



\*\*\*\*\*

## SELF-EFFICACY AND JOB SATISFACTION AMONG HEALTHCARE PROFESSIONALS OF A COOPERATIVE MISSION HOSPITAL

**CHAREL N. VEGA**

Aklan Catholic College  
charelvega08@gmail.com

### ABSTRACT

This research aimed to examine the relationship between the level of perceived self-efficacy and level of job satisfaction among healthcare professionals of a Cooperative Mission Hospital. This study used a quantitative correlational research design to determine if there was a significant relationship between healthcare professionals' level of perceived self-efficacy and level of job satisfaction and to proposed a self-efficacy program based on the findings. Sixty-seven (67) respondents were identified through a random stratified sampling out of the total population of eighty (80). A modified researcher -made survey questionnaire was employed to gathered the data. Findings showed that the level of perceived self-efficacy of the respondents was high across all dimensions and the level of job satisfaction was moderate. There is no significant relationship existed between the level of perceived self-efficacy and the level of job satisfaction indicating that an individual confidence in their ability to perform task effectively does not substantially impact in their level of job satisfaction. Based on these findings, the study recommended a self-efficacy program focusing on motivation, recognition and support for different groups.

\*\*\*\*\*

#### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

#### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

**Keywords:** *self-efficacy, job satisfaction, healthcare professionals, Cooperative Mission Hospital, personal factors, behavioral factors, environmental factors, motivator factors, hygiene factors*

## INTRODUCTION

In the current healthcare environment, professionals are expected to respond effectively to complex and rapidly changing situations. The decisions they make directly influence patient outcomes and the overall quality of care. Achieving high standards in healthcare practice requires not only technical competence but also strong professional confidence job satisfaction, which contribute to effective occupational performance.

Bandura's (1997) Social Cognitive Theory explained that self-efficacy describes a person's confidence in their ability to successfully carry out tasks required to reach particular objectives. Similarly, Locke (1976) conceptualized job satisfaction as an evaluative response to one's job, shaped by how employees interpret and value their work experience.

In the field of human resource management, self-efficacy is recognized as a vital psychological factor that affects employee performance. Based on Bandura's theory, it reflects individuals' judgments about their capacity to complete particular tasks under certain conditions. These beliefs influence how much effort they invest, how they deal with obstacles, and which strategies they employ when faced with challenging situations

Job satisfaction on the other hand, refers to employee's overall evaluation of their work experiences. It influences how healthcare professionals perceive their roles and affects

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
both their confidence and effectiveness on the job. Locke (1976) conceptualized job satisfaction as the positive perception emerges when employees perceive their work as purposeful, appreciated, and in harmony with their career objective

Research demonstrates a significant link between self-efficacy and job satisfaction. Professionals who feel more competent in their roles tend to experience better well-being, greater engagement in their work, and higher performance outcomes (Ghaleh, Mohsenipuya, Hosseinnataj, Al-Mamun, & Mamun, 2024). Conversely, those with lower self-efficacy may doubt their abilities, leading to increased stress, decreased motivation, and difficulties in managing job responsibilities (Bandura, 2018). Over time, these issues can result in lower job satisfaction, reduced performance, and a greater risk of burnout, including reluctance in decision-making and increased reliance on supervisors (Wu et al., 2021).

At Aklan Cooperative Mission Hospital (ACMH), employee performance is evaluated twice a year. However, there has been no formal research to determine whether these evaluations effectively promote staff development or enhance organizational performance. Currently, the evaluation process mainly assesses general work performance without adequately addressing factors such as self-efficacy, job satisfaction, workplace demands, or opportunities for professional growth. Without a more structured, research-informed approach, important workforce issues may go unnoticed, potentially impacting organizational stability and quality of service.

ACMH continues to experience challenges related to maintaining a stable and motivated workforce. Increasing workload demands and occupational stress, may affect both

\*\*\*\*\*

### **Editorial Team**

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### **Manuscript Editors / Reviewers:**

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
employee morale and institutional continuity. As the responsibilities of healthcare professionals expand in scope and complexity, identifying approaches that strengthen self-efficacy and improve job satisfaction becomes necessary for sustaining professional performance.

Such challenges in staff performance and job satisfaction may directly influence the quality of care delivered to patients and overall clinical outcomes. The limited focus on the relationship between self-efficacy and job satisfaction within ACMH highlights the need for targeted research. Exploring this connection could provide valuable insights to guide hospital administrators in developing initiatives aimed at improving employee retention, professional development, and the quality of healthcare services.

## METHODOLOGY

### Research Design

The study utilized a quantitative-correlational research design. This design was appropriate as it sought to determine the relationship between two variables, the self-efficacy and job occupation among healthcare professionals. Quantitative methods were employed to enable the systematic collection of numerical data, while the correlational approach was applied to determine the degree and direction of association between the variables without manipulating them.

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

## Locale of the Study

The study was conducted at Aklan Cooperative Mission Hospital (ACMH), located along Roxas Avenue Extension, Andagao, Kalibo, Aklan. Established in 1996, ACMH is a Level I healthcare facility licensed by the Department of Health (DOH) and accredited by PhilHealth, ensuring its compliance with national healthcare standards. The hospital has a 50-bed capacity, including 22 private rooms, and is owned and managed by the Aklan Multipurpose Cooperative. It provides a wide range of healthcare services, including general medical care, emergency services, and maternal and child health programs, making it a vital healthcare institution in the province of Aklan.

## Population and Sampling

The study population consisted of nurses, medical technologists, pharmacists, and X-ray technologists employed at ACMH. To ensure fair representation of the different professional groups, the respondents were selected through stratified random sampling. In this method, the population was divided into strata and samples were drawn proportionally from each group.

The respondents of the study were determined using Parel's formula to ensure a representative sample size. Based on hospital records, ACMH employed a total of eighty (80) healthcare professionals. Applying Parel's formula at a 5% margin of error yielded a required sample size of sixty-seven (67) respondents. This sampling method was appropriate for studies with a known population, as it provided a statistically valid basis for determining the

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
minimum number of respondents needed to obtain reliable and generalizable results (Parel et al., 1985, as cited in David, 2005).

## Data Gathering Instrument

The study utilized two modified instruments to measure the levels of self-efficacy and job occupation.

The measurement of self-efficacy in this study was anchored on Bandura's (1997) Social Cognitive Theory, which emphasized the role of self-belief in regulating human behavior and performance. To operationalize this construct, the study utilized the General Self-Efficacy Scale (GSES) developed by Schwarzer and Jerusalem (1995). The GSES is an instrument designed to assess individuals' perceived ability to cope with a variety of demanding situations. Each item was rated on a four-point Likert scale ranging from 1 (Not at all true), 2 (Hardly true), 3 (Moderately true), to 4 (Exactly true), resulting in possible total scores ranging from 15 to 60. The instrument has been widely used in cross-cultural research and has consistently demonstrated high reliability and validity across diverse populations.

The measurement of job satisfaction in this study was based on the Job Satisfaction Survey (JSS) developed by Spector (1994) and was theoretically anchored in Herzberg's (1959) Two-Factor Theory of Motivation and Hygiene. The JSS is a multidimensional instrument designed to assess employees' attitudes toward various aspects of their jobs. It covered nine facets of job satisfaction, namely pay, promotion, supervision, fringe benefits, contingent rewards, operating procedures, coworkers, nature of work, and communication.

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

Responses were rated on a four-point Likert scale ranging from 1 (Strongly Disagree), 2 (Disagree), 3 (Agree), to 4 (Strongly Agree).

To align with the positive items, negatively worded items (2, 3, 6, 7, 14, 15, 16, 18, 20, 22, 24, 25, 31, 32 and 33) were reverse-scored. A 4- point scale (1=Strongly Disagree to 4-Strongly agree) was transformed using the formula which 5 - original score

### Content Validity

Validity is defined as the extent to which a concept is accurately measured while reliability is the accuracy of an instrument (Heale & Twycross, 2015) the survey questionnaire was validated by the three (3) evaluators and experts in the field before conducting the data gathering to have accurate results, avoid bias, and align the instrument with the research questions that are being studied or investigated. The revisions were consulted and submitted to the research adviser for the final corrections and suggestions. All suggestions, recommendations and comments of the expert were applied to modify the content.

The mean of the score of the expert was at 3.38.

### Reliability

The reliability test was done to check the clarity of questions and consistency of the responses. Eight healthcare professionals were chosen to go through test-retest reliability of the modified instrument. The selected respondents were not included in the actual conduct of the study. Test-retest were conducted prior to data gathering.

The data were tallied and analyzed using the Statistical Package for the Social Sciences (SPSS) version 23. The test-retest results were examined using Pearson correlation to

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
determine the stability of responses. In addition, reliability analysis using Cronbach’s alpha yields a coefficient of 0.778, indicating acceptable internal consistency of the questionnaire. The test–retest scores were correlated using the Pearson Correlation Coefficient resulted to 0.994 which means the survey questionnaire are reliable.

### Data Gathering Procedure

Prior to conducting the study, the researcher formally requested permission from the Medical Director of the hospital to ensure that the research complied with institutional policies and ethical standards. A written permit was granted after the research proposal, objectives, and data collection procedures were reviewed. This approval authorized the researcher to proceed with the identification and recruitment of qualified respondents within the institution.

After securing the necessary approval, the researcher identified the respondents using stratified random sampling to ensure fair and proportional representation of healthcare professionals across different departments and job classifications. A list of eligible personnel was obtained from the human resource office, and respondents were randomly selected within each stratum to minimize bias and improve the reliability of the results.

Before administering the survey questionnaire, informed consent was obtained from each identified respondent. The researcher explained the purpose of the study, the procedures involved, and the expected time required to complete the questionnaire. Each respondent was also given an information letter describing the objectives of the research, their role as respondents, the voluntary nature of their participation, and the assurance of confidentiality

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
and anonymity. Respondents were informed that they could withdraw from the study at any time without any penalty.

The survey questionnaires were administered only after all preliminary requirements were completed and after the respondents had provided their consent to participate. The questionnaires were distributed in hard copy format, allowing each respondent to complete them at their own pace in a private and comfortable setting. Data collection was conducted during the third week of January 2026 at scheduled times convenient for the respondents to avoid disruption of hospital operations. Completed questionnaires were collected immediately after completion, and securely stored to maintain confidentiality before being encoded and prepared for statistical analysis.

### **Ethical Considerations**

The study adhered to established ethical standards in research involving human participants. During the conduct of the study, the researcher ensured that all participants were treated with respect, that their rights were upheld, and that no harm or discomfort resulted from participation. After the completion of the study, participants' identities remained confidential, findings were reported in aggregate form to prevent identification, and all data were securely archived or properly disposed of in accordance with ethical guidelines. In addition, participants were informed that a summary of the research findings could be provided upon request, ensuring transparency and respect for their contribution.

\*\*\*\*\*

### **Editorial Team**

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### **Manuscript Editors / Reviewers:**

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

## Statistical Treatment

The data gathered were encoded, processed and analyzed utilizing the Statistical Package for the Social Sciences (SPSS) version 23 for the windows. Descriptive statistics such as frequency, percentage, mean and standard deviation were employed to summarize the demographic profile of the respondents such as age, sex, job position, length of service and employment status and to assess their level of perceived self-efficacy and job occupation

The level of perceived self-efficacy was measured using the computed means derived from the scale used in the modified self-efficacy questionnaire as presented in the Data Gathering Procedures. In the level of job satisfaction, the computed means were derived from the scale of job occupation.

To determine whether a significant difference in the level of perceived self-efficacy and job satisfaction of the respondents when grouped according to their profile variables a One-Way Analysis of Variance (ANOVA) was employed at a 5% level of significance ( $\alpha = 0.05$ ).

To determine whether there is a significant relationship in the level of perceived self-efficacy and level of job satisfaction of the respondents Pearson Product Moment of Correlation was employed at a 5% level of significance ( $\alpha = 0.05$ ).

In determining whether to accept or reject the hypotheses, the computed p-values were compared with the 0.05 level of significance, such that if the p-value was less than 0.05 the null hypothesis was rejected, indicating a statistically significant difference or relationship,

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
whereas if the p-value was greater than 0.05 the null hypothesis was accepted or failed to be rejected, indicating no statistically significant difference or relationship.

## RESULTS AND DISCUSSION

1. The results of the demographic profile of the respondents were predominantly young adults aged 21–30 years (62.7%) and largely female (67.2%). The majority occupied the position of nurse (70.1%), had 1–5 years of service (67.2%), and were permanent employees (71.6%).

2. The level of perceived self-efficacy among the respondents was high across all dimensions. Personal factors had a mean score of 3.02, behavioral factors scored 3.12, and environmental factors had a mean of 3.15.

3. The respondent's level job satisfaction was generally moderate. In terms of hygiene factors, the mean score was 2.08, while motivator factors had a mean of 2.05.

4. In personal factors, only employment status showed a significant difference ( $p=.033$ ), with permanent employees reporting the highest mean self-efficacy ( $M = 3.12$ ), while part-time employees and those who did not disclose their employment status scored the lowest ( $M = 2.73$ ). No other demographic variables, including age ( $p=.101$ ), sex ( $p=.462$ ), job position ( $p=.318$ ), or length of service ( $p=.768$ ), showed significant differences in personal self-efficacy. Collectively, the data suggest that respondents exhibit a high level of self-efficacy across various dimensions.

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

In behavioral factors, respondents aged 21–30 years had the highest mean (3.17) and those 41–50 years had the lowest (M = 2.97). Males scored slightly higher (M = 3.30) than females (M = 3.03). Among job positions, medical technologists had the highest mean (M = 3.27), followed by pharmacists (M = 3.20), X-ray technologists (M = 3.12), and nurses (M = 3.07). Regarding length of service, employees with 6-10 scored highest (M = 3.26), while those with 1-5 years scored lowest (M = 3.11). Contractual employees had the highest behavioral self-efficacy (M = 3.24) compared to permanent (M = 3.12), undisclosed (M = 3.10), and part-time employees (M = 2.86). In general, the results revealed no significant differences in behavioral self-efficacy.

For environmental factors, mean scores were similarly high across all groups, with no significant differences observed. Overall, these findings indicated that ACMH healthcare professionals maintain a high level of self-efficacy across all dimensions, with only employment status affecting personal self-efficacy.

5. Analysis of job satisfaction among ACMH healthcare professionals revealed significant differences in terms of hygiene factors across several demographic variables like age ( $p=.041$ ), sex ( $p=.000$ ), job position ( $p=.000$ ) and length of service ( $p=.004$ ). The mean scores for job satisfaction among ACMH healthcare professionals varied across demographic groups. By age, respondents aged 31–40 years reported the highest satisfaction (M = 2.24), followed by those 21–30 years (M = 2.09), 41–50 years (M = 1.95), and 51 years and above (M = 1.77). In terms of sex, males had a mean of 2.13, while females had 2.06. By job position, nurses scored highest (M = 2.21), followed by medical technologists (M = 1.84), X-

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
ray technologists (M = 1.68), and pharmacists (M = 1.61). For length of service, respondents with 6–10 years had the highest mean (M = 2.19), followed by 1–5 years (M = 2.14), 11–15 years (M = 1.89), and 15 years and above (M = 1.75). Regarding employment status, contractual employees had a mean of 2.19, those who preferred not to disclose 2.13, permanent employees 2.07, and part-time employees 1.79. However, results showed that the differences were not significant

Respondents reported a moderate level of job satisfaction in terms of motivator factors, with variations across demographic groups. Respondents aged 31–40 years reported the highest satisfaction (M = 2.19), while those aged 41–50 years and 51 years and above reported slightly lower satisfaction (M = 2.00), though differences were not statistically significant (p = .342). Male respondents reported slightly higher job satisfaction (M = 2.14) than female respondents (M = 2.01); however, this difference was not statistically significant (p = 0.119) indicating that sex does not significantly influence perceived motivator factors. Nevertheless, these findings highlighted the potential value of considering gender-specific workplace experiences when designing employee motivation strategies. In terms of job position, nurses reported the highest satisfaction (M = 2.12), while regarding length of service, employees with 6–10 years of experience exhibited higher satisfaction (M = 2.18) than other groups, although differences were not significant. For employment status, part-time employees reported the lowest satisfaction (M = 1.72), whereas those preferring not to disclose their status reported the highest (M = 2.13), with no significant differences (p = .273).

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



6. The relationship between self-efficacy and job satisfaction was examined using Pearson correlation, which indicated no significant relationship ( $r = -0.065$ ,  $p = .819$ ).

## Conclusion

Based on the findings, the following conclusion were drawn.

1. In terms of demographic profile of the respondents, the majority of healthcare professionals at ACMH are young adults (21–30 years old), predominantly female, mostly nurses, with 1–5 years of service, and primarily permanent employees. This demographic composition suggests that the hospital workforce is relatively young, female-dominated, and stable in terms of employment status.

2. In the Level of Perceived Self-Efficacy, healthcare professionals generally exhibit a high level of self-efficacy across personal, behavioral, and environmental dimensions. This indicates that ACMH staff are confident in their abilities to perform tasks effectively, adapt behaviorally, and navigate their work environment successfully.

3. As to the Level of Job Satisfaction among ACMH healthcare professionals is moderate, both in hygiene and motivator factors. While employees maintain adequate satisfaction, there is room for improvement, particularly in meeting motivational needs and enhancing workplace conditions.

4. Significant differences in self-efficacy were found only in personal factors based on employment status, with permanent employees reporting higher self-efficacy. Other demographic factors such as age, sex, job position, and length of service did not significantly

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*  
influence self-efficacy. This indicates that self-efficacy is generally stable across most demographic groups.

5. Differences in job satisfaction according to their Profile variables showed significant differences in hygiene factors across sex, age, job position, length of service, while no significant differences in employment status. With respect to motivator factors, no significant differences were observed across all dimensions. Male respondents reported higher motivator satisfaction, and certain age group reported higher hygiene satisfaction. These findings suggest that job satisfaction is influenced by demographic characteristics and workplace experiences.

6. No significant relationship was found between perceived self-efficacy and job satisfaction. This implies that while ACMH healthcare professionals are confident in their abilities, this confidence does not automatically lead to higher job satisfaction.

7. Given the high level of self-efficacy but moderate job satisfaction, a targeted self-efficacy program focusing on motivation, recognition, and support for different demographic groups can help enhance overall job satisfaction.

\*\*\*\*\*

### **Editorial Team**

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### **Manuscript Editors / Reviewers:**

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez,  
Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas,  
Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



## References

Abrahamson, K., Arling, P., & Gillette, J. (2013). *Does self-efficacy influence the application of evidence-based practice: A survey and structural equation model. Journal of Nursing Education and Practice, 3*(5), 1–10.

Abun, D., Magallanes, T., Basilio, G. J. Q., Encarnacion, M. J., & Sallong, M. (2021). Examining the link between organizational citizenship behavior and work performance of employees in private schools, mediated by the workplace environment. *International Journal of Research in Business and Social Science, 10*(4), 85–98.

Al-Momani, M., Al-Sawalha, N., & Al-Qudah, H. (2015). The relationship between job satisfaction and job performance among healthcare workers in Jordan. *International Journal of Nursing Practice, 21*(5), 557–564. <https://doi.org/10.1111/ijn.12290>

Alshaibani, N. M., Aboshaiqah, A. E., & Alanazi, N. H. (2024). Association of job satisfaction, intention to stay, organizational commitment, and general self-efficacy among clinical nurses in Riyadh, Saudi Arabia. *Behavioral Sciences, 14*(12), 1140. <https://doi.org/10.3390/bs14121140>

Alquwez, N., Cruz, J. P., Al Otaibi, R., Almutairi, M., Almogbel, Y., & Alotaibi, K. (2023). Nurses' self-efficacy and well-being at work amid the COVID-19 pandemic: A mixed-methods study. *Nursing Open, 10*(8), 5353–5364. <https://doi.org/10.1002/nop2.1752>

Aquino, M. S., & Galvez, R. T. (2024). Applying Herzberg's two-factor theory: Job

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

satisfaction of employees in the Department of Foreign Affairs, Philippines. *eJournals Philippines*.

Bandura, A. (2018). Self-efficacy in health professions education: A review. *Medical Education*, 52(10), 1072–1080. <https://doi.org/10.1111/medu.13626>

Berdida, D. J. E., & Alhudaib, N. (2025). Linking patient safety, caring behaviours and professional self-efficacy with missed nursing care among Filipino emergency room nurses: A structural equation model study. *Journal of Clinical Nursing*, 34(6), 2181–2193. <https://doi.org/10.1111/jocn.17393>

Cantarelli, P., Vainieri, M., & Seghieri, C. (2023). Work-life balance, compensation, and job satisfaction among healthcare employees. *Health Policy*, 127(6), 713–721. <https://doi.org/10.1016/j.healthpol.2023.04.009>

Chen, G., Gully, S. M., & Eden, D. (2001). Validation of a new general self-efficacy scale. *Organizational Research Methods*, 4(1), 62–83. <https://doi.org/10.1177/109442810141004>

Chen, X., & Li, Y. (2019). Self-efficacy and clinical decision-making among nurses in China. *Journal of Nursing Scholarship*, 51(3), 295–304. <https://doi.org/10.1111/jnu.12476>

Dela Cruz, R. M., & Santos, M. L. (2022). Job performance and job satisfaction among hospital employees in the Philippines. *Philippine Journal of Health Research and Development*, 26(2), 45–53.

Dela Cruz, M. C., & Reyes, A. M. (2021). Self-efficacy and job satisfaction among nurses

\*\*\*\*\*

## Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

## Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

in tertiary hospitals in the Philippines. *Philippine Journal of Nursing*, 92(2), 15–24.

Diño, M. J. S., Jr., de Hipólito, R. B., & Ong, I. L. (2022). "Should I stay or should I go?": A mixed-methods study on nurses' willingness to work during COVID-19. *Journal of Clinical Nursing*, 31(17–18), 2470–2484. <https://doi.org/10.1111/jocn.16054>

Flores, L. (2021). Leadership style and job satisfaction among Filipino nurses. *Philippine Journal of Health Sciences*, 14(2), 67–75.

Fors, A., van Diepen, C., Axelsson, M., Bertilsson, M., & Hensing, G. (2023). Healthcare professionals' experiences of job satisfaction when providing person-centred care: A systematic review of qualitative studies. *BMJ Open*, 13(6), e071178. <https://doi.org/10.1136/bmjopen-2022-071178>

Garcia, J. (2020). Workplace self-efficacy among Filipino nurses. *Philippine Journal of Nursing*, 12(3), 65–78.

Hermawan, A. (2024). *The effect of self-efficacy and work environment on job satisfaction and performance of employees*. Atlantis Press. <https://www.atlantispress.com/proceedings/icame-23/126000062>

Herzberg, F., Mausner, B., & Snyderman, B. B. (1993). *The motivation to work* (12th ed.). Transaction Publishers.

Homberg, F., Grønfeldt, H., & Bäckström, M. (2018). Job satisfaction and Herzberg's two-factor theory in Swedish healthcare. *Scandinavian Journal of Caring Sciences*, 32(2), 473–482. <https://doi.org/10.1111/scs.12504>

Hoegen, P. A., de Bot, C. M. A., & Echteld, M. A. et al. (2021). *Measuring self-efficacy*

\*\*\*\*\*

### Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

### Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



\*\*\*\*\*

and outcome expectancy in evidence-based practice: A systematic review on psychometric properties. *International Journal of Nursing Studies Advances*, 3, 100024.

<https://doi.org/10.1016/j.ijnsa.2021.100024>

Lee, S. H., Kim, K. H., & Lee, E. J. (2022). The impact of self-efficacy on job satisfaction among healthcare professionals during the COVID-19 pandemic. *Journal of Nursing Management*, 30(4), 1012–1020. <https://doi.org/10.1111/jonm.13488>

Lizada, J., & Reanos, C. (2021). Workload, management support, and job satisfaction among Filipino nurses. *Philippine Journal of Nursing*, 91(1), 55–63.

Luna, R. M., & Santos, P. J. (2020). Self-efficacy and clinical performance of medical residents in a teaching hospital. *Journal of Philippine Medical Association*, 12(3)

Martinez, P., & Garcia, R. (2021). Self-efficacy and teamwork among healthcare professionals in Spain. *International Journal of Nursing Studies*, 118, 103899. <https://doi.org/10.1016/j.ijnurstu.2021.103899>

Navarro, E., & Santos, R. (2019). Job satisfaction and turnover intentions among Filipino healthcare workers. *Philippine Journal of Psychology*, 52(2), 135–147.

Neog, B. B., & Barua, M. (2014). Factors influencing employee's job satisfaction: An empirical study among employees of automobile service workshops in Assam. *The Standard International Journals Transactions on Industrial, Financial & Business Management (IFBM)*, 2(7), 305–316.

Oducado, R. M. F. (2021). Job satisfaction and retention among government hospital nurses in the Philippines. *Philippine Journal of Nursing Education*, 13(1), 34–42.

\*\*\*\*\*

## Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

## Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*



Prado, N. I., Tan, D. A., & Pabualan, M. P. (2019). Mathematics teachers' self-efficacy beliefs survey in all levels of education in Bukidnon, Philippines. *CMU Journal of Science, 20*(2), 44–58.

Rahmatullah, M., & Firdaus, A. (2025). *The influence of self-efficacy, work environment, and discipline on employee job satisfaction*. International Journal of Leadership in Education and Research (IJLER). <https://ijler.umsida.ac.id/index.php/ijler/article/view/1372>

Reyes, J., Santos, M., & Tan, K. (2023). Job satisfaction and recognition among Filipino medical technologists during COVID-19. *Philippine Journal of Allied Health Sciences, 15*(2), 102–113.

Reyes, L. M., & Garcia, V. T. (2019). Self-efficacy among Filipino nurses during the COVID-19 pandemic. *Philippine Journal of Nursing, 90*(4), 33–40.

Santos, K. P., & Dizon, S. A. (2022). Perceived self-efficacy and burnout among healthcare workers in Philippine hospitals. *Asian Journal of Nursing, 16*(1), 11–19.

Santos, L. (2020). Occupational stress and job satisfaction of medical technologists in the Philippines. *Philippine Journal of Medical Laboratory Science, 10*(2), 77–84.

Saputri, D., Nugroho, A., & Wulandari, F. (2023). *The influence of self-efficacy, self-esteem, and work environment on job satisfaction: Evidence from public sector employees*. International Journal of Business Management, 8(2), 45–58. <https://icess.uin-suska.ac.id/index.php/injbm/article/view/102>

Schwarzer, R., & Jerusalem, M. (1995). Generalized self-efficacy scale. In J. Weinman, S.

\*\*\*\*\*

## Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

## Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*

# INSTABRIGHT e-GAZETTE

ISSN: 2704-3010

Volume VII, Issue IV

May 2026

Available online at <https://www.instabrightgazette.com>



\*\*\*\*\*

Wright, & M. Johnston (Eds.), *Measures in health psychology: A user's portfolio. Causal and control beliefs* (pp. 35–37).

Sherer, M., Maddux, J. E., Mercandante, B., Prentice-Dunn, S., Jacobs, B., & Rogers, R. W. (1982). The self-efficacy scale: Construction and validation. *Psychological Reports, 51*(2), 663–671. <https://doi.org/10.2466/pr0.1982.51.2.663>

Schunk, D. H. (1991). Self-efficacy and academic motivation. *Educational Psychologist, 26*(3–4), 207–231. <https://doi.org/10.1080/00461520.1991.9653133>

Winda, O., Nayati, U. H., & Arik, P. (2017). *Impact of compensation and career development on job satisfaction and employees performance. Russian Journal of Agricultural and Socio-Economic Sciences, 64*(4), 113–119. DOI:10.18551/rjoas.2017-04

Zimmerman, B. J. (2000). Self-efficacy: An essential motive to learn. *Contemporary Educational Psychology, 25*(1), 82–91. <https://doi.org/10.1006/ceps.1999.1016>

\*\*\*\*\*

## Editorial Team

**Editor-in-Chief:** Alvin B. Punongbayan

**Associate Editor:** Andro M. Bautista

**Managing Editor:** Raymart O. Basco

**Web Editor:** Nikko C. Panotes

## Manuscript Editors / Reviewers:

Chin Wen Cong, Christopher DC. Francisco, Camille P. Alicaway, Pinky Jane A. Perez, Mary Jane B. Custodio, Irene H. Andino, Mark-Jhon R. Prestoza, Ma. Rhoda E. Panganiban, Rjay C. Calaguas, Mario A. Cudiamat, Jesson L. Hero, Albert Bulawat, Cris T. Zita, Allan M. Manaloto, Jerico N. Mendoza

\*\*\*\*\*