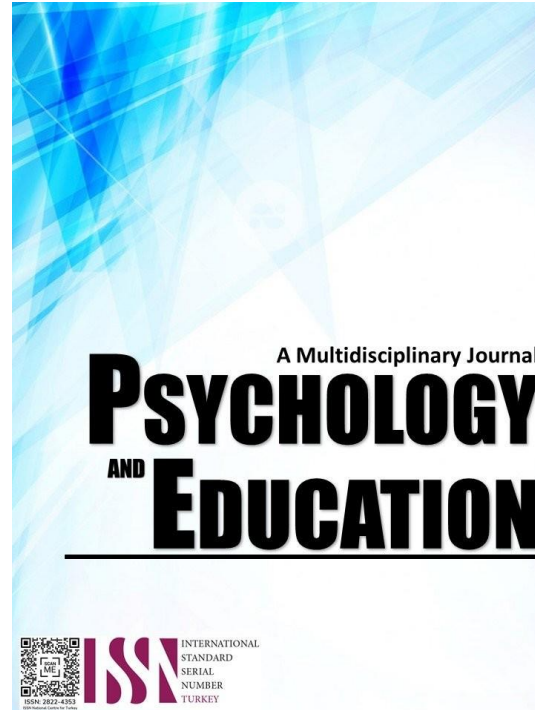


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The Impact of Motivational Factors on The Work Performance of Staff Nurses: Basis for Staff Development Program

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Abstract

Performance is influenced by motivation. Highly motivated nurses exhibit increased effort and enhanced effectiveness. Organizations have the ability to improve labor, patient outcomes, and healthcare. Healthcare facilities have challenges maintaining worker motivation. Multiple studies establish a connection between motivation, job satisfaction, and performance. Decreased employee performance negatively impacts employment productivity. Workers without motivation may exhibit poor performance. Assessing the influence of motivation on job performance has the potential to enhance staff nurse retention and performance at Metropolitan Medical Center. This study examines the impact of motivation on the job performance of the nursing staff at Metropolitan Medical Center. A quantitative descriptive research methodology was used to include 101 nurse participants through a process of simple random sampling. The statistical treatments used were weighted mean, ANOVA, linear regression, and percentage frequency distribution mean. Overall, motivation exerted a significant impact on the job performance of nurses. Nurses evaluate motivational factors and work performance as excellent and commendable, suggesting a high level of effectiveness. The demographics, motivation, and performance of nurses exhibit variability. The motivation and performance of staff nurses are influenced by factors such as age, marital status, level of education, and length of service. Based on the results of linear regression analysis, the p value of 0.0013 is found to be lower than the predetermined alpha value of 0.05. Therefore, it can be concluded that motivational variables have a significant impact on the job performance of nurse responders. In order to enhance worker engagement and salary, healthcare companies could focus on and promote "low extent" motivators. Nurses' time management, prioritizing, and decision-making may be enhanced through mentorship and seminars. Proposals were made to enhance standards and outcomes.

Keywords: *nurses, motivation, work performance*

Introduction

Motivational factors encompass both intrinsic and extrinsic elements that exert influence on an individual's inclination, passion, and dedication to achieve optimal performance in their professional endeavors. The aforementioned factors exhibit variability among individuals and exert a substantial influence on the development of an individual's motivation. Motivational factors encompass various elements, including but not limited to acknowledgment of one's contributions, prospects for personal development and progression, a conducive workplace atmosphere, engaging tasks that resonate with individual values, a perception of autonomy and accountability, equilibrium between professional and personal life, and equitable remuneration and perks. These factors encompass an individual's intrinsic and extrinsic motivations, which contribute to their commitment, efficiency, and overall involvement in their professional pursuits. Comprehending and effectively dealing with these motivational factors is imperative for organizations in order to establish a conducive environment that cultivates elevated levels of motivation, job satisfaction, and performance within their workforce.

Motivational factors play a crucial role in influencing the work performance of nurses. When nurses are motivated, they experience higher job satisfaction, engagement, and a sense of purpose in their work. Factors such as recognition, opportunities for growth and development, supportive leadership, and a positive work environment contribute to their motivation. Motivated nurses are more likely to exhibit proactive behavior, take initiative, and go above and beyond their responsibilities to provide exceptional patient care. They demonstrate increased productivity, efficiency, and a willingness to collaborate with their colleagues. Additionally, motivated nurses are resilient in the face of challenges and are more likely to stay committed to their profession. By addressing and nurturing these motivational factors, organizations can create a work culture that empowers and inspires nurses, leading to improved work performance, enhanced patient outcomes, and a thriving healthcare environment.

Atan et al. (2021) states that the promotion of employee motivation can be achieved through the provision of favorable working conditions, the provision of opportunities for growth, the recognition of employee achievements through both monetary and non-monetary means, and the development of positive attitudes that support interpersonal communication. This, in turn, can lead to a state of happiness in the workplace. Furthermore, a crucial measure would be to establish a workforce that is more sustainable through the enhancement of engagement, affective organizational commitment, and job satisfaction.

Garnida (2017) posits that the work performance of an individual is contingent upon their exertion of effort, commitment, and proficiency in carrying out assigned tasks while adhering to their prescribed duties. Moreover, organizations that consistently provide training opportunities to their employees are likely to observe an improvement in their work performance. In addition, these initiatives possess the capacity to enhance employee motivation, thereby facilitating the achievement of organizational goals (Dewi et al., 2021).

According to Herzberg's theory, understanding maintenance or hygiene factors is essential but insufficient to drive an individual towards complete motivation in their work. An individual's level of contentment or discontentment can be influenced by the fundamental aspects, commonly referred to as maintenance factors," of their job, such as compensation, work environment, employment stability, organizational regulations and management, caliber of guidance, rapport with superiors, colleagues, and subordinates, and position. The mere fulfillment of these factors elicits a neutral response from the employees. These factors cannot be considered the primary motivators in a professional setting. The genuine stimuli that drive an employee's motivation encompass recognition, advancement opportunities, responsibility, growth-oriented advancement, achievement, and the nature of the work itself. Quero (2017) asserts that Herzberg's theory has been instrumental in establishing the basis for the prioritization of continuous employee development within organizations. In economically disadvantaged countries like the Philippines, compensation plays a pivotal role in motivating labor. Quero (2017) stated that remuneration disparities can exert an influence on the motivation levels of employees within the organizational setting. In light of the current circumstances in the Philippines, this theory can be regarded as a valuable instrument for managers, as it emphasizes the notion that improving the work environment can yield only restricted outcomes in relation to employee motivation. The scholar argues that focusing solely on hygiene factors would be insufficient. Instead, managers should aim to improve job quality by offering employees stimulating work breaks, increased responsibilities, chances for career advancement, and a work environment that cultivates a sense of achievement among subordinates.

Organizations frequently encounter significant challenges in fostering employee motivation and job satisfaction. The majority of researchers who have conducted research on the topics of motivation and job satisfaction have arrived at affirmative conclusions regarding their impact on work performance efficacy (Rahman et al., 2019). Employee performance tends to deteriorate over time, leading to suboptimal work outcomes that fall short of expectations. A potential factor that could contribute to a decline in employee performance is a decrease in motivation. In line with this, assessing the motivational factors that could enhanced work performance among employees in their respective work settings could increase the rate of retention and increase the work performance of the staff nurses at Metropolitan Medical Center.

Moreover, this objective of this study is to determine the impact of motivational factors on the work performance of the nursing staff at Metropolitan Medical Center. The findings of this study will provide a foundation for the formulation of a training program intended for nursing personnel. The results of the study are deemed advantageous to the hospital organization's members. The administrators can utilize the study's findings as a basis for addressing their employees' needs. Staff nurses can acquire knowledge of their work performance and put into effect programs or strategies from the administrators to encourage them and foster career advancement. Furthermore, the organization can enhance its employee retention rate, particularly among staff nurses.

Specifically, this study sought answers to the following questions:

1. What is the demographic profile of the respondents in terms of:
 - 1.1. age;
 - 1.2. civil status;
 - 1.3. highest educational attainment; and
 - 1.4. length of service?
2. What is the assessment of the respondents on the motivational factors?
3. What are the respondents' self-assessment on their work performance
4. Is there a significant difference on the assessment of the respondents on their motivational factors when grouped according to demographic profile?
5. Is there a significant difference on the assessment of the respondents on their work performance when grouped according to demographic profile?
6. Is there a significant impact in the assessment of the motivational factors on the work performance of the respondents?
7. What development/action should be made in order to enhance the nurses' work performance?

Methodology

This section presents the methodology which was employed in pursuing this study. This includes the research design, sampling and participants, instrumentation, data gathering procedure, data analysis, and ethical considerations of the study.

Research Design

This study is a quantitative type of research that used descriptive design since it only determined the motivational factors and its impact on the staff nurses' work performance in Metroplotan Medical Center. According to Siedlecki (2020), studies with a descriptive design aim to provide a detailed description of people, occasions, or circumstances; the study takes place without having the researchers alter or manipulate any of the variables mentioned. Descriptive research design allows two different methods of data collection: observation and survey. In this study, the researchers have applied the use of surveys as a method for data collection. Questionnaires are used in surveys to obtain data from the respondents. This method is helpful for understanding perceptions, opinions, beliefs, or attitudes which is suitable for the purpose of this study.

Participants

The study used simple random sampling, a type of probability sampling technique in which a subset of participants from a population are chosen at random by the researchers. The total population of the staff nurses from different clinical departments of Metropolitan Medical Center at Masangkay Streer, Santa Cruz, Metro Manila is 178. The researchers used Yamane's formula to get the acceptable number of samples or respondents in this study with the help of a statistician. With proper computation, the researchers have concluded that there would be a total of 124 respondents in this study.

Instruments

The researchers adapted a questionnaire that was formulated in Survey Monkey, an American-based company. The researchers modified the questionnaire by adding a checklist to it and transforming it into three parts. The questionnaire was validated by experts. The format of the questionnaire started with an introductory part of the questionnaire which asked participants about their age, civil status, highest educational attainment, and length of service in hospital.

The second consists of distinct statements each measuring Herzberg's Motivation factors and Hygiene factors. The first fold part measures the Motivation factors according to Herzberg's Two-Factor theory. This part consists of five subscales measuring achievement (consisting 3 questions), advancement (2 questions), work itself (3 questions), recognition (3 questions), and growth (3 questions), and as suggested earlier, responses were recorded on a four-point Likert scale from '1' for Very Low Extent and '4' for Very High Extent. The second fold part measures the Maintenance or Hygiene factors from Herzberg's theory where this part of the questionnaire consists of six subscales measuring company policy (3 questions), relationship with peers (3 questions), work security (3 questions), relationship with supervisor (3 questions), money (2 questions), and working conditions (2 questions) and their responses were also recorded on a four-point Likert rating scale from '1' for Very Low Extent and '4' for Very High Extent. The third consists of statements each measuring the work performance of the nurse respondents. The researchers also used Cronbach's alpha to determine the internal consistency of the answers and to test if the data was reliable of all of the nurse respondents. Based on the results, the questionnaire for teachers has a value of 0.989 and an interpretation of excellent.

Procedure

Before the data gathering, the researchers secured permission from the administrator of Metropolitan Medical Center through a letter. When the letter from the administrator was approved, following the standard health protocol for Covid-19, the questionnaire was distributed to all the clinical areas or departments. A consent was attached in each questionnaire and ensured that the respondents are properly advised on why data will be collected and analyzed. The researchers explained the purpose of the data collection and the process of completing the questionnaires. The researchers assured confidentiality of the information given by the respondents and avoid any conflict of interest in answering the questionnaire that is free from any biases.

Upon collection of the responses from nurse-respondents, the researchers tallied the results by creating a frequency distribution table. With the help of the statistician, the collected data was processed for analysis, interpretation, and presentation. The questionnaires used will be disposed by the researchers by means of burning all the hard copies of the data after six months to a year.

The researchers maintained an unbiased connection with the participants because the institution of the respondents has no direct relationship with the researchers since the data is collected from different departments. The researchers declared that: no financial or other support is received from any entity with an interest in the research work, and no other connections or actions appear to have jeopardized the research study.

For the data analysis, the following statistical treatment were used: To answer research question 1, mean of percentage frequency distribution; Research question 2 and 3 used weighted mean; Research question 4 and 5, Analysis of Variance (ANOVA); and for Research question 6, Linear Regression was used.

Results and Discussion

This section includes tables of the gathered data that answer the raised research problems.

1. What is the demographic profile of the respondents in terms of:
 - 1.1 age;
 - 1.2 civil status;
 - 1.3 highest educational attainment; and
 - 1.4 length of service?

Table 1. *Demographic Profile of the Respondents in terms of Age*

AGE	F	%
20-30 yrs.old	19	18.81
31-40 yrs.old	48	47.52



41-50 yrs.old	19	18.81
51-60 yrs.old	12	11.88
61+ yrs.old	3	2.97
Total	101	100.00

Table 1 shows the distribution of the 101 nurse-respondents as to their age. It reveals that 48 out of 101, or 47.52% of the population belong to the 31-40 age group, and they comprised the majority of the population sample. Moreover, 19 or 18.81% of the population belong to the 20-30 and 41-50 age group; 12 or 11.88 % belong to the 51- 60 age group; and, 3 or 2.97% of the population belong to 61 and above age group.

Table 2. *Demographic Profile of the Respondents in terms of Civil Status*

Civil Status	f	%
Single	50	49.50
Married	47	46.53
Widow	2	1.98
Seperated	2	1.98
Total	101	100.00

Table 2 exhibits the distribution of the 101 nurse-respondents as to their civil status. It reveals that 50 out of 101, or 49.50% of the population belong to the single group, and they comprised the majority of the population sample. Moreover, 47 or 46.53% of the population belong to the Married group; while the groups of Widow and Separated both have 2 respondents or 1.98%.

Table 3. *Demographic Profile of the Respondents in terms of Educational Attainment*

Educational Attainment	f	%
College Graduate	95	94.06
Master Unit Holder	5	4.95
Master's Graduate	1	0.99
Total	101	100.00

Presented in Table 3 is the profile of the 101 nurse-respondents in terms of their Educational Attainment. It reveals that 95 out of 101, or 94.06% of the population belong to the College Graduate group, and they comprised the majority of the population sample. Moreover, 5 or 4.95% of the population belong to the Master Unit group, while the group of Master Graduate have 1 respondent or 0.99%.

Table 4. *Demographic Profile of the Respondents in terms of Length Of Service*

Length Of Service	f	%
5 Year and Below	43	42.57
6-10 Years	19	18.81
11-15 Years	7	6.93
16-20 Years	13	12.87
21 Years and Above	19	18.81
Total	101	100.00

As shown in Table 4 is the nurse-respondents' Length of Service, results reveal that 43 or 42.57 percent of the population are only new in the system as they only have 5 or fewer years of experience in the health facility. In contrast, there are two groups consisting of 19 (about 18.81%) nurse-respondents recorded who acquired 6-10 years and 21 years and above of experience serving in the system. Moreover, 13 (about 12.87%) nurse-respondents have been in the system for 16-20 years; and another 7 (about 6.93%) of the nurse-respondents have been serving for 11-15 years.

2. What is the assessment of the respondents on the motivational factors?

Table 5. *Herzberg's Two-Way Factor Theory on Motivation*

Statements	Mean	Interpretation
1. I am proud to work in this company because it recognizes my achievements.	2.81	High Extent
2. I feel satisfied with my job because it gives me feeling of accomplishment.	3.02	High Extent
3. I feel I have contributed towards my company in a positive manner.	3.16	High Extent
4. I will choose career advancement rather than monetary incentives.	2.76	High Extent
5. My job allows me to learn new things for career advancement.	3.22	High Extent
6. My work is thrilling, and I have a lot of variety in tasks that I do.	3.07	High Extent
7. I am empowered enough to do my job.	2.92	High Extent
8. My job is challenging and exciting.	3.16	High Extent
9. I feel appreciated when I achieve or complete a task.	2.93	High Extent



10. My supervisor/head always thanks me for a job well done.	2.78	High Extent
11. I receive adequate recognition for doing my job well.	2.59	High Extent
12. I am proud to work in my company because I feel I have grown as a person.	2.94	High Extent
13. My job allows me to grow and develop as a person.	3.06	High Extent
14. My job allows me to improve my experience, skills, and performance.	3.26	Very High Extent
15. The attitude of the administration is very accommodative in my company.	2.56	High Extent
16. I am proud to work for this company because the company policy is favourable for its worker.	2.43	Low Extent
17. I completely understand the mission of my company.	3.09	High Extent
18. It is easy to get along with my colleagues.	3.26	Very High Extent
19. My colleagues are helpful and friendly.	3.35	Very High Extent
20. Colleagues are important to me.	3.42	Very High Extent
21. I believe safe working at my workplace.	3.11	High Extent
22. I believe my job is secure.	2.94	High Extent
23. My workplace is located in an area where I feel comfortable.	3.03	High Extent
24. I feel my performance has improved because of the support from my supervisor.	2.89	High Extent
25. I feel satisfied at work because of my relationship with my supervisor.	2.90	High Extent
26. My supervisors are strong and trustworthy leaders.	2.98	High Extent
27. I am encouraged to work harder because of my salary.	2.19	Low Extent
28. I believe my salary is fair.	2.09	Low Extent
29. I feel satisfied because of the comfort I am provided at work.	2.72	High Extent
30. I am proud to work for my company because of the 'pleasant working conditions.'	2.60	High Extent
Categorical Mean	2.91	High Extent

Legend: 1.00-1.75 = Very Low Extent, 1.76-2.50 = Low Extent, 2.51 – 3.25 = High Extent, 3.26 – 4.00 = Very High Extent

Shown in Table 5 is the categorical mean of Herzberg’s Two-way factor theory on motivation. Results reveal that criteria no. 20: "Colleagues are important to me" got the highest mean and an interpretation of very High Extent. This implies that colleagues play a crucial role in motivating nurses in their work as they provide a support system and create a sense of camaraderie, fostering a healthy work environment. The findings of the study of Vera et al., (2015) revealed a significant positive relationship between job autonomy, team-level social support from supervisors and co-workers, and work engagement. The relationship between individual job autonomy and work engagement was influenced by team-level social support, while co-workers' support did not have a moderating effect. The present study demonstrates the influence of job autonomy and social support on nurse work engagement. Therefore, it may be advantageous for hospital management and healthcare professionals to promote the autonomy and social engagement of nurses.

On the other hand, criteria no. 28: "I believe my salary is fair" got the lowest mean of 2.09 and has an interpretation of Low Extent. This indicates that nurses undergo financial strain when their incomes fail to adequately cover their essential expenses or sustain their preferred standard of living. The financial burden can potentially exert a negative impact on individuals' motivation, job satisfaction, and overall welfare. The primary motivating factor for nurses to exert exceptional effort and surpass performance expectations in the workplace is their salary (Yunus et al., 2019). It is recommended that a reassessment of policies and salary structures or compensation packages be undertaken to address the contentment of nursing employees.

Generally, Herzberg’s Two-way factor theory on the motivation of the nurse respondents is "High Extent" based on the overall mean of 2.91. Further, the result implies that nurses are motivated in terms of their work, administrators or managers, the policies of the facility, and growth within the institution.

3. What are the respondents’ self-assessment on their work performance?

Displayed in Table 6 is the assessment of the work performance of the nurse- respondents. Criteria no. 9: "I consult with supervisors and co-workers as necessary" and criteria no. 10: "I work without supervision as necessary" got the highest mean of 3.97 and an interpretation of "Excellent." This suggests that nurse respondents display a high level of competence in actively seeking consultation and collaboration, as well as demonstrating the capacity to work autonomously when necessary. The possession of these attributes is imperative to deliver patient care of superior quality, cultivate a favorable working atmosphere, and make valuable contributions to the overall achievements of the nursing team.

Generally, the work performance of the nurse respondents is "Good" based on the overall mean of 3.12. this implies that nurse respondents exhibit proficient performance, displaying potential for continued development and enhancement. The statement underscores the significance of maintaining a positive work environment and emphasizes the value of continuous quality improvement efforts in consistently improving performance and guaranteeing the provision of exceptional patient care.

Table 6. *Work Performance*

Statements	Mean	Interpretation
1. I arrive at work on time.	3.03	Good
2. I arrive for meeting on time.	3.02	Good
3. I meet work deadlines.	3.02	Good
4. I identify problems.	3.02	Good

5. I propose solution to problems.	3.03	Good
6. I take appropriate action on problems as necessary.	3.03	Good
7. I set appropriate priorities for tasks.	3.01	Good
8. I use time effectively.	3.02	Good
9. I consult with supervisors and co-workers as necessary.	3.97	Excellent
10. I work without supervision as necessary.	3.97	Excellent
11. I demonstrate effective leadership skills as appropriate.	3.03	Good
12. I demonstrate initiative as appropriate.	3.03	Good
13. I effectively collaborate with other department members as necessary.	3.03	Good
14. I deal effectively and professionally with employees in other areas.	3.03	Good
15. I respond appropriately to feedback on job performance.	3.03	Good
16. I demonstrate appropriate knowledge of the company's practices and policies relevant to position.	3.03	Good
17. I demonstrate appropriate interactions with patients.	3.03	Good
18. I demonstrate appropriate interactions with the healthcare team.	3.03	Good
19. I deal appropriately with confidential information and sensitive situations.	3.03	Good
20. I manage information and data effectively.	3.03	Good
Categorical Mean	3.12	Good

Legend: 1.00-1.75 = Unsatisfactory, 1.76-2.50 = Satisfactory, 2.51 – 3.25 = Good, 3.26 – 4.00 = Excellent

4. Is there a significant difference on the assessment of the respondents on their motivational factors when grouped according to demographic profile?

Table 7. Herzberg's Two-Way Factor Theory on Motivation

	<i>F Ratio</i>	<i>F Crit</i>	<i>Decision</i>
Age	1.86	2.43	Fail To Reject Ho
Civil Status	5.88	2.68	Reject Ho
Educational Attainment	12.76	3.10	Reject Ho
Length Of Service	6.72	2.43	Reject Ho

If The F Ratio Is Greater Than F-Critical Value, Then the Decision Is Reject Null Hypothesis

Criterion 7: "I set appropriate priorities for tasks" got the lowest mean of 3.01 but was still assessed by the nurse-respondents as Good. It recommends improvement through training, support, and fostering a collaborative work environment, staff nurses can enhance their prioritization skills, improve their work efficiency, and ultimately contribute to better patient care outcomes. Jacob et al. (2018) assert that continuing professional development (CPD) holds significant importance as a motivational factor for nurses. Furthermore, suggest that hospitals should actively promote CPD among their nursing staff by ensuring the availability of requisite resources.

Displayed in Table 7 is the assessment of the nurse-respondents on their motivational factors when grouped according to demographic profile. It implies that civil status, educational attainment, and year of service has a significant difference with their motivational factors. Professional experience was strongly correlated with motivation. Education level, experience and strong self-rated competence increased nurses' job motivation. Longer-serving, more-experienced, and more-knowledgeable nurses are more motivated. (Baljoon et al., 2018)

On the other hand, age has no significant difference on the assessment of motivational factors. It implies that age is not a basis for the nurse-respondents not to be motivated and work at their best performance. According to Gyllensten et al., (2019) employees close to normative retirement age who experience their work as important and meaningful more often want to go on and work in an extended working life.

5. Is there a significant difference on the assessment of the respondents on their work performance when grouped according to demographic profile?

Table 8. Work Performance

	<i>F Ratio</i>	<i>F Crit</i>	<i>Decision</i>
Age	12.59	2.47	Reject Ho
Civil Status	14.17	2.72	Reject Ho
Educational Attainment	26.46	3.16	Reject Ho
Length Of Service	3.94	2.47	Reject Ho

If The F Ratio Is Greater Than F-Critical Value, Then the Decision Is Reject Null Hypothesis

Presented in Table 8 results indicate that there is a significant difference in the nurse-respondents work performance according to their demographic profile. It is indicated that an employee's academic background and length of service with an organization had an impact on that employee's performance (Janardhanan, S. and Raghavan, S., 2018). Furthermore, Kielerstajn, R. (2008) stated that employees who were chronologically younger gave their careers a higher priority and said they would keep working. Married employees with



children have more responsibilities in life than those who are single. Having a lot of nonwork roles and responsibilities causes a big clash between work and nonwork roles, which makes it clear that you need to be flexible at work (Cemberci et al., 2022).

6. Is there a significant impact in the assessment of the motivational factors on the work performance of the respondents?

Table 9. Significant Impact in The Assessment of The Motivational Factors On The Work Performance Of The Respondents

	P-Value	A-Value	Decision
Motivational factors and Work Performance	0.0013	0.05	Reject Ho

If The P-Value < 0.05, Then the Decision Is Reject Null Hypothesis.

Table 9 shows the impact of the motivational factors on the work performance of the nurse-respondents. The computed p value of 0.0013 is less than the alpha value of 0.05, therefore the null hypothesis is rejected. It only means that there is a significant impact of the motivational factors on the work performance of the nurse-respondents. According to Deressa, A., and Zeru, G. (2019), they found that motivation had a positive impact on work performance, leading to increased job satisfaction. The effects of nurses' motivation were found to include enhanced work performance, increased job satisfaction, improved team cohesion, heightened patient satisfaction, and strengthened job attachment.

7. What development/action should be taken in order to enhance the nurses' work performance?

Table 10. Development Program for Staff Nurses (Enhancement of Motivational Factors and Work Performance)

Objectives	To Strengthen Employee Engagement. To Learn the Different Policies And/Or Programs of The Healthcare Facility. To Develop and Encourage Staff Nurses on Professional Growth To Strengthen Their Skills in Decision Making, Prioritization, And Time Management.		
Success Indicators	Strategies/Programs/ Activities	Time Frame	Persons Responsible
<i>Motivational Factors: Criteria With Low Extent.</i> To Close the Gap From 1.76-2.50 Interpreted As "Low Extent" To 2.51-3.25 Interpreted As "High Extent"	Attend Townhall Meeting on The Updates and Posting in Regard to The Institution's Policies and Updates. Creating A Retention Program That Focuses on Incentives and Recognitions. Provide Ample Training and Career Development Opportunities	January 2024 - January 2025	Administrators Chief Nurse Supervisors
Work Performance: Criteria With Good Interpretation To Close the Gap From 3.01-3.02 Interpreted As "Good" To 3.26 Interpreted As "Excellent"	Initiating A Post Graduate School Sponsorship Program for Professional Growth Attend Seminar on Time Management, Prioritization, And Effective Clinical Decision-Making Encourage Staff Nurses to Attend Townhall/Meetings with Administrators or Leaders Conduct A Program for Peer Mentoring/ Mentorship		Annually/ Administrators Semi- Chief Nurse Annual Supervisors
90-100% Compliance/Attendance of Staff Nurses	Informing the Administrators of the Plans/Seminars to be conducted. Presentation of Results, Findings, and Recommendations of The Research Study to the Administrators	Annually	Administrators /Hospital Management
90-100% Participation	Presentation of the proposed Action Plan		

Conclusion

In conclusion, the study examined the impact of motivational factors on the work performance of nurses. The finding in the categorical mean of the assessment of the nurse-respondents on the motivational factors and work performance indicates High Extent and Good which implies that the respondents are motivate and is performing their work efficiently. The nurses' motivational factors and work performance in terms of their demographic profiles shows that there is a significant difference. It implies the staff nurses' motivational factor and work performance varies with their age, civil status, educational attainment, and length of service.

Furthermore, the finding revealed that there is a need to strengthen and develop the nurse's motivational factors having the computed p value of 0.0013 that is less than the alpha value of 0.05 that implies that there is a significant impact of the motivational factors on the work performance of the nurse-respondents. In terms of the motivational factors, healthcare facilities should focus on the criterion that are "Low Extent" through the revisitation of their policies to enhance employee engagement and salary grade. Moreover, in working performance, nurses' time management, prioritization, and decision-making skills should be enhanced through mentoring, trainings and seminars. An action plan was created and presented to close the gap of the criteria/results that need to be enhanced/improved.

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