



Traversing 21st Century Filipino Values and Clinical Competence of Nurses In Selected Healthcare Institutions in Bacoor City, Cavite

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Abstract: This descriptive, correlational study sought to determine the relationship between modern Filipino values and clinical competency of nurses in selected hospitals and other health care institutions of Bacoor City, Cavite. Value mirrors one's personality. The 21st century Filipinos exemplify the five modern Filipino values namely; *pananalig*, *katapatan*, *pag-aaruga*, *kasipagan*, and *tibay ng loob*.

All professionals should possess good values that might help and even influence their clients. Nursing is being considered as one of the noblest professions. It takes time to be called a nurse. A lot of skills enhancements, trainings and passion are needed to become a full-fledge nurse. Filipino nurses should possess with them good values most specifically the said five modern Filipino values, as they are given the mandate to promote health and wellness, prevent disease, alleviate suffering, and provide optimum health care to their patients. With 100 working nurses as participants, selected through purposive sampling, at .05 level of significance, this study shows a significant relationship between clinical competency of nurses and the five modern Filipino values: *pananalig* ($r=.788$); *katapatan* ($r=.788$), *pag-aaruga* ($r=.687$); *kasipagan* ($r=.881$) and *tibay ng loob* ($r=.881$). This means that the more nurses exemplify the five modern Filipino values their level of competency in terms of their knowledge, skills and attitude towards nursing escalates. This study may further help Filipino nurses to improve their awareness on how to practice the nursing profession in the most proper and unique way, boost their self confidence and influence other people with positive modern Filipino values. Moreover, the study can be replicated to other jobs outside nursing.

Key words: Filipino values; modern values; nurse clinical competency; correlation

INTRODUCTION

Jean Watson (1998) posited that caring is the essence of nursing. In the noble profession of nursing, caring is one of the most important elements that a nurse should possess to be able to promote quality nursing care and maintain the optimum quality of health. To be a nurse is to care,

and caring is calling. Not everyone is called to be a nurse to care for both well and sick person. As a nurse, one should be healthy in all aspects of his/her personality to be able to render quality nursing care for one's patients. The researcher believed that to be a competent nurse, one should exemplify necessary values. Having knowledge and skills about nursing is not enough to become competent. Value is one of the various factors that mold and



harness good nurses. There is no formula to become a perfect nurse because no one is born perfect. Nurses can be perfect in the eyes of others, as long as one knows oneself, comply with the needs of themselves as well their patients and is willing to face one's weaknesses and shortcomings to improve not only oneself but also their performance as a professional nurse.

There are different ways in becoming a good nurse. There are many advantages and disadvantages that would create a big impact in health care. Our modern Filipino values will serve as nurses' guide in patient care. Therefore, it is the aim of this study to assess and describe to what extent the modern Filipino values affect the level of competency of nurses.

Review of Related Literature

Values

Values are the actions, things and ideas that really matters to people. They are the rules by which we make people decide for what is right or wrong, good or bad and should or shouldn't. (Retrieved in http://changingminds.org/explanations/values/values_morals_ethics.htm on March 29,2013). They can be inherited or otherwise learned. According to some sociologist there is no any evaluation or endorsement of values as being inherently "better" or "worse". Since values are abstract, they cannot be readily identified (Panopio and Roldan, 2000).

Moreover, there are no positive and negative values but a value's morality largely depends on how one uses it. However, Gonzales and Lardizabal (1990) stated that values may be positive or negative depends on the person used it. Positive values such as honestly, care, and love contribute to people, growth, welfare, and progress. They make a person likable and pleasing. Negative values make a person unproductive and even destruct to self and others. Positive values are integrative and pro- social, while negative values are anti -social and may cause mental disorders and psychophysiological illness in the person.

Values can be also considered as a guide towards the betterment of life because without proper values, a person will never achieve what one aspires for. Head knowledge is not enough to be called successful. This is evident in our society with the so-called "intellectual giants but emotional pygmies." Besides, values last a lifetime. Gonzales-Lardizabal (1990) noted that a value is something a person, chooses, prizes and cherishes, publicly affirms, consistently acts on, and celebrates the acting of that something.

Values can either be personal, cultural, social and even universal. Personal values are implicitly related to choice of a person and serving as their guide in making decisions. They may be derived from those ethical or cultural group, their family values, religion or political party. One's family, race, culture and historical environment are helpful in determining one's personal values. This is not to say that the value concepts themselves are not universal, merely that each individual possess a unique conception of them appropriate for their own genes, feelings and experiences (Retrieved in http://www.selfgrowth.com/articles/Definition_Personal_Values.html on March 30, 2013).

Filipino values and traits vary depending on how they are raised in their respective homes. Their homes are their first school wherein their mentors are their parents. Values are first being developed in home. Values represent basic convictions that "a specific mode of conduct or end-state of existence is personally or socially preferable to an opposite or converse mode of conduct or end-state of existence" (Robbin & Judge, 2009, p. 220).

One of the important symbols of being a Filipino is his values. Being a Filipino nurse is not that easy, one has to be always on time, one should be always aware of one's environment, willing to give oneself fully as a healthcare provider and most of all one should be diligent. These are in the context of Filipino values. Being a Filipino nurse 24 hours 7 days a week is really not that easy, because has to meet people of different races, color, attitude as well as traditions and values. Nurses are obliged to act in a respectable manner not only for one's



patient but also to oneself. This is where Filipino values are becoming relevant.

A Filipino possesses numerous values; some may either be negative and positive in nature. They all represent what a Filipino is, in the physical, intellectual and so as the emotional point of view. These values help mold a Filipino's maturity, experience and character. These values are passed down from generation to generation and continuing to evolve through time. (Andres, 1989).

Limitless ideas, Filipino values can be greatly seen here, because of the innovative ideas jam-packed with a twist of Filipino design. These values are present from the forms of writing, plays, latest construction models, interior designs, musical compositions and of course the famous digital designs. Lastly, is the tradition and culture, obviously in this field it is seen that all of our Filipino traditions are abundant. (http://divine07.multiply.com/journal/item/11/Filipino_Values_March_24,_2013). In the modern times, Filipino values have evolved but the essence of them remained to be the same. Guevarra (2004), compared the modern Filipino values to Ikebana of Japan which has various characteristics. These modern Filipino values are first, *Pananalig* (Faith); Madonna and Child epitomize the kind of faith every Filipino carries in the heart an assurance that the Divine Being watches over each and every one of us. Second, *katapatan* (Faithfulness/honesty) that resembles marriage bands. This arrangement celebrates the modern Filipino hero's faithfulness to husband or wife, as well as faithfulness to country and all the ideals for which our Republic stands. Third, is *Pag-aaruga* (Nurturing). Every Filipino child grows and learns under the wing of a mentor who instills in the child the sense of love, compassion, heroism and courage. Fourth is *Kasipagan* (Industry). The Fruits of the earth spring forth only through our industry and it is only through our work that we will be able to achieve the rebuilding of our mother country, the task of every one of us, modern Philippine heroes all. Lastly, is *Tibay ng Loob* (Courage). Being stalwart and firm in idealism and goodwill, the modern Philippine hero stands by his or her values and ideals (<http://guevent.org>).

Having these Filipino values will make one's life become more disciplined and be concerned with what is morally good and bad and also right or wrong. It can also apply to any system or theory of moral values and principles (Andres, 1989).

Moreover, building Filipino values at workplace is also a process of giving meaning and challenge to him to become productive. Personal concern for him is a big motivator for his productivity. To the Filipino the highest values are to become responsible, respectable and important people. The hierarchy values of the Filipino in any setting are the familism or the need to belong, reciprocity for the need to be reciprocated, social acceptance for the need to be accepted in a bigger group, social motility or the need to climb the socio-economic level and the need to be esteemed and revered.

There were few books and journals about the relationship and importance of modern Filipino values in nursing leadership. Some sociologists also stated that there are no specific positive or negative values. The researchers believe that this study may give a big help in adding more literatures and ideas about how modern Filipino values and nursing leadership relates to each other. This research study may also give another ideas and knowledge about on how to use Filipino values in most respective and proper way.

Conceptual Framework

The review of related literature results to salient points. First, Filipino values mold workers to become more competent in terms of their knowledge, skills and attitude in the Philippine setting. Every decision making, communication and interpersonal relationship of a worker is influenced by one's imbibed values; it may be positive or negative.

Second salient point is it is the truth that it is not enough for styles, theories and principles to create a competent Filipino worker. It entails synergy of Filipino values. Third, there are various factors that can be considered as determinants and factors for the creation of this type of worker. Factors such as gender and length of service cannot



be ignored completely in the formation of this type of worker.

Statement of the Problem

This study sought to assess and describe the relationship of practiced modern Filipino values and the level of clinical competency of nurses. To address this problem, the following research questions were addressed:

1. What is the demographic profile of the participants in terms of:

- 1.1 Gender
- 1.2 Number of years in the service

2. To what extent nurses practiced modern Filipino values as to:

- 2.1 Pananalig
- 2.2 Katapatan
- 2.3 Pag-aaruga
- 2.4 Kasipagan
- 2.5 Tibay ng Loob

3. What is the nurses' clinical competency level?

4. Is there a significant relationship between practiced modern Filipino values and clinical competency of nurses?

5. How pervasive nurses demonstrate and practice the modern Filipino values in the workplace?

METHODOLOGY

The researcher used the descriptive, correlational design to describe the relationship between modern Filipino values and clinical competency of nurses. Using purposive sampling, the researcher was able to recruit 100 professional nurses working in several health care institutions in Bacoor City, Cavite to become participants in this research. A researcher-made questionnaire which was thoroughly validated was used in the study. The instrument underwent reliability testing using the Cronbach alpha in which the

result shows very high reliability at $\alpha=.89$, $p>.01$. Percentage, weighted mean, and Pearson were used to treat the data statistically.

RESULTS AND DISCUSSIONS

On Demographic Profile

The data succinctly show that according to gender, 25 out of 100 respondents or 25.0% of the population are male and 75 out of 100 respondents or 75.0 % are female. Moreover, first group in this study are those nurses who have three through five years in service, and accounts to 75 out of 100 respondents or 75% of the total population. Then, nurses who are 6-8 years in service, which has ten out of 100 respondents or 10% of the total population and lastly nurses who are 9-11 years in service who has 15 respondents belongs to this group which is 15% of the population.

On Practice of Modern Filipino Values at the Workplace

Table 1 shows the extent nurses practiced the modern Filipino values at the workplace.

Table 1. Extent of Practice of Modern Filipino Value at the Workplace

Modern Filipino Values	Mean	Qualitative Interpretation
Pananalig	4.36	Very high extent
Katapatan	4.60	Very high extent
Pag-aaruga	4.48	Very high extent
Kasipagan	4.30	Very high extent
Tibay ng Loob	4.42	Very high extent

Table 1 reveals the result of the computed mean of the 100 respondents for observed modern Filipino values at the workplace. All of the modern Filipino values are observed and practiced to a very high extent. It can be further gleaned from the table that the highest value observed and practiced is that of Katapatan ($x=4.60$). This is followed by Pag-aaruga ($x=4.48$), Tibay ng Loob ($x=4.42$), Pananalig ($x=4.36$), and Kasipagan ($x=4.30$).

A result of $x=4.60$ for Katapatan, which is interpreted as very high extent, is encouraging in



today's modern society, where life is constantly changing. This result may indicate that nurses nowadays are still faithful to their profession and faithful in rendering direct nursing care for their patient. They are still honest in every procedure they do for their patients. They make sure that everything that have been written in their nurse's notes are true, properly carried out and free from errors which could endanger the lives of their clients. Honesty and being faithful are the most important values that a nurse should possess because these values can contribute to the improvement and maintenance of the health of their patients.

Coming close is Pag-aaruga which is interpreted as utilized to a very high extent. Caring is the main purpose why there are nurses in this world. To be a nurse is to care (Watson, 1998). Tibay ng Loob or being brave and courageous to face challenges in life is at third, then Pananalig or having faith that could move mountains at fourth and the least of all the values in this study is that of Kasipagan or being industrious and not lazy.

Pananalig just shows that nurses' nowadays are still practicing their religious beliefs as Filipinos. Praying for their patients and encouraging them to pray would serve as big help for a person to recover from one's sickness. As cited from <http://nursing.advanceweb.com>, spiritual care has always been an integral part of nursing since the time of Florence Nightingale. Having a knowledge and skill in practicing one's pananalig or faith might help a patient to recover faster. This result can also help the nurses to be aware of how they can make use of pananalig in practicing their profession. The study does not show that nurses nowadays are not industrious despite kasipagan as the lowest ranked modern Filipino value. It's just that nurses value more katapatan, tibay ng loob, pag-aaruga and pananalig,

On Level of Clinical Competency of Nurses

To answer the research question, what is the nurses' clinical competency level, the study shows that the overall weighted average mean of clinical competency of nurses is at $x=4.68$ (very high level of competency). Clinical competency in

this study measures knowledge, skills and attitude using Likert scale from one (1) to five (5), one (1) being the lowest and five (5) the highest. Competency as to knowledge has the weighted average of $x=4.75$, skills has $x=4.68$, and attitude has $x=4.62$. These data corroborates the claim of people from other countries of how excellent Filipino nurses are. Knowledge jives with skills and attitude. That is the formula of an excellent nurse—an intelligent and adroit professional with a big heart. Indeed, holism is one of the advocacies of several nursing theorists (Tomey and Alligood, 2006).

On the Relationship between Modern Filipino Values and Nurses' Clinical Competency

The research question, is there a significant relationship between modern Filipino values and clinical competency of nurses? Is answered in table 2.

Table 2. The Relationship between Nurses' Clinical Competency and Practiced Modern Filipino Values

Modern Filipino values	r-value	p-value	Qualitative Interpretation	Decision
Pananalig	.788	.000	Sig. (+) correlation	Reject H_0
Katapatan	.788	.000	Sig. (+) correlation	Reject H_0
Pag-aaruga	.687	.001	Sig. (+) correlation	Reject H_0
Kasipagan	.881	.000	Sig. (+) strong correlation	Reject H_0
Tibay ng Loob	.881	.000	Sig. (+) strong correlation	Reject H_0

Pananalig



It can be gleaned from table 2 that there is a significant positive correlation between Pananalig with clinical competency at .05 level (2-tailed), as shown by $r=.788$, $p=.000$. This may mean that the level of competency of nurses increases when their Pananalig escalates. Ross (2006) posited that becoming aware of one's spiritual perspectives will enhance personal awareness and, thereby, contribute to the provision of spiritual care to patients. Studies have further corroborated that nurses with religious affiliations have stronger spiritual base and are more likely to provide spiritual care in practice (Cavendish, Luise, Russo, Mitzeliotis, Bauer, Bajo, et al., 2004), as the nurse's own personal spirituality will permeate individual nursing practice (Reed, 1987).

Katapatan

Moreover, there is a significant positive correlation between Katapatan and clinical competency at .05 level (2-tailed), as shown by $r=.788$, $p=.000$. The nurses' level of competency increases when a nurse increases in their Katapatan. As cited in <http://www.bioetica.uchile.cl/doc/honesty.html>, honesty also matters to the nurses, doctors and other medical professionals. The loss of reputation for honesty in medical practice means the end of medicine as a profession. Important as it is for patients, nurses and doctors, however, honesty has been neither a major concern in medical ethics nor an important value for doctors. It may be an exaggeration to say that honesty is neither taught in medical school nor valued in medical culture, but it is not too much of an exaggeration.

Pag-aaruga

There is a significant positive correlation between pag-aaruga and level of competency at 0.05 level (2-tailed) as shown $r = .687$, $p=.001$. The nurses level of competency increases when a nurse increases in his or her Katapatan. Jean Watson stated that caring is a science. She puts it by asserting that caring is a science that encompasses a humanitarian, human science orientation, human caring processes, phenomena, and experiences. Caring science includes arts and humanities as well as science. Caring practices is to promote

comfort and healing and prevent unnecessary suffering. Caring cannot occur without respect for each patient as a person who has unique needs. Nursing interventions embedded in caring promote a healing environment. Caring practices acknowledge the give and take between nurses and patients, in which mutuality is part of the relationship (Tomey and Aligood, 2006).

Kasipagan

A significant positive strong correlation is noted at 0.05 level (2 tailed), that is $r=.881$, $p= .000$. When a nurse exemplifies a value of kasipagan, his or her level of competency also improves further. To be able to provide quality nursing care for patient a nurse should possess a value of kasipagan or industriousness. Nurses are naturally made industrious to be able to improve quality care inside a healthcare facility. As shown in the result a strong correlation is noted, meaning when a nurse is industrious he or she might serve as an instrument for the improvement of health of his or her patient. As cited by Wright (2006) in his article retrieved from <http://technorati.com/sports/article/industriousness-and-enthusiasm-corner-stones-of-coach/>, industriousness is the first cornerstone of every successful individual likewise to be a nurse one should also be industrious to be able to help and render care for their patients.

Tibay ng Loob

A significant positive strong correlation is noted between Tibay ng Loob and level of competency, $r=.881$, $p=.000$. When a nurse exemplifies a value of tibay ng loob, his or her level of competency also improves further. This value is very important not only for the emergency room nurses but also to all the nurses in different areas inside the hospital. Having the value of tibay ng loob or courage helps the nurse for wise decision making. This value might also help the nurse and patient during emergency cases. Courage is not only about facing difficult problems and circumstances in life, as a nurse courage is about facing one's challenges and one's patient everyday during one's shift.



Moreover, when the respondents were asked about the modern Filipino values demonstrated in their workplace, they shared that there is no positive and negative or good and bad values because it depends upon the person on how he or she utilizes it. Modern Filipino values serve as their guide not only on their performance in rendering direct patient care. They also added that it is important to be fueled by modern Filipino values because as a person it serves as one's mirror of personality. Values make people decide of what is best. The most common values they are using during their shift are honesty, caring, respect, faith, being fair, and politeness. These values help them maintain their good character and manner as humans. They also added that values help them improve their knowledge, skills and attitude not only about nursing but also about their own lives.

CONCLUSIONS

Majority of the respondents are female. In the field of nursing most female enrolled in the BSN course than male. In terms of years in service most nurses now days would like to practice nursing profession at the early age of 24 to 29 years old. Nurses nowadays perceive themselves as competent. According to the results from the tables, it is suggested that they are highly competent. The researchers believe that these scores can further increase with time.

The modern Filipino values such as Katapatan, Pananalig, Pag-aaruga, Kasipagan and Tibay ng Loob are very much exemplified by the Filipino nurses today. Clinical competency of nurses is very much influenced by practice of modern Filipino values. This means, practicing the modern Filipino values will make one a better nurse.

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