

RESEARCH ARTICLE: Work commitment and job satisfaction among nurses under nurse deployment program in Sulu

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ABSTRACT. This descriptive-correlational study assessed the work commitment and job satisfaction among nurses under the Nurses Deployment Program in Sulu during the Fiscal Year 2023 with 100 samples taken through non-probability sampling method via purposive sampling, and with the use of weighted mean, standard deviation, t-test for independent samples, One-way ANOVA, and Pearson's r , this study reveals the following findings: 1) Of the 100 nurse-respondents, mostly are female, within the range of 31-40 years old, and mostly with 3 years & below of length of service; 2) On the average, nurses under the Nurses Deployment Program in Sulu are committed to their work; 3) On the average, nurses under the Nurses Deployment Program in Sulu are satisfied with nursing job; 4) Generally, except for length of service, variables gender and age do not significantly mediate on how nurses assess the extent of work commitment; 5) Generally, variables gender, age, and length of service do not significantly mediate on how nurses assess the extent of job satisfaction; 6) Group of nurses who perceived the extent of work commitment as Agree in terms of affective commitment, continuance commitment, and normative are most probably the same group of nurses who perceived the extent of job satisfaction as Satisfied in terms of family and work-life balance, co-workers, and praise and recognition, respectively; and 7) This study seems to support the theory of Geary, et al, 2023 based on the work of Mayer and Allen on Work Commitment Model. This model espouses that organizational commitment can be analyzed from three types of commitment types, which include affective commitment, continuance commitment, and normative commitment.

Keywords: *work commitment; job satisfaction; nurse deployment, Sulu*

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1. Introduction

Having the great will to work hard is mostly related to opportunities such as employee's personal growth (Bhat, et al, 2023). Accordingly, work commitment refers to the level of hardwork in which the employees exert in an organization, in which making them feel to not leave their job. In addition, Putra et al. (2021) cited in the study of Chavez et al. (2023), the responsibilities given by an organization has significant impact on how an organization would operate. This means that responsibilities given to each employees requires full commitment for it is needed for a successful operation in an organization. Relatively, job satisfaction, which is a key element of work motivation, is quoted as a fundamental determinant of one's behavior in an organization. It is the subjective psychological state of employees' physiological and psychological perceptions of the work environment and the work itself (Nazneen, et al, 2018).

Nowadays, job satisfaction has been cited as an important factor contributing to the turnover of nurses and as an antecedent to nursing retention. Therefore, understanding factors that impact on job satisfaction is important to inform recruitment and retention strategies (Halcomb, et al, 2018). In the same study, work commitment, involves a psychological phenomenon that encourages employees to stay with the organization and participate wholeheartedly in its work as their ‘side-bet’. In reference to these, it is apparent that work commitment and job satisfaction could play a part in nursing work field, as it does in other aspects.

A study in Saudi Arabian hospitals by Alkorashy, et al, 2023, shows that nurses have varying level of work commitment. A higher work commitment was observed from head of offices while the contrary was seen on regular staffs. In the Philippines, another study shows that nurses’ levels of commitment differed according to their experience, their religion and whether they had taken an ethics course (Gassas, et al, 2023)

In Sulu, according to Department of Health statistics, as of September 2023, there are approximately 160 nurses under the Nurse Deployment Program, distributed equitably to each 19 Municipalities. They assist in the implementation of various health programs of the local Government Unit in accordance with the program goals and objectives of Department of Health and the health sector. As with the global nursing issues, our local nurses also face organizational and work-related concerns leading to burnout and job turnovers. Numerous studies have been made regarding work commitment and job satisfaction among nurses in national institutions, however, none was yet to be done among nurses under the Nurse Deployment Program in Sulu, despite the apparent unjustness in their employment system. Hence, this prompted the researcher to conduct the research, with the intention to measure the extent of work commitment and job satisfaction among nurses under the nursing deployment program in Sulu.

According to Chavez et al. (2023), public health workers especially women are one of the employees that are known to provide services to cater the needs of people at a best quality level. By means of giving the best quality service, nurses, and other health workers will be able to show their commitment, and love for their work.

2. Literature

2.1. Work commitment

Work commitment is defined as the level of identification that employees feel within their organization in which they work, which determines their level of commitment and inversely affects their intention to leave their job (Nazneen, et at, 2018). On a deeper context, work commitment has been defined by Porter, who holds that it consists of “(a) a willingness of employees to exert high levels of effort on behalf of the organization, (b) a strong desire to remain in the organization, and (c) an acceptance of the organization’s major goals and values.” (Geary, et al, 2023)

Similarly, in same context between Porter’s, on classifying the organizational commitment with the Mayer and Allen organizational commitment model as it classifies in terms of continuance, affective and normative commitment. There are two dominant conceptualizations of organizational commitment in sociological literature. These are an employee’s loyalty towards the organization and an employee’s intention to stay with the organization. Loyalty is an affective response to, and identification with, an organization based on a sense of duty and responsibility (Geary, et al, 2023). From the study of Meyer and Allen, organizational commitment can be analyzed from three types of commitment types, which include affective commitment, continuance commitment, and normative commitment. All three components of commitment have straightforward implications for staying with (or leaving) an organization, but beyond that, are conceptually quite different.

In local studies, excerpts on work commitment and turnover intention among rural nurses in the Philippines: Implications for nursing management by Labrague, et al, 2018, revealed a significantly higher organizational commitment mean scores in female nurses, nurses with master's degree, nurses with more than 5 years of work experience and those with managerial positions. Furthermore, with regards to job satisfaction, a study on Job satisfaction and acculturation among Filipino registered nurses by Ea, et al. (2018), revealed that participants had a moderate level of job satisfaction that was positively correlated to a level of acculturation that was closer to American than to Filipino culture. Furthermore, age, and acculturation significantly predicted perception of job satisfaction among this group of Filipino nurses.

2.2. Affective commitment and Continuance commitment

Affective commitment reflects an employee's emotional attachment with the organization, when he/she fully adopts the goals and values of the organization, and feels that he/she is fully responsible for the organization's success or failure. Thus, employees with strong affective commitment remain with the organization because they want to do so. (Geary, et al, 2023).

Continuance commitment refers to employees' perceived attachment with the organization, which is based on what they receive if they stay with the current organization (pay, benefits), and what would be lost if they leave the current organization. They put their best efforts into the work when the rewards match their expectations. Employees with strong continuance commitment, then, remain with the organization because they have to do so (Geary, et al, 2023).

2.3. Normative commitment

Normative commitment is employees' perceived attachment with the organization based on their expected standards of behavior or social norms. Formality, obedience, etc. are more valued by the employees. If they do not identify these standards, they tend to leave the organization. Furthermore, this refers to commitment based on a sense of obligation to the organization. Employees with strong normative commitment remain because they feel they ought to do so. Affective commitment is considered more effective measure of organizational commitment since it indirectly influences the other two dimensions of organizational commitment (Geary, et al, 2023). According to Chavez, et al. (2023), positive emotions, and the adaptability of the employee contributes to the organization and employee's growth.

A study on level of work commitment and its relevance with leadership type among nurses in Saudi Arabian Hospitals by Dossary, et al, 2022, shows that there were no statistically significant differences observed among the nurse managers and nurses in relation to organizational commitment sub-scales.

Another study on factors affecting work engagement among nurses by Basel, et al, 2023, shows that the only personal factor that had a statistically significant association with the level of work engagement was age, where the nurses' level of work engagement increased as they became older. Gender, educational background, and race had no statistically significant association with work engagement.

2.4. Work-life Balance

The term work-life balance (WLB) has gained increasing popularity in the public discourse. The extant research has largely assumed that the WLB is a concern mainly for working parents, where caring for dependent children is the relevant load in the life part of the WLB. This became clear when we realized that the majority of the studies about the WLB actually only considered the family in the "life" part of the balance; that is, they considered the work-family balance (WFB). (Gagnano, et al, 2020)

2.5. Co-workers

Employees' working relationships were long determined to be crucial to their overall wellbeing and performance ratings at work. However, a few studies were found to examine the effects of positive workplace relationships on employees' working manners. Coworker relationships provide employees the source of emotional and instrumental support as they have an understanding of the internal working environment. However, the literature on coworker relationships appears inconsistent regarding the healthcare sector, in which peer cohesion was less available between staff nurses who usually work on different rotating shifts.

2.6. Praise and Recognition

The Online Oxford Dictionary (n.d.) defines praise as 'the act of making positive statements about a person, an object or idea, either publicly or privately'. Praise plays a crucial role in leadership, empowerment, and supervision, encouragement, mentoring, recognizing achievements and maintaining professional standards that influence employees' welfare. Recent research shows that praise can have a marked influence on employee satisfaction, employee retention levels, improved patient outcomes and organizational performance (Amabile, et al, 2018). Dispensing praise is most effective when nurses know how their performance merits acknowledgement from their supervisors – that is, when praise is given in an honest, clear and meaningful way (Kimball, et al, 2019).

According to McCann various demographic factors such as age and gender will also affect job satisfaction among the employees. For example, the productivity of the workers whose age are between 59 and above are reported to be lower than those whose age are 58 and below. Hence, one of the demographic factors, which are age, affects the employee job satisfaction as well (Ćulibrk, et al, 2018). While there are numerous definitions of job satisfaction, the consensus is that it is a multidimensional psychological response with three main arms: cognitive, affective, and behavioral (Weiss, 2002). With origins in organizational psychology, Edwin Locke's range of affect theory is perhaps the well-recognized model of job satisfaction. Locke's theory recognized the importance of how much people value different aspects of their job, along with how well their expectations are met.

Job satisfaction is one of the most researched phenomena in the domain of human resource management and organizational behavior. It is a key element of work motivation, which is a fundamental determinant of one's behavior in an organization (Hong, et al, 2018). Currently, job satisfaction is used as the best predictor to measure employees' self-fulfillment of their professional values (Jiang et. al., 2022). Job satisfaction is the subjective psychological state of employees' physiological and psychological perceptions of the work environment and the work itself (Nazneen et. al., 2018). It is commonly defined as a "pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". Identified dimensions of job satisfaction includes satisfaction with extrinsic rewards, scheduling, family/work balance, co-workers, interaction, professional opportunities, praise/recognition, and control/responsibility (Hong, et al, 2018).

A study on happiness, quality of working life, and job satisfaction among nurses working in emergency departments in Iran, by Jevanmardnejad et. al., (2021), showed a moderate level of happiness, quality of working life, and job satisfaction for the study sample. It is argued that job dissatisfaction usually occurs when there are problems with incivility at the individual, collective and organizational levels and might differ in West and East.

Another study on The Quality of the Supervisor–Nurse Relationship and Its Influence on Nurses' Job Satisfaction by López-Ibort et. al., (2021), indicates that the most important determinant of job satisfaction is perceived organizational support. Lastly, a literature review on job satisfaction by Lu et. al., (2019), revealed that the impact of job satisfaction upon sickness absence, turnover intention, as well as the influencing factors of job satisfaction such as working

shift and leadership, job performance, organizational commitment, effort and reward style has been identified in a number of research studies yielding equivocal findings. Job satisfaction of hospital nurses is closely related to work environment, structural empowerment, organizational commitment, professional commitment, job stress, patient satisfaction, patient-nurse ratios, social capital, evidence-based practice and ethnic background. Various mediating or moderating pathways have been identified with nurses' job satisfaction being mediated by various factors.

2.7. Relationship of Work Commitment and Job Satisfaction

The link between job satisfaction and work commitment has been researched relatively frequently. The research consensus is that the link exists, but there is controversy about the direction of the relationship. Some research supports the hypothesis that job satisfaction predicts organizational commitment. Other studies suggest that the organizational commitment is an antecedent to job satisfaction (Jiang et. Al., 2022). According to Gregoriou et. al. (2023), organizational commitment can be thought of as an extension of job satisfaction, as it deals with the positive attitude that an employee has, not toward her own job, but toward the organization. The emotions, however, are much stronger in the case of organizational commitment and it is characterized by the attachment of the employee to the organization and readiness to make sacrifices for the organization (Nazneen et. Al., 2018). A study that concentrated on nurses noted that organizational commitment was a significant positive predictor of their job satisfaction. In addition, researchers confirm that each component of organizational commitment is a critical determinant that affects an individual's job satisfaction and life satisfaction (Nazneen et. al., 2018).

When considering job satisfaction and work motivation in general, of particular interest are the distinctive traits of these concepts in transition economies. It is believed that satisfied and motivated employees are imperative for contemporary business and a key factor that separates successful companies from the alternative (Gregoriou et. al., 2023)

2.8. Nurse Deployment Program (NDP)

The NDP is created in year two thousand and fourteen as one of the strategies of the Department of Health to achieve the overall goal of Universal Health Care or Kalusugang Pangkalahatan which aims to improve health outcomes, provide financial risk protection and provide quality access to health services especially the poor. This program is composed by registered nurses with roles that include assisting in the implementation of various health programs of the local Government Unit in accordance with the program goals and objectives of Department of Health and the health sector, such as the National Immunization Program, National Tuberculosis Control Program, and Family Planning Program. They also function as advocates, health educators, information disseminators and perform other functions that are anchored with the DOH. The program caters all of the regions in the Philippines, including Bangsamoro Autonomous Region in Muslim Mindanao. According to Department of Health statistics, out of the twelve thousand one hundred nurses under the NDP, one hundred and sixty of them are deployed in Sulu. Of which, eleven is assigned in Hadji Panglima Tahil, twelve in Indanan, twenty, in Jolo, four in Kalingalan Caluang, five in Lugus, seven in Luuk, six in Maimbung, six in Panamao, eight in Omar, five in Pandami, seven in Panglima Estino, seven in Pangutaran, eleven in Parang, six in Pata, sixteen in Patikul, nine in Siasi, ten in Talipao, four in Tapul, and six in Tongkil, as of September 30, 2023. Altogether, these nurses comprise a huge aid in the implementation of primary health care delivery services in Sulu.

A descriptive study by (Barrios, et al., 2022) revealed that experiences of nurses under NDP, both either positive or negative, made them stay in their chosen field. Two major factors were identified: the intrinsic and extrinsic factors. Intrinsic factors include personal growth, professional and career advancement, and enhanced ability to manage stress and time properly;

while extrinsic factors include fair workload and compensation, and resolution of issues related to working experiences. On the intrinsic factors, personal growth was included.

3. Research questions

1. What is the socio-demographic profile of respondents under the Nurse Deployment Program in Sulu, in terms of:
 - 1.1. Gender;
 - 1.2. Age; and
 - 1.3. Length of service?
2. What is the extent of work commitment among nurses under the Nurse Deployment Program in Sulu, in terms of:
 - 2.1. Affective commitment;
 - 2.2. Continuance commitment; and
 - 2.3. Normative commitment?
3. What is the level of job satisfaction among nurses under the Nurse Deployment Program in Sulu, in terms of:
 - 3.1. Family and work-life balance;
 - 3.2. Co-workers;
 - 3.3. Praise and recognition?
4. Is there a significant difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of a.) Affective commitment; b.) Continuance commitment; c.) Normative commitment, when data are classified according to their demographic profile, in terms of:
 - 4.1. Gender;
 - 4.2. Age; and
 - 4.3. Length of service?
5. Is there a significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of a.) Family and work-life balance; b.) Co-workers; c.) Praise and recognition, when data are classified according to their demographic profile, in terms of:
 - 5.1. Age;
 - 5.2. Gender; and
 - 5.3. Length of service?
6. Is there a significant correlation between work commitment and job satisfaction among nurses under the Nurse Deployment Program in Sulu?

4. Methods

4.1. Research Design

This study utilized a descriptive – correlational design. According to Aggarwal (2019), a descriptive study is one that is designed to describe the distribution of one or more variables, without regard to any causal or other hypothesis. On the other hand, Correlation is concerned with association; it can look at any two measured concepts and compare their relationships. These measured concepts are often referred to as variables (Hung, et al, 2017).

4.2. Research Instruments

The instrument that was used in this study was extracted from the standardized Mowday and Steer's scale: The Organizational Commitment Questionnaire (OCQ), and McCloskey/Mueller Satisfaction Scale (MMSS) of satisfaction. The instrument was composed of three parts. The first part gathered the data regarding the demographic profile of the respondents, in terms of age, gender, and length of stay. The options in age will range from twenty-one to sixty years old, while

the gender is either on male or female, and length of stay will range from six months to 10 years. The second part measured the work commitment using the Mowday and Steer's scale: The Organizational Commitment Questionnaire (OCQ). It is a 15-item scale and uses a 5-point Likert type response format ranging from strongly agree (5) to strongly disagree (1), with 3 factors that can describe this commitment: willingness to exert effort, desire to maintain membership in the organization, and acceptance of organizational values.

5-point Likert Scale

Scale	Ratio	Description	Interpretation
5	4.50 – 5.00	Strongly agree	Very high commitment
4	3.50 – 4.49	Agree	High commitment
3	2.50 – 3.49	Neutral	Moderate commitment
2	1.50 – 2.49	Disagree	Low commitment
1	1.00 – 1.49	Strongly disagree	Very low commitment

The third part measured the job satisfaction using McCloskey/Mueller Satisfaction Scale (MMSS) of satisfaction. This measure consists of 3 components with 5 items each that described how individuals feel about their job in terms of life and work-balance, co-workers, and praise and recognition. The response categories are four, which range from (1) very dissatisfied to (4) very satisfied eliminating the neutral response option to encourage participants to make a decision regarding their thoughts and feelings as opposed to indicating that they had no opinion.

Scale	Ratio	Description	Interpretation
4	3.50 – 4.00	Very satisfied	Very high job contentment
3	2.50 – 3.49	Satisfied	High job contentment
2	1.50 – 4.49	Dissatisfied	Low job contentment
1	1.00 – 1.49	Very dissatisfied	Very low contentment

Questions in this study were developed from a previous study with Cronbach's alpha of 0.95.

4.3. Data Gathering Procedure

In collecting the needed data for this study, several steps were done by the researcher. The first was to collate related literatures to determine knowledge gaps and compare analyses from different studies. The instrument was then gathered from the validated survey questionnaire of Mowday and Steer's scale: The Organizational Commitment Questionnaire (OCQ) and McCloskey/Mueller Satisfaction Scale (MMSS) of satisfaction. Furthermore, to suit its applicability to the present study and local setting, the questionnaire was subjected to a perusal of two experts from among the faculty members of the Graduate Studies of Sulu State College.

Prior to launching the questionnaire, a permission from the head of graduate studies was acquired first through an official letter. Once permitted, a request letter from the researcher was sent to the heads of unit of each respective Rural Health Unit in Sulu: Jolo, Indanan, Patikul, Maimbung, Parang, Taliapao, Panglima Estino, Panamao, Kalingalan Caluang, Omar, Luuk, Lugus, Hadji Panglima Tahil, Pangutaran, Siasi, Pata, Tongkil, Tapul, and Pandami, requesting for a permission to conduct the study. When it was granted, the researcher then was able to administer the survey questionnaire to the nurses working in said facilities by personally visiting the area. A letter from the researcher explaining the purpose of the study, data confidentiality and how the questionnaire should be filled out will be attached to the survey questionnaire of the respondents. After data gathering, the data was tallied and presented to the chosen statistician, and was then processed and analyzed.

5. Results and Discussion

This chapter showcases the presentations, analyses and interpretations of results based on the data gathered for this study. Specifically, it also presents nurse-respondents' demographic profiles in terms of gender, age, and length of service; extent of the work commitment and level of job satisfaction among nurses under the Nurse Deployment Program in Sulu; significant difference in the extent of the work commitment and level of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to respondents' demographic profile; and the significant correlation among the sub-categories subsumed under the extent of the work commitment and level of job satisfaction among nurses under the Nurse Deployment Program in Sulu.

Based on the proper scoring and statistical treatments of data gathered for this study, the following are the presentations, analyses and interpretations of results which correspond to each of the research questions:

1. What is the socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of: 1.1 Gender; 1.2 Age; and 1.3 Length of service?

In terms of Gender

Table 1.1 shows the socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of gender. It can be gleaned from this table that out of 100 respondents, 25 (25.0%) are male and 75 (75.0%) are female. This means that, three-fourth of the respondents involved in this study are female which is a far higher in number than male respondents. This result implies that work force among nurse deployment program in Sulu is predominated by female nurses for the Fiscal year 2023.

Table 1.1 Socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of gender

Gender	Number of Respondents	Percent
Male	25	25.0%
Female	75	75.0%
Total	100	100%

1.2 In terms of Age

Table 1.2 presents the Socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of age. It can be gleaned from this table that out of 100 respondents, 46 (46.0%) are within 30 years old & below of age bracket, 44 (44.0%) are within 31-40 years old, 8 (8.0%) are within 41-50 years old, and only 2 (2.0%) are within 51 years old & above. This means that, nearly one-half of the nurses under the nurse deployment program in Sulu are within the age range of 30 years old & below which is followed by those within 31-40 years old for the Fiscal Year 2023.

Table 1.2 Socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of age

Age	Number of respondents	Percent
30 years old & below	46	46.0%
31-40 years old	44	44.0%
41-50 years old	8	8.0%
51 years old & above	2	2.0%
Total	100	100%

1.3 In terms of Length of Service

Table 1.3 portrays the socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of length of service. It can be gleaned from this table that, of the 100 nurse-respondents, 31 (31.0%) have 1 year & below, 11 (11.0%) have 2-3 years, 38 (38.0%) have 4-6 years, and 20 (20.0%) have 7 years & above of length of service. This means that, nearly one-half of nurses under nurse deployment program in Sulu are within the age range of 2-3 years which that many of the nurses working in Sulu are considered new comers.

Table 1.3 Socio-demographic profile of respondents under the Nurse Deployment Program in Sulu in terms of length of service

Length of Service	Number of Respondents	Percent
1 year & below	31	31.0%
2-3 years	11	11.0%
4-6 years	38	38.0%
7 years & above	20	20.0%
Total	100	100%

2. What is the extent of work commitment among nurses under the Nurse Deployment Program in Sulu, in terms of: 2.1 Affective commitment; 2.2 Continuance commitment; and 2.3 normative commitment?

2.1 On Affective Commitment

Table 2.1 shows the extent of work commitment among nurses under the Nurse Deployment Program in Sulu, in terms of affective commitment. Under this category, respondents' assessment has total weighted mean score of 4.6860 with standard deviation of .48263 which is rated as Strongly Agree. This result indicates that respondents involved in this study expressed strong agreement that they have emotional attachment with the organization, that they fully adopt the goals and values of the organization, and feel that they are fully responsible for the organization's success or failure.

Specifically, from among the items under this category, nurse-respondents rated as Strongly Agree the following items: "I really care about the fate of this organization", "I talk up this organization to my friends as a great organization to work for", "This organization really inspires the very best in me in the way of job performance", "I would accept almost any type of job assignment in order to keep working for this organization", and "I am proud to tell others that I am part of this organization".

Table 2.1 Extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of affective commitment

Statements	Mean	S.D.	Rating
1 I really care about the fate of this organization.	4.6600	.51679	Strongly Agree
2 I talk up this organization to my friends as a great organization to work for.	4.6400	.57770	Strongly Agree
3 This organization really inspires the very best in me in the way of job performance.	4.6800	.54828	Strongly Agree
4 I would accept almost any type of job assignment in order to keep working for this organization.	4.6900	.52599	Strongly Agree
5 I am proud to tell others that I am part of this organization.	4.7600	.47397	Strongly Agree
Total Weighted Mean	4.6860	.48263	Strongly Agree

Legend: (5) 4.5.0 – 5.0 =Strongly Agree (SA); (4) 3.50 – 4.49=Agree (A); (3) 2.50 – 3.49= Neutral (N); (2) 1.50 – 2.49=Disagree (D); (1) 1.00 – 1.49=Strongly Disagree (SD)

2.2 On Continuance Commitment

Table 2.2 shows the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of continuance commitment. Under this category, respondents' assessment has total weighted mean score of 3.2440 with standard deviation of .61927 which is rated as Neutral. This result indicates that respondents involved in this study expressed neutrality as to whether they have attachment with the organization, which is based on what they receive; if they stay with the current organization (pay, benefits), and what would be lost if they leave the current organization.

Specifically, from among the items under this category, nurse-respondents rated as Neutral the following items: "It would take very little change in my present circumstances to cause me to leave this organization", and "There's not too much to be gained by sticking with this organization indefinitely".

However, they agree on the items: "I am extremely glad that I chose this organization to work for over others I was considering at the time I joined", and "For me this is the best of all possible organizations for which to work".

Table 2.2 Extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of continuance commitment

Statements	Mean	S.D.	Rating
1 It would take very little change in my present circumstances to cause me to leave this organization. (R)	3.2100	1.1485	Neutral
2 I am extremely glad that I chose this organization to work for over others I was considering at the time I joined.	4.4100	.75338	Agree
3 There's not too much to be gained by sticking with this organization indefinitely. (R)	2.7400	1.3455	Neutral
4 For me this is the best of all possible organizations for which to work.	4.2500	.74366	Agree
5 Deciding to work for this organization was a definite mistake on my part. (R)	1.6100	1.1449	Disagree
Total Weighted Mean	3.2440	.61927	Neutral

Legend: (5) 4.5.0 – 5.0 =Strongly Agree (SA); (4) 3.50 – 4.49=Agree (A); (3) 2.50 – 3.49= Neutral (N); (2) 1.50 – 2.49=Disagree (D); (1) 1.00 – 1.49=Strongly Disagree (SD)

2.3 On Normative Commitment

Table 2.3 shows the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of normative commitment. Under this category, respondents' assessment has total weighted mean score of 3.2320 with standard deviation of .61215 which is rated as Neutral. This result indicates that respondents involved in this study expressed uncertainty as to whether they have attachment with the organization based on their expected standards of behavior or social norms.

Specifically, from among the items under this category, nurse-respondents rated as Disagree the following items: "I feel very little loyalty to this organization", and "Often, I find it difficult to agree with this organization's policies on important matters relating to its employees".

However, they agree on the items: "I find that my values and the organization's values are very similar", and "I am willing to put in a great deal of effort beyond that normally expected in order to help this organization be successful".

Relative to this research problem, a study on level of work commitment and its relevance with leadership type among nurses in Saudi Arabian Hospitals by Dossary, et al, 2022, shows that nurse managers normative commitment gained high mean score followed by continuance commitment and affective commitment among nurse managers, whereas nurses rated continuance

commitment as highest followed by normative commitment and affective commitment. It is interesting to note that nurse managers exhibited higher commitment in all sub-scales compared to nurses.

Table 2.3 Extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of normative commitment

Statements	Mean	S.D.	Rating
1 I find that my values and the organization's values are very similar.	3.8900	.95235	Agree
2 I am willing to put in a great deal of effort beyond that normally expected in order to help this organization be successful.	4.6500	.53889	Strongly Agree
3 I feel very little loyalty to this organization. (R)	2.3500	1.0766	Disagree
4 I could just as well be working for a different organization as long as the type of work was similar. (R)	2.9500	1.0187	Neutral
5 Often. I find it difficult to agree with this organization's policies on important matters relating to its employees. (R)	2.3200	1.3171	Disagree
Total Weighted Mean	3.2320	.61215	Neutral

Legend: (5) 4.5.0 – 5.0 =Strongly Agree (SA); (4) 3.50 – 4.49=Agree (A); (3) 2.50 – 3.49= Neutral (N); (2) 1.50 – 2.49=Disagree (D); (1) 1.00 – 1.49=Strongly Disagree (SD)

3. What is the level of job satisfaction among nurses under the Nurse Deployment Program in Sulu, in terms of: 3.1 Family and work-life balance; 3.2 Co-workers; and 3.3 Praise and recognition?

3.1 On Family and work-life balance

Table 3.1 shows the level of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of family and work-life balance. Under this category, respondents' assessment has total weighted mean score of 3.1480 with standard deviation of .65543 which is rated as Satisfied. This result indicates that respondents involved in this study expressed satisfaction with the time spent equally on both family and work. That is, they are able to manage work schedules and responsibilities.

Specifically, from among the items under this category, nurse-respondents rated as Satisfied the following items: "Opportunity for part time work per management approval", "Maternity leave given by the facility", "I have too much to do at work like completing forms and logbooks", "I am a committee member and I have so much paper works to do aside from my regular job", and "I have to work harder because of the non – compliance to SOP of people I work with".

Consistently, on a study on happiness, quality of working life, and job satisfaction among nurses working in emergency departments in Iran, by Jevanmardnejad, et al, 2021, result showed a moderate level of happiness, quality of working life, and job satisfaction for the study sample. It is argued that job dissatisfaction usually occurs when there are problems with incivility at the individual, collective and organizational levels and might differ in West and East.

Table 3.1 Level of job satisfaction among nurses under the Nurse Deployment Program in Sulu, in terms of: Family and work-life balance

Statements	Mean	S.D.	Rating
1 Opportunity for part time work per management approval	3.4600	.82168	Satisfied
2 Maternity leave given by the facility	3.2800	1.0452	Satisfied
3 I have too much to do at work like completing forms and logbooks	3.1200	.67090	Satisfied

4	I am a committee member and I have so much paper works to do aside from my regular job	2.9500	.80873	Satisfied
5	I have to work harder because of the non – compliance to SOP of people I work with.	2.9300	.87911	Satisfied
Total Weighted Mean		3.1480	.65543	Satisfied

Legend: (4) 3.50 – 4.00=Very Satisfied (SA); (3) 2.50 – 3.49= Satisfied (S); (2) 1.50 – 2.49=Dissatisfied (D); (1) 1.00 – 1.49=Very Dissatisfied (VD)

3.2 On Co-workers

Table 3.2 shows the level of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of co-workers. Under this category, respondents' assessment has total weighted mean score of 3.4740 with standard deviation of .31992 which is rated as Satisfied. This result indicates that respondents involved in this study expressed satisfaction with the colleagues, peers, fellow nurses under the Nurse Deployment Program with whom the respondents interact and work with at the workplace.

Specifically, from among the items under this category, nurse-respondents rated as Very Satisfied the following items: “The social interaction among nursing peers like nursing service year – end party and team building”, “Working relationship with our physician”, “My supervisor is quite competent in doing his/her job in terms of decision making”, and “I like the people I work with”.

Furthermore, a study on The Quality of the Supervisor–Nurse Relationship and Its Influence on Nurses' Job Satisfaction by López-Ibort, et al, 2021, indicates that the most important determinant of job satisfaction is perceived organizational support.

Table 3.2 Level of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of co-workers

Statements	Mean	S.D.	Rating
1 The social interaction among nursing peers like nursing service year – end party and team building	3.8100	.46482	Very Satisfied
2 Working relationship with our physician	3.7500	.51981	Very Satisfied
3 My supervisors show too little interest in the feelings of subordinate when they verbalized concerns.	2.2500	.90314	Dissatisfied
4 My supervisor is quite competent in doing his/her job in terms of decision making	3.7400	.59662	Very Satisfied
5 I like the people I work with.	3.8200	.45793	Very Satisfied
Total Weighted Mean	3.4740	.31992	Satisfied

Legend: (4) 3.50 – 4.00=Very Satisfied (SA); (3) 2.50 – 3.49= Satisfied (S); (2) 1.50 – 2.49=Dissatisfied (D); (1) 1.00 – 1.49=Very Dissatisfied (VD)

3.3 On Praise and Recognition

Table 3.3 shows the level of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of praise and recognition. Under this category, respondents' assessment has total weighted mean score of 3.3160 with standard deviation of .35978 which is rated as Satisfied. This result indicates that respondents involved in this study expressed satisfaction with the gratification they received when something good at work was done. This may come from any person in the respondent's work area. They are satisfied with the positive reinforcement acknowledging the achievements and good performances of nurses, contributing to their commitment to work and job satisfaction.

Specifically, from among the items under this category, nurse-respondents rated as Very Satisfied the following items: “Recognition from my supervisor for a job well done”, “Compliments from my supervisor for accomplishing work on time”, “Recognition from my peers when helping them in facility transactions”, and “Encouragement from my supervisor”.

Table 3.3 Level of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of praise and recognition

Statements	Mean	S.D.	Rating
1 Recognition from my supervisor for a job well done	3.6500	.57516	Very Satisfied
2 Compliments from my supervisor for accomplishing work on time	3.7100	.51825	Very Satisfied
3 Recognition from my peers when helping them in facility transactions	3.6800	.52953	Very Satisfied
4 Encouragement from my supervisor	3.7400	.46319	Very Satisfied
5 I do not feel that the work I do is appreciated	1.8000	1.0444	Dissatisfied
Total Weighted Mean	3.3160	.35978	Satisfied

Legend: (4) 3.50 – 4.00=Very Satisfied (SA); (3) 2.50 – 3.49= Satisfied (S); (2) 1.50 – 2.49=Dissatisfied (D); (1) 1.00 – 1.49=Very Dissatisfied (VD)

4. Is there a significant difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile, in terms of: 4.1 Gender; 4.2 Age; and 4.3 Length of service?

4.1 By Gender

Table 4.1 shows the difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of gender. It can be gleaned from this table that except for “Affective Commitment”, the values of mean differences of all other sub-categories subsumed under the extent of work commitment among nurses under the Nurse Deployment Program in Sulu are not significant at alpha .05. This means that male and female respondents do not differ in their perceptions towards the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. This finding implies that being a male nurse may not necessarily put him in vantage point towards perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu than his female counterpart, or vice versa.

Consequently, it is safe to say that variable gender has no significant influence in the ways how respondents assess the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no significant difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of gender” is accepted.

Table 4.1 Differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of gender

VARIABLES		Mean	S. D.	Mean	t	Sig.	Description
Grouping				Difference			
Affective Commitment	Male	4.8960	.30616	.28000*	2.583	.011	Significant
	Female	4.6160	.51124				
Continuance Commitment	Male	3.0560	.65706	-.25067	-	.080	Not Significant
	Female	3.3067	.59759		1.772		
Normative Commitment	Male	3.1680	.69445	-.08533	-.602	.549	Not Significant
	Female	3.2533	.58572				

*Significant at alpha 0.05

4.2 By Age

Table 4.2 presents the differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of age. It can be gleaned from this table that the values of F-ratios and P-values of all the sub-categories subsumed under the extent of work commitment among nurses under the Nurse Deployment Program in Sulu are not significant at alpha .05. This means that although respondents vary in age range, yet they do not differ in their perceptions towards the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. This result implies that being older or within 51 years old & above may not necessarily put a nurse in vantage point towards perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu than those who are within 30 years old & below, 31-40 years old, and 41-50 years old, or vice versa.

Nonetheless, it is safe to say that variable age has no significant mediation in ways how nurse-respondents assess the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no significant difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of age” is accepted.

Table 4.2 Differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of age

SOURCES OF VARIATION		Sum of Squares	df	Mean Square	F	Sig.	Description
Affective Commitment	Between Groups	.332	3	.111	.468	.706	Not Significant
	Within Groups	22.728	96	.237			
	Total	23.060	99				
Continuance Commitment	Between Groups	2.445	3	.815	2.202	.093	Not Significant
	Within Groups	35.522	96	.370			
	Total	37.966	99				
Normative Commitment	Between Groups	1.412	3	.471	1.266	.290	Not Significant
	Within Groups	35.686	96	.372			
	Total	37.098	99				

*Significant alpha .05

4.3. By Length of Service

Table 4.3 presents the differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of length of service. It can be gleaned from this table that the values of F-ratios and P-values of all the sub-categories subsumed under the extent of work commitment among nurses under the Nurse Deployment Program in Sulu are indeed significant at alpha .05. This means that although respondents vary in age range, yet they indeed differ in their perceptions towards the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. This result implies that for a respondent to have 7 years & above of years of service may probably put him/her in a vantage point towards perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu than those with 1 year & below, 2-3 years, and 4-6 years of service, or vice versa.

Nonetheless, it is safe to say that variable length of service has indeed a significant mediation in ways how respondents assess the extent of work commitment among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no

significant difference in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of length of service” is rejected.

Table 4.4 Differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of length of service

SOURCES OF VARIATION		Sum of Squares	df	Mean Square	F	Sig.	Description
Affective Commitment	Between Groups	2.538	3	.846	3.958*	.010	Significant
	Within Groups	20.522	96	.214			
	Total	23.060	99				
Continuance Commitment	Between Groups	7.420	3	2.473	7.774*	.000	Significant
	Within Groups	30.546	96	.318			
	Total	37.966	99				
Normative Commitment	Between Groups	5.411	3	1.804	5.464*	.002	Significant
	Within Groups	31.687	96	.330			
	Total	37.098	99				

*Significant alpha .05

A Post Hoc Analysis using Tukey Test was conducted to determine which among groups classified according to length of service to have different levels of mean in areas subsumed under the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and Normative commitment, when data are classified according to their demographic profile in terms of length of service.

The result of the analysis which is shown in Table 4.3.1 indicates that the difference in the means of Affective commitment, Continuance commitment, and normative commitment is obtained by way of lower group mean minus higher group mean.

On Affective Commitment: It shows that the group of respondents with 4-6 years of length of service obtained the mean difference of .37453* with Standard Error of .11190 and p-value of .006 which is significant at $\alpha=.05$ over those group of respondents with 1 year & below of length of service. So under this sub-category, no other group of respondents supposed to have better ways of perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective Commitment than those respondents with 4-6 years of length of service.

On Continuance Commitment: It shows that the group of respondents with 4-6 years of length of service obtained the mean difference of -.62326* with Standard Error of .13652 and p-value of .000 which is significant at $\alpha=.05$ over those group of respondents with 1 year & below of length of service. So under this sub-category, no other group of respondents supposed to have better ways of perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Continuance Commitment than those respondents with 4-6 years of length of service.

On Normative Commitment: It shows that the group of respondents with 4-6 years of length of service obtained the mean difference of -.53888* with Standard Error of .13904 and p-value of .001 which is significant at $\alpha=.05$ over those group of respondents with 1 year & below of length of service. So under this sub-category, no other group of respondents supposed to have better ways of perceiving the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Normative Commitment than those respondents with 4-6 years of length of service.

Table 4.3.1 Post Hoc Analysis: Differences in the levels of mean in areas subsumed under the extent of work commitment among nurses under the Nurse Deployment Program in Sulu in terms of Affective commitment, Continuance commitment, and normative commitment, when data are classified according to their demographic profile in terms of length of service

Dependent Variables	(I) Grouping by Length of Service	(J) Grouping by Length of Service	Mean Difference (I-J)	Std. Error	Sig.
Affective Commitment	1 year & below	2-3 years	.10850	.16226	.909
		4-6 years	.37453*	.11190	.006
		7 years & above	.25032	.13261	.240
Continuance Commitment	1 year & below	2-3 years	-.44575	.19797	.117
		4-6 years	-.62326*	.13652	.000
		7 years & above	-.56484*	.16178	.004
Normative Commitment	1 year & below	2-3 years	-.51496	.20163	.058
		4-6 years	-.53888*	.13904	.001
		7 years & above	-.33677	.16478	.179

* The mean difference is significant at the 0.05 level.

5. Is there a significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of Family and work-life balance, Co-worker, and Praise and recognition, when data are classified according to their demographic profile, in terms of: 5.1 Gender; 5.2 Ager; and 5.3. Length of service?

5.1 By Gender

Table 5.1 shows the difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of gender. It can be gleaned from this table that except for “Family and work-life balance”, the values of mean differences of all other sub-categories subsumed under the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu are not significant at alpha .05. This means that male and female respondents do not differ in their perceptions towards the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. This finding implies that being a male nurse may not necessarily put him in vantage point towards perceiving the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu than his female counterpart, or vice versa.

Consequently, it is safe to say that variable gender has no significant influence in the ways how respondents assess the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu in terms of Family and work-life balance, Co-workers, and Praise and recognition when data are classified according to their demographic profile in terms of gender” is accepted.

Table 5.1 Differences in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of gender

VARIABLES Grouping		Mean	S. D.	Mean Difference	t	Sig.	Description
Family and work-life balance	Male	3.4480	.33803	.40000*	2.727	.008	Significant
	Female	3.0480	.70507				
Co-workers	Male	3.5280	.19900	.07200	.974	.332	Not Significant
	Female	3.4560	.35038				
Praise and recognition	Male	3.3600	.31091	.05867	.704	.483	Not Significant
	Female	3.3013	.37543				

*Significant at alpha 0.05

5.2 By Age

Table 5.2 presents the differences in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of age. It can be gleaned from this table that the values of F-ratios and *P*-values of all the sub-categories subsumed under the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu are not significant at alpha .05. This means that although respondents vary in age range, yet they do not differ in their perceptions towards the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. This result implies that being older or within 51 years old & above may not necessarily put a nurse in vantage point towards perceiving the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu than those who are within 30 years old & below, 31-40 years old, and 41-50 years old, or vice versa.

Nonetheless, it is safe to say that variable age has no significant mediation in ways how nurse-respondents assess the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of age” is accepted.

Table 5.2 Differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of age

SOURCES OF VARIATION		Sum of Squares	df	Mean Square	F	Sig.	Description
Family and work-life balance	Between Groups	1.158	3	.386	.896	.446	Not Significant
	Within Groups	41.371	96	.431			
	Total	42.530	99				
Co-workers	Between Groups	.189	3	.063	.607	.612	Not Significant
	Within Groups	9.944	96	.104			
	Total	10.132	99				
Praise and recognition	Between Groups	.560	3	.187	1.463	.229	Not Significant
	Within Groups	12.254	96	.128			
	Total	12.814	99				

*Significant alpha .05

5.3 By Length of Service

Table 5.3 presents the differences in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of length of service. It can be gleaned from this table that the values of F-ratios and *P*-values of all the sub-categories subsumed under the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu are not significant at alpha .05. This means that although respondents vary in length of service, yet they do not differ in their perceptions towards the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. This result implies that being older or within 51 years old & above may not necessarily put him/her in vantage point towards perceiving the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu than those who are within 30 years old & below, 31-40 years old, and 41-50 years old, or vice versa.

Nonetheless, it is safe to say that variable age has no significant mediation in ways how nurse-respondents assess the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu. Therefore, the hypothesis which states that “There is no significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of age” is accepted.

Table 5.3 Differences in the extent of work commitment among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of length of service

SOURCES OF VARIATION		Sum of Squares	df	Mean Square	F	Sig.	Description
Family and work-life balance	Between Groups	2.497	3	.832	1.996	.120	Not Significant
	Within Groups	40.033	96	.417			
	Total	42.530	99				
Co-workers	Between Groups	.376	3	.125	1.234	.302	Not Significant
	Within Groups	9.756	96	.102			
	Total	10.132	99				
Praise and recognition	Between Groups	.078	3	.026	.195	.900	Not Significant
	Within Groups	12.737	96	.133			
	Total	12.814	99				

*Significant alpha .05

6. Is there a significant correlation between work commitment and job satisfaction among nurses under the Nurse Deployment Program in Sulu?

Table 6 illustrates the correlation between work commitment and job satisfaction among nurses under the Nurse Deployment Program in Sulu. It can be gleaned from this table that the computed Pearson Correlation Coefficients (Pearson r) between these variables are indeed significant at alpha .05.

Specifically, the degrees of correlations among the sub-categories subsumed under the extent of job satisfaction are as follows:

Moderate positive correlation between the extent of work commitment and job satisfaction among nurses under the Nurse Deployment Program in Sulu.

These results indicate that the group of respondents who perceived the extent of work commitment as Agree in terms of affective commitment, continuance commitment, and normative are most probably the same group of nurses who perceived the extent of job satisfaction as Satisfied in terms of family and work-life balance, co-workers, and praise and recognition, respectively.

Meanwhile, it is safe to say that, generally the extent of sub-categories subsumed under the extent of work commitment and job satisfaction is moderately correlated.

Therefore, the hypothesis which states that, "There is no significant difference in the extent of job satisfaction among nurses under the Nurse Deployment Program in Sulu when data are classified according to their demographic profile in terms of age" is rejected.

To further discuss, According to Gregoriou et al, 2023, organizational commitment can be thought of as an extension of job satisfaction, as it deals with the positive attitude that an employee has, not toward her own job, but toward the organization. A study that concentrated on nurses noted that organizational commitment was a significant positive predictor of their job satisfaction. In addition, researchers confirm that each component of organizational commitment is a critical determinant that affects an individual's job satisfaction and life satisfaction (Nazneen, et al, 2018). *Table 6. Correlation between work commitment and job satisfaction among nurses under the Nurse Deployment Program in Sulu*

Variables		Pearson r	Sig	N	Description
Dependent	Independent				
Work commitment	Job satisfaction	.305**	.001	100	Moderate

*Correlation Coefficient is significant at alpha .05

Correlation Coefficient Scales Adopted from Hopkins, Will (2002):

0.0-0.1=Nearly Zero; 0.1-0.30=Low; .3-0.5 0=Moderate; .5-0.7-0=High; .7-0.9= Very High; 0.9-1=Nearly Perfect

6. Limitations

This study focused on determining the level of work commitment, and job satisfaction among nurses who were deployed in Sulu. Clearly, this study is limited to those nurses who are under the deployment program in Sulu State Colleges, and those who experience deployment in some municipalities.

7. Conclusion

Jobs provide revenue for each worker, regardless of their area of specialization. Depending on how a company handles their staff, an employee's willingness to put in a lot of effort and be dedicated to their work may change. A worker's sense of fulfillment at work directly correlates with the level of quality of the services provided. Healthcare professionals, including nurses, are crucial in supporting and supplying the Department of Health with information as it implements health-related projects. Nevertheless, a number of problems are emerging wherein some of the deployed nurses—more especially, the local nurses employed by the various municipalities—experience burnout and other related problems. This gives us a starting point to gauge how satisfied nurses are with their jobs in municipalities. As medical professionals, nurses in particular are among the best regarded for offering high-quality healthcare services.

The study found that nurses in the Nurses Deployment Program in Sulu are well-represented in terms of gender, age, and length of service. On average, they are committed to their work and satisfied with their nursing job. However, gender and age do not significantly mediate on how nurses assess work commitment or job satisfaction, except for length of service. The group of nurses who perceived work commitment as agreeing in terms of affective commitment, continuance commitment, and normative likely also perceived job satisfaction as satisfied in terms of family and work-life balance, co-workers, and praise and recognition. The study supports the theory of Geary, et al, 2023, based on Mayer and Allen's Work Commitment Model, which categorizes organizational commitment into three types: affective, continuance, and normative.

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