filipino nurse participants belong to middle age groups, mostly female, married, and with master's degree. Most of the participants have been an educator for less than 10 years, and a full-time nurse educator. Majority of the Filipino nurse educators "agree" with the existence of the six dimensions of nursing culture. Moreover, expectations have the highest influence, followed by teamwork and commitment, however satisfaction is the lowest amongst Filipino nurse educators. Filipino nurse educators perceived the organizational support as "neither agree nor disagree" to which an organization values and supports their contributions and well-being. Conclusion: Majority of the Filipino nurse educators "moderately agree" of their work engagement and involvement. The domains of work engagement showed that dedication has the highest impact, while absorption is the lowest amongst Filipino nurse educators. Majority of the Filipino nurse educators had an "borderline moderate to high" level of compassion satisfaction, "borderline moderate to high" level of compassion fatigue: secondary traumatic stress, and "average or moderate" level of compassion fatigue: burnout

INTRODUCTION

Organizational culture plays an important role in someone's acclimation to a new environment. This study determined the relationships of the organizational culture which comprises of nursing culture, perceived organizational support, work engagement to the professional quality of life among Filipino immigrant's nurse educators in the USA hence present the interrelationships and interrelatedness using a structural equation model (SEM).

Work culture is an organizational management concept which deals with the attitudes, beliefs, and perceptions of employees relative to the principles and practices adhered to by the institution (Marlon, 2022). Organizational culture is a set of systems, values, beliefs, attitudes, and rules that outline and influence employee's behavior within an organization. The culture reflects how employees, customers, vendors, and stakeholders experience the organization (Wong, 2022). Organizational culture is shaped by and overlaps with other cultures, especially the broader culture of the societies in which it operates. Based on the social exchange theory, employees' work engagement and productivity are positively influenced when organizations care about their wellbeing. The organizational health-oriented strategies can also develop employees' trust, improving their job performance (Mao et. al, 2022).

Quality of life (QoL) is a concept which aims to capture the well-being, whether of a population or individual, regarding both positive and negative elements within the entirety of their existence at a specific point in time. The World Health Organization (WHO) explains QoL as a subjective evaluation of one's perception of their reality relative to their goals as observed through the lens of their culture and value system. Moreover, according to the Quality-of-Life Research Unit at the University of Toronto, Quality of Life (QoL) as how much a person can enjoy the valued possibilities of their lives (Dac,2023). American Nurses Association (ANA), Healthy Nurse, Health Nation from 2017 to 2021, believes that nurse wellbeing must be safeguarded, and that ill-health should not be an inevitable by-product of dedicated nursing practice. A healthy nurse lives life to the fullest capacity, across the wellness/illness continuum, as they become stronger role models, advocates, and educators; personally, for their families, their communities and work environments, and ultimately for their patients.

Statement of the problem

The study determined the interrelatedness of organizational culture (nursing culture, organizational support, work engagement) and the professional quality of life among Filipino nurse educators working in the USA. Furthermore, the interrelatedness of concepts is presented using a structural equation model to determine the influence. Specifically, answer the following questions:

1. What is the socio-demographic profile of the participants in terms of age, gender, marital status, state or locale of practice, level of education, years as educator, and status of employment?
2. What is the level of perceived agreement among Filipino nurse educators in relation to nursing culture?
   2.1. Expectations,
   2.2. Behavior,
   2.3. Teamwork,
   2.4. Communication,
   2.5. Satisfaction and,
   2.6. Commitment
3. What is the level of perceived agreement among Filipino nurse educators in relation to organizational support?
4. What is the level of perceived agreement among Filipino nurse educators in relation to work engagement?
   4.1. Vigor
   4.2. Dedication and,
   4.3. Absorption
5. What is the extent of professional quality of life among Filipino nurse educators in relation to?
   5.1. Compassion Satisfaction and,
   5.2. Compassion Fatigue: Secondary Trauma and,
   5.3. Compassion Fatigue: Burnout
6. What is the influence of nursing culture, perceived organizational support, work engagement on the professional quality of life among Filipino nurse educators' immigrants living in the USA using Covariance-based structural equation modeling (CB-SEM).

METHOD

The researcher performed a cross-sectional study using a descriptive non-experimental correlational quantitative design. A cross-sectional study is a type of research design in which you collect data from many different individuals at a single point in time. Furthermore, a Covariance- based structural equation modeling (CB-SEM) approach was used to represent the interrelatedness of variables. Covariance-based structural equation modeling (CB-SEM) is a statistical method for estimating structural equation models (Hair et al., 2018; Kline, 2023). CB-SEM uses a statistical model to estimate and test correlations between dependent and independent variables and the hidden structures in between. CB-SEM assumes that the constructions are common factors and estimates the model accordingly (Rigdon et al., 2017; Sarstedt et al., 2016).

Research Instruments

The study adapted three (3) questionnaires: the Nursing Culture Assessment Tool (NCAT), Survey of Perceived Organizational Support (SPOS), Utrecht Work Engagement Scale (UWES-9S) to determine the existing organizational culture perceived by the

65

Filipino immigrants' nurses' educators and ProQoL Version V to determine the self-assessed professional quality of life. All adapted questionnaires are distributed online or the internet via different social media platforms and professional organizations across the states.

Research Locale

In this study the majority of the Filipino nurse participants were mostly from the southern and western region of America. These regions are known for the large quantity of Filipino nurses that reside and work as educators. Furthermore, the research focused among Filipino nurse educators working in the USA and those that meet the set criteria. In the latest issue of Nurse Educator Demographic Statistics in the US, year 2021 by Zippia estimates that there are over 23,189 nurse educators currently employed in the United States. The most common ethnicity of nurse educators is White (65.5%), followed by Black or African American (11.2%), Hispanic or Latino (9.7%) and Asian (8.9%) (Zippia, 2021).

Population and Sampling

The researcher set an inclusion criterion to determine the association and interrelatedness of organizational culture to the professional quality of life of the participant. The Filipino nurse educators' participant must meet the inclusion criteria a) Filipino nurse educator born in the Philippines and migrated in the United States b) He or she is a Filipino educator who took her degree internationally or in the USA c) He or She bears Filipino citizenship either solely or dual d) assumes and perform teaching, mentoring, coaching, preceptorship, leadership and supervision roles e) working in the respective workplace for at least 2 years. Moreover, a nursing educator can work in either an academic or clinical institution.

In this cross-sectional quantitative study, a convenient purposive sampling technique was used. The allowed sample size was determined by the statistician hence in this study, 204 Filipino nurse educators participated. Data information from the nurse participants was gathered via different social media platforms, encrypted emails and professional organizations.

Ethical Considerations

The research is a correlation quantitative study of the organizational culture and professional quality of life among Filipino nurse educators across the southern and western region of America. The researcher sought approval from IRB with REC No: 2024-35-IDA-CNAHS and procures necessary ethical approval which includes but is not limited to documents needed, protocols required etc. The Filipino nurse educators voluntarily participate in the research and can withdraw anytime. Also, the study poses no conflict-of-interest in any form relevant and not limited to financial interests such as patent ownership, stock ownership, consultancy, or fees, or personal, political, or religious interests, with sponsor, the study, Co-Investigators, or the site.

Data Collection Procedure

The researcher followed a data collection procedure, competing all written permissions and approval to conduct data gathering, also completing ethical requirements for IRB. Online questionnaires were distributed via social media platforms, encrypted emails and professional organizations. Furthermore, data is gathered and analyzed using statistical tools. The completed online-survey questionnaires were collected by the researcher once finished by the Filipino nurse educator using a google forms. The researcher compiled, encoded, tabulated, analyzed, and interpreted the data using tables, diagrams, and flowcharts. The gathered data and research records will be stored for a minimum of three years upon completion of the research according to United States regulations hence treated with full confidential and kept encrypted in a hard drive.

Data Analysis Procedure

The researcher developed five statements of the problem to determine the association and interrelatedness of organizational culture (nursing culture, organizational support, work engagement) and the professional quality of life among Filipino nurse educators. The following statistical tools, Software Statistical Package for Social Sciences (SPSS) and Analysis of Moment Structures (AMOS) were used for the data analysis and interpretation of relationships.

The SOP 1 the data analyzed using a descriptive weighted mean in determining the demographic profile of the Filipino nurse educators.

SOP 2, 3 and 4 are analyzed using descriptive weighted means in determining the organizational culture (nursing culture, organizational support, and work engagement).

The SOP 5 the data analyzed using descriptive weighted means in determining the professional quality of life of the Filipino nurse educators.

The SOP 6 Covariance Based-Structural Equation Model (CB-SEM) was used as a statistical technique to measure and represent the relationship and influence of the subscales of organizational culture (nursing culture, organizational support, and work engagement), and associations on the professional quality of life.

RESULT

The result is interpreted that Filipino nurse educators have an "borderline moderate to high" level of compassion satisfaction (CS) and "average" compassion fatigue: Burn out (CF) which suggest a balanced level of satisfaction and enjoyment in the role as educator, with room for improvement or maintenance. Compassion fatigue: secondary source also showed "borderline low to average scores" which reflect that despite with all the stress from the

66

secondary sources, Filipino nurse educators still experience fulfillment and satisfaction at work, they find joy and meaning of helping others, in this study refers to the students or mentee. Majority of the Filipino nurse educators had an "borderline moderate to high" level of compassion satisfaction, "borderline moderate to high" level of compassion fatigue: secondary traumatic stress, and "average or moderate" level of compassion fatigue: burnout.

Table 1. Demographic Profile of Participants (N = 204)

Characteristics	n	%
Age		
20 to 34 Years Old (Early Adulthood)	41	20.10%
35 to 44 Years Old (Middle Age)	86	42.20%
45 to 64 Years Old (Late Middle Age)	74	36.30%
≥65 Years Old (Late Adulthood)	3	1.50%
Sex		
Male	96	47.10%
Female	108	52.90%
Marital Status		
Single	63	30.90%
Married	117	57.40%
Divorced	16	7.80%
Widowed	8	3.90%
Educational Attainment		
Bachelor's Degree	60	29.40%
Master's Degree	77	37.70%
Doctoral Degree	62	30.40%
Post-Doctoral Degree	5	2.50%
Region		
North	14	6.90%
South	55	27.00%
West	129	63.20%
Midwest	6	2.90%
Duration as an Educator (Years)		
0 to 5 Years	56	27.50%
6 to 10 Years	56	27.50%
11 to 15 Years	45	22.10%
16 to 20 Years	38	18.60%
≥21 Years	9	4.40%
Employment Status		
Full Time	84	41.20%
Part Time	43	21.10%
Flexible Time	77	37.70%

Table 2. Mean and Frequency Distribution of Nursing Culture among the Participants (N = 204)

Variables	Mean	Standard Deviation	Score Range
Nursing Culture	4.18	0.50	1.00 to 5.00
Expectations	4.31	0.57	1.00 to 5.00
Behaviors	4.00	0.67	1.00 to 5.00

Teamwork	4.21	0.59	1.00 to 5.00
Communication	4.19	0.57	1.00 to 5.00
Satisfaction	4.12	0.64	1.00 to 5.00
Commitment	4.20	0.57	1.00 to 5.00

Table 3. Mean and Frequency Distribution of Perceived Organizational Support among the Participants (N = 204)

| Variables	Mean	Standard Deviation	Score Range
Perceived Organizational Support	3.35	0.79	0.00 to 6.00

Table 4. Mean and Frequency Distribution of Work Engagement among the Participants (N = 204)

Variables	Mean	Standard Deviation	Score Range
Work Engagement	4.44	0.87	0.00 to 6.00
Vigor	4.57	0.92	0.00 to 6.00
Dedication	4.76	0.88	0.00 to 6.00
Absorption	3.92	1.36	0.00 to 6.00

Table 5. Mean and Frequency Distribution of Professional Quality of Life (ProQoL) among the Participants (N = 204)

Professional Quality of Life Dimensions	Mean (SD)	%	Score Range
Compassion Satisfaction	41.96 (4.29)		10.00 to 50.00
Low Compassion		0 (0.00%)	
Average Compassion		11 (54.40%)	
High Compassion		93 (45.60%)	
Compassion Fatigue: Secondary Trauma	23.00 (9.76)		10.00 to 50.00
Low Secondary Traumatic Stress		118 (57.80%)	
Average Secondary Traumatic Stress		75 (36.80%)	
High Secondary Traumatic Stress		11 (5.40%)	
Compassion Fatigue: Burnout	22.56 (4.32)		10.00 to 50.00
Low Burnout		98 (48.00%)	
Average Burnout		106 (52.00%)	
High Burnout		0 (0.00%)	

Scores were categorized according to the ProQoL Manual: Low (Scores ≤22), Average (Scores 23 to 41), and High (Scores ≥42).
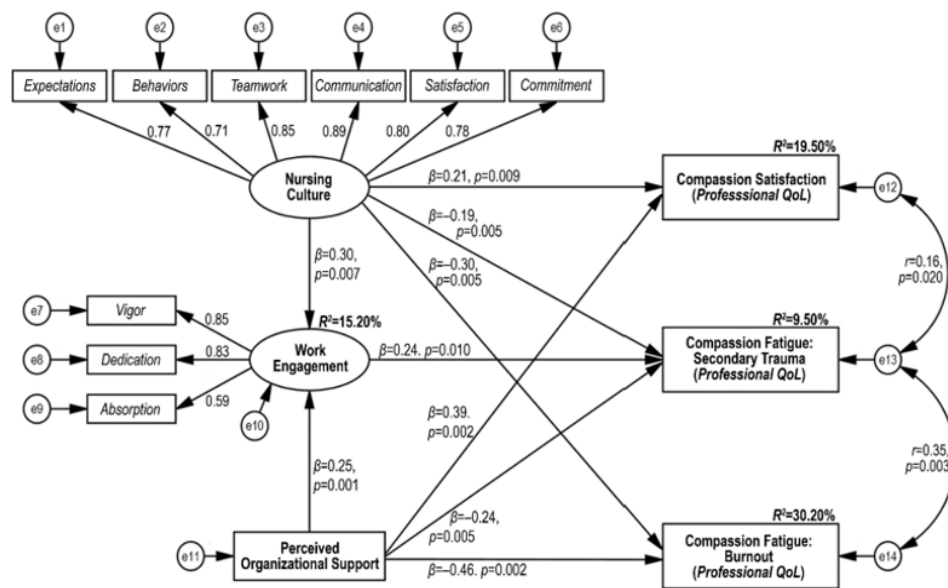
Structural Equation Model (CB-SEM): Emerging Model of the Associations of Associations of Nursing Culture, Organizational Support, Work Engagement, and Professional Quality of Life among Filipino Nurse Educators

Figure 1. SEM: nursing culture, perceived organizational support, work engagement on the professional quality of life among Filipino nurse

DISCUSSION

SOP 1: The demographic profile showed that majority of the Filipino nurse participants belong to middle age groups (35-44), mostly female and married. In terms of education, master's degree is the highest educational status attained; most of the Filipino nurse participants of the study is presumptively residing in west region of the states and have been an educator for less than 10 years now and working as a full-time nurse educator.

SOP 2: Majority of the Filipino nurse educators "agree" with the existence of the six dimensions of nursing culture. In the six dimensions of nursing cultures, it showed that expectations have the highest influence, followed by teamwork and commitment, however satisfaction is the lowest amongst Filipino nurse educators. Filipino nurse educators perceived the organizational support as "neither agree nor disagree" to which an organization values and supports their contributions and well-being. Majority of the Filipino nurse educators "moderately agree" of their work engagement and involvement in the organization. The 3 domains of work engagement showed that dedication has the highest impact, while absorption is the lowest amongst Filipino nurse educators working in the USA.

SOP 3, Table 3, The descriptive statistic of perceived organizational support is 3.35 (SD=0.79), given the weighted mean it revealed that the majority of the Filipino nurse educators "neither agree nor disagree" with the perceived organizational support from the organization.

SOP 4, The descriptive statistics of work engagement are illustrated in Table 4, results indicated 4.44 (SD=0.87), given the weighted mean it revealed that the majority of the Filipino nurse educators "moderately agree" with work engagement. Work engagement is composed of vigor, dedication and absorption. The weighted mean (4.44) suggests that the work engagement is at an average extent, interpreted as, where people at work shows resilience, persistence and willingness to invest effort (Vigor).

SOP 5, Table 5 presents the descriptive statistics of the different dimensions of the professional quality of life (ProQoL) among the participants. In general, results showed that the mean compassion satisfaction, secondary trauma, and burnout scores were 41.96 (SD=4.29), 23.00 (SD=9.76), and 22.56 (SD=4.32), respectively. Categorizing these scores according to the scoring mechanics of the ProQoL manual, results showed that most of the participants had average compassion (54.40%), low secondary traumatic stress (57.80%), and average burnout (52.00%).

CONCLUSION

Organizational culture: 1) nursing culture has a direct impact on professional quality of Life

Regachuelo, E.

(compassion fatigue and compassion satisfaction); 2) work engagement has a direct impact only on compassion fatigue; 3) perceived organizational support has a direct impact on professional quality of life (compassion fatigue and compassion satisfaction); 4) nursing culture has a direct impact on work engagement, and perceived organizational support has a direct impact on work engagement; and 5) professional quality of life: compassion fatigue is influenced directly by compassion satisfaction and burnout.

The approach for nursing culture and the organizational support among immigrant's nurse educators needs to strengthen because it has direct impact on the professional quality of life (compassion satisfaction and compassion fatigue). Applying the social exchange theory, enhancing and strategically prioritizing the resources (benefits) such as the nursing culture, organizational support, work engagement will balance and outweigh the negative impacts (costs) hence, promotes a healthy working environment, staff satisfaction, work life balance and staff retention.

Conflict of Interest

Acknowledgments

Funding

REFERENCES

American Nurses Association (ANA), *Healthy Nurse, Health Nation from 2017 to 2021.* https://www.healthynursehealthynation.org/about/about-hnhn/

Dac Teoli, A. B. (2023). Quality of Life. StatPearls Publishing; (2023). https://doi.org/30725647

Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2018). Multivariate Data Analysis (8 ed.). Cengage Learning.

Mao, M. (2002). The effects of organizational culture on nursing professionalism: Implications for health resource planning. US National Library of Medicine National Institutes of Health. University of Michigan.

Marlon L. Bayot, P. T. (2023). Work Culture. StatPearls Publishing. https://doi.org/31194325

Rigdon, E. E., Sarstedt, M. & Ringle, C. M. (2017). Comparing Results from CB-SEM and PLS-SEM. Five Perspectives and Five Recommendations. Marketing ZFP, 39(3), 4-16.

Wong, K. M. (2022). Compassion Fatigue, Posttraumatic Stress, and Somatic Symptoms Among Filipino Nurses Examined Through Mixed-Method Perspectives. Sigma's 33rd International Nursing Research Congress 2022. Edinburgh, Scotland.

World Health Organization (WHO), WHOQOL: Measuring Quality of Life. https://www.who.int/tools/whoqol/whoqol-100

Zippia. (2021). Nurse educator demographics and statistics in the us. Retrieved from https://www.zippia.com/nurse-educator-jobs/demographics/