

Workplace Challenges as Predictors of Burnout and Job Satisfaction among Nurses in Selected Private Hospitals in Rizal Province

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ABSTRACT

This study examined the relationship between workplace challenges, burnout, and job satisfaction among nurses in selected private hospitals in Rizal Province using a quantitative predictive-correlational research design. It focused on determining the respondents' demographic profile and assessing the levels of workplace challenges in terms of workload, staffing, interpersonal relationships, and physical environment, as well as the levels of burnout and job satisfaction. The study also sought to determine whether workplace challenges significantly predict burnout and job satisfaction among nurses. Registered nurses from selected private hospitals served as the respondents and were selected through a non-probability convenience sampling technique. The findings are expected to provide a better understanding of how workplace conditions influence nurses' well-being and professional satisfaction.

Keywords: Workplace challenges, burnout, job satisfaction, nurses, private hospitals, Rizal Province, nursing workforce, occupational stress

INTRODUCTION

Nurses play a vital role in delivering safe, effective, and continuous patient care. Their responsibilities require clinical competence, as well as physical, emotional, and psychological resilience. However, increasing workloads, staffing shortages, and demanding work environments have made nursing one of the most stressful healthcare professions. In the Philippines, nurse migration and staffing shortages continue to challenge healthcare delivery, particularly in provincial and private hospitals (Department of Health, 2022). These conditions increase the risk of burnout, which is characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment. Alibudbud (2023) reported that heavy workloads and limited organizational support are among the major causes of burnout among Filipino nurses. Private hospitals in Rizal Province experience similar workplace challenges that may affect nurses' well-being and job satisfaction.

Statement of the Problem

This study aimed to determine how workplace challenges predict the levels of burnout and job satisfaction among nurses working in selected private hospitals in Rizal. Specifically, it sought to answer the following questions:

1. What is the demographic profile of the respondents in terms of:
1.1 Age; 1.2 Gender; 1.3 Years of clinical experience; and 1.4 Area of assignment

2. What is the level of workplace challenges experienced by the nurses in terms of:
 - 2.1 Workload; 2.2 Staffing; 2.3 Interpersonal relationships; 2.4 Physical environment
3. What is the level of burnout among the respondents?
 - 3.1 Emotional exhaustion; 3.2 Depersonalization; 3.3 Reduced personal accomplishment/performance
4. What is the level of job satisfaction among the respondents?
 - 4.1 Work contentment; 4.2 Job fulfillment; 4.3 Overall job satisfaction
5. Do workplace challenges significantly predict burnout and job satisfaction among nurses?
6. Based on the findings, what organizational intervention or support program may be proposed to address these workplace challenges?

Scope and Delimitations

This study focuses on registered nurses employed in selected private hospitals in Rizal Province during the academic year 2026–2027. It examines workplace challenges, burnout, and job satisfaction using survey questionnaires. The study excludes nurses working in public hospitals, clinics, and other healthcare facilities outside Rizal Province.

Review of Related Literature

Workplace challenges, including excessive workload, inadequate staffing, unfavorable work environments, and limited organizational support, significantly affect nurses' well-being. The Job Demands–Resources (JD-R) Model explains that high job demands and limited resources increase burnout and reduce job satisfaction. In the Philippines, Alibudbud (2023) and Labrague and De los Santos (2022) reported that excessive workload, understaffing, and limited organizational support contribute to burnout and lower job satisfaction among nurses. Previous studies further indicate that burnout is negatively associated with job satisfaction and may increase nurses' intention to leave their jobs. Despite these findings, limited studies have focused on nurses in private hospitals in Rizal Province.

Theoretical Framework

This study is anchored on the Job Demands–Resources (JD-R) Model developed by Bakker, A. B., & Demerouti, E. (2007). The model explains that every occupation consists of job demands and job resources. Hildegard Peplau's Interpersonal Relations Theory emphasizes the importance of interpersonal relationships and communication in nursing practice. Sister Callista Roy's Adaptation Model explains that individuals continuously adapt to environmental stimuli and stressors.

Conceptual Framework

This study is based on the Job Demands–Resources (JD-R) Model, which proposes that workplace challenges influence employees' well-being and work outcomes. In this study, workplace challenges serve as the independent variable, while burnout and job satisfaction are the dependent variables. It is assumed that higher workplace challenges may increase burnout and decrease job satisfaction among nurses in selected private hospitals in Rizal Province.

METHODOLOGY

In this study, workplace challenges—including workload, staffing, work environment, and organizational factors—serve as the independent variables, while burnout and job satisfaction serve as the dependent variables. The research design allows for the statistical examination of how workplace challenges influence nurses' levels of burnout and job satisfaction. Through correlation and regression analyses, the study will determine the strength, direction, and predictive relationships among the variables, providing evidence-based insights into the effects of workplace conditions on nurses working in private hospitals in Rizal Province.

Research Design

This study employed a quantitative predictive-correlational research design to examine the relationship between workplace challenges, burnout, and job satisfaction among nurses in selected private hospitals in Rizal Province. A quantitative approach was used to collect and analyze numerical data through statistical methods (Creswell & Creswell, 2018). The predictive-correlational design was appropriate because it determined the relationships among the study variables and assessed whether workplace challenges significantly predicted burnout and job satisfaction without manipulating the variables.

Research Steps

Approval was obtained from the school and the participating private hospitals before data collection. Eligible registered nurses were informed about the study, and informed consent was obtained prior to the administration of the structured questionnaire. The completed questionnaires were collected, checked for completeness, encoded, and analyzed using appropriate statistical tools

Data Collection and Sample Selection

The participants of this study will be registered nurses employed in selected private hospitals in Rizal Province. A non-probability convenience sampling technique will be used to recruit eligible nurses who are available and willing to participate. The sample size will be determined using G*Power for multiple regression analysis with a medium effect size (0.15), a significance level of 0.05, and a statistical power of 0.80. Eligible participants must have at least six (6) months of clinical experience and be directly involved in patient care.

Data Analysis Methods

The collected data will be analyzed using descriptive and inferential statistics. Frequency and percentage will be used to describe the respondents' demographic profile, while weighted mean and standard deviation will determine the levels of workplace challenges, burnout, and job satisfaction. Pearson Product-Moment Correlation (r) will examine the relationships among the study variables, and multiple regression analysis will determine whether workplace challenges significantly predict burnout and job satisfaction.

Research Hypotheses and Validation

This study tests the null hypotheses that there is no significant relationship between workplace challenges and burnout, and between workplace challenges and job satisfaction among nurses in selected private hospitals in Rizal Province. It also hypothesizes that workplace challenges do not significantly predict burnout and job satisfaction among the respondents.

Study Limitations and Ethical Considerations

This study is limited to registered nurses employed in selected private hospitals in Rizal Province. The findings will be based on self-reported responses collected through questionnaires and may not be generalizable to nurses in public hospitals or other healthcare settings. Participation will be voluntary, and informed consent will be obtained from all respondents before data collection. Participants will have the right to withdraw from the study at any time without penalty. Confidentiality and anonymity will be maintained by excluding identifying information from the data, and all information collected will be used solely for academic purposes.

RESULTS AND DISCUSSION

The findings of this study highlight the importance of creating a supportive work environment for nurses. Although nurses experienced challenges related to workload and staffing shortages, these factors did not significantly affect their burnout or job satisfaction. Instead, adequate staffing, positive relationships with colleagues, and lower levels of depersonalization had a greater influence on how satisfied nurses were with their jobs. These findings suggest that healthcare organizations should not focus only on reducing workload but also on building a positive workplace culture through supportive leadership, good communication, teamwork, and adequate staffing. Strengthening these areas can improve nurses' well-being, increase job satisfaction, and help provide better quality patient care.

SUMMARY

This study examined the relationship between workplace challenges, burnout, and job satisfaction among nurses in selected private hospitals in Rizal Province. Using a quantitative, descriptive-correlational design, data will be collected from registered nurses through a structured questionnaire and analyzed using descriptive and inferential statistics. The study aims to provide evidence on how workplace challenges influence burnout and job satisfaction and to generate findings that may support strategies for improving nurses' well-being, retention, and quality of patient care.

CONCLUSIONS

This study is expected to provide a better understanding of how workplace challenges influence burnout and job satisfaction among nurses in selected private hospitals in Rizal Province. The findings may serve as a basis for developing interventions and organizational strategies that promote nurses' well-being, improve job satisfaction, and enhance the quality of patient care.

RECOMMENDATIONS

Based on the findings and conclusions of the study, the following recommendations are suggested: Private hospital administrators should strengthen staffing practices, improve workplace conditions, and provide organizational support to help reduce burnout and enhance job satisfaction among nurses. Nurse wellness programs, stress management initiatives, and professional development opportunities are also recommended.

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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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