

Effects of Job Mismatch on Job Satisfaction Among Registered Nurses in Bongao, Tawi-Tawi: Basis for Improving Nursing Workforce Utilization

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ABSTRACT

This study explored the effects of job mismatch on job satisfaction among Registered Nurses in Bongao, Tawi-Tawi. Employing a quantitative descriptive-correlational design, the research gathered data using a structured survey questionnaire assessing educational mismatch, skills mismatch, task-role mismatch, and work assignments beyond the scope of training. Dimensions of job satisfaction examined included compensation, professional growth, supervision, and work roles. Results showed that nurses experienced various forms of mismatch, particularly underutilization of skills and performing duties beyond their training. Nonetheless, overall job satisfaction was relatively high, particularly in compensation, opportunities for professional growth, and supervisory support. Correlation analysis revealed a significant relationship between job mismatch and job satisfaction, indicating that discrepancies between nurses' competencies and assigned tasks meaningfully affect their professional fulfillment. Furthermore, differences in job satisfaction were observed across demographic characteristics such as age, tenure, and educational background. The findings highlight the need for competency-based job assignments, effective supervisory support, and structured transition programs to ensure optimal workforce utilization. Ultimately, this study contributes localized empirical evidence to support healthcare leaders and policymakers in aligning nursing roles with expertise, improving retention efforts, and fostering sustainable healthcare delivery in rural and underserved regions.

Keywords: Compensation, Educational mismatch, Job mismatch, Job satisfaction, Professional Growth.

INTRODUCTION

Job satisfaction among nurses is widely recognized as a critical determinant of workforce stability, quality of patient care, and overall health system performance. Nurses is influenced by multiple factors, including leadership, workplace environment, role alignment, and organizational support. My study seeks to examine the effects of job mismatch on job satisfaction among registered nurses in Bongao, Tawi-Tawi. Through generating context-specific empirical data, this research contributes to the nursing and health workforce literature by clarifying how misalignment between nurses' education, competencies, and assigned duties influences their job satisfaction.

Statement of the Problem

Thus, this study aimed to examine the effects of job mismatch on job satisfaction among Registered Nurses in Bongao, Tawi-Tawi. Specifically, it sought to answer the following questions:

1. What is the profile of the respondents in terms of Age, Sex, Civil status, Highest educational attainment, Years of nursing experience, and current work assignment/unit

2. What is the level of job mismatch among Registered Nurses in terms of Educational mismatch, Skills mismatch, Task-role mismatch, and work assignment beyond the scope of training
3. What is the level of job satisfaction of Registered Nurses in terms of Work role and responsibilities, Compensation and benefits, Supervision and management, Professional growth opportunities, and overall job satisfaction
4. Is there a significant relationship between job mismatch and job satisfaction among Registered Nurses?
5. Is there a significant difference in job satisfaction when respondents are grouped according to their demographic profile?
6. Based on the findings, what recommendations may be proposed to reduce job mismatch and improve job satisfaction among Registered Nurses?

Scope and Limitations

This study examines the effects of job mismatch on job satisfaction among registered nurses in Bongao, Tawi-Tawi. It is limited to nurses who provide direct clinical care in selected hospitals, municipal health centers, rural health units, and private clinics within the municipality, and who have at least 6 months of experience in their current assignment. The study investigates the respondents' demographic profile, the level of job mismatch, including educational, skills, and task-role mismatch, as well as work assignments beyond the scope of training, and their level of job satisfaction, covering work responsibilities, compensation and benefits, supervision, professional growth opportunities, and overall satisfaction.

Review Of Related Literature

Job satisfaction among nurses is influenced by multiple factors, including leadership, workplace environment, role alignment, and organizational support. According to Al Bashaireh et al. (2025), effective leadership styles among nurse managers are significantly associated with higher levels of job satisfaction and work engagement among registered nurses. This highlights that organizational and managerial factors play a key role in shaping nurses' professional experiences. Job mismatch, where nurses' duties do not align with their education or competencies, can reflect broader workplace and management issues that influence satisfaction.

Theoretical Framework

This study is anchored in Dorothea Orem's Self-Care Deficit Nursing Theory (1971) and Patricia Benner's Novice to Expert Theory (1984). Orem emphasizes the need for proper alignment among nurses' education, skills, and assigned roles, and posits that individuals can function effectively when their self-care needs are met and their professional roles are appropriate to their capabilities. Benner highlights variations in nurses' educational attainment, years of experience, and work assignments. Benner explains that nurses develop professional competence through experience and appropriate role exposure, progressing from novice to expert.

Conceptual Framework

This study identifies job mismatch as the independent variable, measured through educational mismatch, skills mismatch, task-role mismatch, and assignments beyond training. Job satisfaction is the dependent variable, measured by work roles, compensation, supervision, professional growth, and overall satisfaction. The respondents' demographic profile (age, sex, civil status, educational attainment, years of experience, and work assignment) serves as a moderating variable. The framework assumes that higher job mismatch leads to lower job

satisfaction and provides a basis for developing recommendations to improve role alignment, professional support, and nurse satisfaction.

METHODOLOGY

This chapter presents the methodology that will be employed in the study, including the research design, research site, population and sampling technique, research instrument, data collection procedure, data analysis procedure, and ethical considerations. It describes the systematic approach to be employed to examine the extent of job mismatch and its effects on job satisfaction among Registered Nurses in Bongao, Tawi-Tawi.

Research Design

This study will employ a quantitative, descriptive-correlational research design. It aims to examine the level of job mismatch and its effects on job satisfaction among registered nurses in Bongao, Tawi-Tawi.

Research Steps

The data collected from registered nurses in Bongao, Tawi-Tawi, will be analyzed using both descriptive and inferential statistical methods. The primary instrument for this study is a researcher-made survey questionnaire developed to measure the effects of job mismatch on job satisfaction among registered nurses in Bongao, Tawi-Tawi. The data collection process is expected to take approximately 15–20 minutes per participant.

Data Collection and Sample Selection

The study involved registered nurses providing direct patient care in selected healthcare facilities in Bongao, chosen through purposive sampling based on established inclusion criteria. After obtaining ethical approval and institutional permissions, participants completed a researcher-developed questionnaire through Google Forms. Data were collected confidentially, organized in Microsoft Excel, and analyzed using IBM SPSS Statistics. Descriptive statistics were used to summarize respondent characteristics and study variables, while inferential statistics were applied to examine relationships and differences among the variables.

Data Analysis Methods

The data collected from Registered Nurses in Bongao will be analyzed using descriptive and inferential statistical methods. To determine the levels of job mismatch and job satisfaction, descriptive statistics such as mean, standard deviation, and percentage distribution will be used to summarize respondents' perceptions across the identified dimensions. To examine the relationship between job mismatch and job satisfaction, the Pearson correlation coefficient or Spearman's rank correlation coefficient will be used, depending on the data's normality. To determine differences in job satisfaction based on demographic profiles, an independent-samples t-test and an Analysis of variance will be used.

Research Hypotheses and Validation

The results suggest that job satisfaction among registered nurses in this sample is not significantly influenced by sex, age, marital status, years of experience, or work unit assignment. Instead, satisfaction may be more strongly tied to role alignment, work conditions, organizational factors, and workload characteristics, consistent with broader nursing job satisfaction research that emphasizes the role of the work environment and job resources over demographic traits.

Study Limitations and Ethical Considerations

The study will observe ethical principles by obtaining approval from the Ethics Review Board and securing informed consent from all participants before data collection. Participation will be voluntary, and respondents may withdraw at any time without consequences. Confidentiality and anonymity will be strictly maintained by excluding personal identifiers and securely storing all data for academic purposes only. The study poses minimal risk, and all findings will be reported honestly and accurately to ensure research integrity and protect participants' welfare.

RESULTS AND DISCUSSION

SOP 1. What Is the Demographic Profile of the Respondents in Terms of Age, Sex, Civil Status, Educational Attainment, Years of Nursing Experience, and Current Work Assignment?

The findings revealed that the majority of the respondents were young registered nurses aged 20–25 years, predominantly female and single, and almost all were Bachelor of Science in Nursing (BSN) graduates. Most respondents had less than one year of nursing experience and were assigned to Obstetrics and Medical-Surgical units. These findings indicate that a large proportion of the nursing workforce in the selected healthcare settings consists of early-career nurses assigned to high-demand clinical areas.

SUMMARY

This study found that most respondents were young, female, single, and early-career BSN graduates assigned mainly to high-demand hospital units. Results showed high levels of educational, skills, task-role, and training mismatch, indicating that many nurses felt underprepared and assigned to tasks beyond their competencies and formal job roles. Despite this, nurses reported a high level of job satisfaction across all areas, including work roles, compensation, supervision, and professional growth.

CONCLUSIONS

This study found that registered nurses generally maintain a high level of job satisfaction despite experiencing job mismatch. Factors such as supportive leadership, fair compensation, and a positive work environment contribute significantly to their satisfaction. Nevertheless, continued misalignment between nurses' qualifications and assigned roles may adversely affect their motivation, work performance, and career development in the long run. The findings further indicate that organizational and job-related factors have a greater impact on job satisfaction than demographic characteristics.

RECOMMENDATIONS

The study recommends that nurses improve communication of their skills and engage in continuous professional development to enhance competencies. Healthcare administrators should ensure proper job placement through competency-based staffing, career development systems, and regular assessments. Nursing education institutions are encouraged to update curricula to better prepare graduates for clinical practice. Policymakers should strengthen staffing standards and support career advancement opportunities. Future researchers are advised to conduct studies with larger and more diverse samples.

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AI DECLARATION STATEMENT

This Study is the result of the researcher's original work, supported by a comprehensive review of related studies and independent research findings. The analysis, interpretations, conclusions, and recommendations were derived from the collected data and relevant literature, reflecting the researcher's own scholarly effort.

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