

Occupational Well-Being of Nurses as a Predictor of Compassion Fatigue and Compassion Satisfaction in a Tertiary Hospital in Marikina

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ABSTRACT

This study examined whether occupational well-being predicts compassion fatigue and compassion satisfaction among nurses in a tertiary hospital in Marikina. Using a quantitative descriptive-correlational design, data were gathered through standardized questionnaires. Findings showed that occupational well-being significantly predicted both outcomes, with higher well-being associated with greater compassion satisfaction and lower compassion fatigue.

Keywords: *Occupational well-being, Compassion fatigue, Compassion satisfaction, Nurses, Tertiary hospital, Marikina, Professional quality of life*

INTRODUCTION

Tertiary hospitals are environments where nurses face heavy workloads, staffing shortages, and continuous exposure to patient suffering, placing them at risk for compassion fatigue while also providing opportunities for compassion satisfaction. Motivated by these realities, this study examined whether occupational well-being predicts compassion fatigue and compassion satisfaction among nurses in a tertiary hospital in Marikina. The findings may contribute to nursing practice and healthcare administration by supporting the development of well-being programs, organizational support initiatives, and nurse retention strategies that promote healthier work environments and quality patient care.

Statement of the Problem

This study aimed to determine the relationship between occupational well-being, compassion, and professional quality of life among nurses working in tertiary-level hospitals in Marikina.

Specifically, it sought to answer the following questions:

1. What is the demographic profile of the respondents (age, sex, years of nursing experience, highest educational attainment, clinical department)
2. What is the level of occupational well-being among nurses?
3. What is the level of compassion among nurses?
4. Is there a significant relationship between occupational well-being and compassion fatigue among nurses?
5. Is there a significant relationship between occupational well-being and compassion satisfaction among nurses?

Scope and Delimitations

This study focused on determining the relationship between occupational well-being, compassion, and professional quality of life among registered nurses in a tertiary-level hospital in Marikina. The respondents were registered nurses who were currently employed and directly involved in patient care during the data collection period. The study employed a quantitative descriptive-correlational research design. It examined occupational well-being and compassion as the independent variables, while compassion satisfaction and compassion fatigue served as the dependent variables. The findings were limited to the selected hospital and the respondents who met the study's inclusion criteria; thus, the results may not be generalizable to nurses in other healthcare settings.

Review of Related Literature

Compassion Fatigue and Compassion Satisfaction are two interconnected outcomes of nursing care. Compassion satisfaction refers to the fulfillment and sense of purpose nurses gain from helping patients, while compassion fatigue results from prolonged exposure to suffering, trauma, and emotionally demanding situations. **Occupational Well-Being of Nurses** aspect of nursing practice that influences nurses' physical, psychological, emotional, and professional functioning. It encompasses positive workplace experiences such as competence, autonomy, work-life balance, motivation, job satisfaction, and resilience, enabling nurses to perform effectively and maintain professional fulfillment.

Theoretical Framework

Jean Watson's Theory of Human Caring emphasizes that caring is the essence of nursing and the foundation of meaningful nurse-patient relationships. The theory highlights compassion, empathy, and human connection as essential elements that promote healing and professional fulfillment. **Betty Neuman's Systems Model** views individuals as open systems that continuously interact with internal and external stressors. The theory suggests that well-being depends on the presence of effective coping mechanisms and protective factors that help maintain stability. **Sister Callista Roy's Adaptation Model** views individuals as adaptive systems that respond to environmental stimuli through coping processes to maintain health and well-being. In nursing, effective adaptation is essential for managing workplace stressors, emotional demands, and changing clinical conditions.

Conceptual Framework

This study is anchored in Stamm's Professional Quality of Life (ProQOL) Version 5 framework, which measures compassion satisfaction, burnout, and secondary traumatic stress among healthcare professionals. ProQOL will be used to assess compassion satisfaction and compassion fatigue, while occupational well-being will be measured through dimensions such as work-life balance, competence, autonomy, motivation, and job satisfaction.

METHODOLOGY

This quantitative descriptive-correlational study examined occupational well-being as a predictor of compassion fatigue and compassion satisfaction among staff nurses in a tertiary hospital in Marikina City. The study utilized standardized survey questionnaires to assess the

levels of occupational well-being, compassion fatigue, and compassion satisfaction among participants. Descriptive statistics were used to summarize the participants' characteristics and study variables, while regression analysis was employed to determine whether occupational well-being significantly predicts compassion fatigue and compassion satisfaction among staff nurses.

Research Design

This study employed a quantitative descriptive-correlational research design to examine the relationship between occupational well-being, compassion, compassion satisfaction, and compassion fatigue among nurses in a tertiary hospital in Marikina. Standardized questionnaires were used, guided by Stamm's Professional Quality of Life (ProQOL) Theory. Descriptive statistics were used to determine the levels of the study variables, while Pearson's r or Spearman's ρ were utilized to examine their relationships. Stratified random sampling to ensure proportional representation of nurses from different clinical units, enhancing the representativeness and reliability of the findings.

Research Steps

The study began with a review of related literature and studies on occupational well-being, compassion fatigue, and compassion satisfaction to establish its theoretical and empirical foundation. Following approval from the research adviser, institutional authorities, and ethics review committee, eligible staff nurses were selected based on the study criteria and completed standardized questionnaires after providing informed consent.

Data Collection and Sample Selection

A structured self-administered questionnaire served as the primary data collection instrument. It consisted of four sections: demographic profile, Occupational Well-Being Scale, Compassion Scale (Pommier, 2011), and the Professional Quality of Life Scale (ProQOL Version 5) developed by Stamm (2010). The instruments measured respondents' occupational well-being, compassion, compassion satisfaction, and compassion fatigue, with burnout and secondary traumatic stress combined to represent compassion fatigue. The questionnaire underwent expert content validation and pilot testing among nurses not included in the final sample. Internal consistency was assessed using Cronbach's alpha, with a coefficient of 0.70 or higher considered acceptable before the instrument was administered to the study participants. The respondents rated each item using a five-point Likert scale.

Data Analysis Methods

The collected data were encoded and analyzed using appropriate statistical methods. Descriptive statistics (frequency, percentage, mean, and standard deviation) were used to describe the respondents' demographic profile and determine the levels of occupational well-being, compassion, compassion satisfaction, and compassion fatigue. Pearson's r or Spearman's ρ was utilized to examine relationships among the variables, while multiple regression analysis determined the predictive effect of occupational well-being on compassion satisfaction and compassion fatigue.

Research Hypotheses and Validation

This study tested the hypothesis that occupational well-being significantly predicts compassion satisfaction and compassion fatigue among nurses in a tertiary hospital in Marikina. Specifically, occupational well-being would be associated with higher compassion satisfaction and lower compassion fatigue. The hypotheses were validated through the analysis of data collected using standardized questionnaires measuring occupational well-being, compassion, and professional quality of life. Multiple regression analysis to determine the predictive effect of occupational well-being on compassion satisfaction and compassion fatigue.

Study Limitations and Ethical Considerations

The study adhered to ethical principles by securing approval from the appropriate ethics review committee and obtaining informed consent from all participants prior to data collection. Respondents were informed of the study's purpose, their voluntary participation, and their right to withdraw at any time without penalty. Anonymity and confidentiality were strictly maintained, and all data were used solely for research purposes. As a limitation, the study was conducted in a single tertiary hospital in Marikina, which may limit the generalizability of the findings to other healthcare settings.

RESULTS AND DISCUSSION

SOP 1. What is the demographic profile of the respondents?

The findings revealed that the respondents were predominantly young adult nurses aged 20–25 years. The majority were female, had 1–5 years of nursing experience, possessed a Bachelor's degree, and were primarily assigned to the Medical Ward. Respondents were regular employees, indicating a relatively stable and experienced nursing workforce.

SOP 2. What is the level of occupational well-being among nurses?

The findings demonstrate that the nurses exhibit a high level of occupational well-being, particularly in providing compassionate and patient-centered care and in receiving professional support from colleagues and supervisors.

SOP 3. What is the level of compassion among nurses?

Respondents possess the resilience and emotional competence necessary to provide compassionate care even in challenging clinical situations. The findings indicate that the staff nurses exhibit a high level of compassion, demonstrating kindness, empathy, respect, active listening, and dedication to delivering quality patient care.

SOP 4. Is there a significant relationship between occupational well-being and compassion fatigue among nurses?

Respondents experience emotional recovery difficulties and occasional detachment from patients; these manifestations are less pronounced than feelings of exhaustion and workload-related stress.

SOP 5. Is there a significant relationship between occupational well-being and compassion satisfaction among nurses?

Respondents generally experience enjoyment and a strong sense of achievement in their nursing profession. The findings indicate that the staff nurses possess a high level of

compassion satisfaction, characterized by a strong sense of purpose, fulfillment, and pride in caring for patients.

SUMMARY

The study found that the respondents were predominantly young female nurses with 1–5 years of experience, holding a Bachelor’s degree and employed as regular staff in a tertiary hospital in Marikina City. Overall, nurses demonstrated high occupational well-being and high levels of compassion, indicating strong professional functioning, supportive workplace relationships, and a commitment to providing compassionate patient care. The respondents also reported a very high level of compassion satisfaction, reflecting significant personal and professional fulfillment from their nursing roles. However, despite these positive outcomes, nurses still experienced compassion fatigue, particularly in terms of emotional exhaustion, workload demands, and physical and mental fatigue.

CONCLUSIONS

The study concludes that nurses generally demonstrate high occupational well-being, high compassion, and very high compassion satisfaction, while experiencing moderate compassion fatigue due to the demands of the nursing profession. Findings revealed that occupational well-being significantly predicts both compassion satisfaction and compassion fatigue, with higher well-being associated with greater professional fulfillment and lower emotional exhaustion.

RECOMMENDATIONS

The study recommends that hospital administrators, nursing managers, and the Human Resource Department strengthen initiatives that promote nurses’ occupational well-being through supportive work environments, effective supervision, employee recognition, wellness programs, mental health services, resilience training, stress management interventions, and adequate staffing. Regular monitoring of nurses’ psychological and emotional well-being, along with policies that support work-life balance and burnout prevention.

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AI DECLARATION STATEMENT

AI-supported tools helped with grammar and structure in creating this article. No AI tools were used to collect, analyze, or interpret data; all authors are credited for their academic contributions.

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