



TURNING TO A NEW HORIZON: THE LIVED EXPERIENCES OF OCCUPATIONAL HEALTH NURSES IN THE CEMENT INDUSTRY

ED RAPHAEL B. ESPINOZA

Perpetual Help College of Pangasinan

erbespinoza2394@gmail.com

ABSTRACT

Occupational Health Nurses (OHN) render specialized nursing services outside of their traditional workplace like hospitals or community clinics, which are being considered a minority in the nursing profession in the Philippines with peculiar working conditions. This study was conceptualized and conducted to learn more about their predicament as OHNs in their workplaces, specifically, the cement industry in Region One, using purposive sampling to select participants with a set of criteria prepared by the researcher. Their responses were analyzed through descriptive phenomenology, particularly the Husserlian type of phenomenology. The results reveal that there were only few advantages working as OHNs identified from the participant's narratives. Nonetheless, the negative still outweighs the positive advantages. As far as their perspective is concerned, the negative experiences largely impacted them with their impressions towards OHN. OHN may not be a lucrative area of nursing specialization, but the lived experiences gathered from OHNs working in the cement industry may be an eyeopener to institute change in the industry with all stakeholders. This study recommends that more research in this field of nursing be conducted to validate the issues raised by these nurses in the cement industry. Coupled with generous support from both the government and the private sectors by providing decent and just compensation, and with an excellent working condition in place, the OHN will find a promising future in the nursing profession.

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: *lived experiences, occupational health nurses, cement industry*

Background of the Study

Adamu and Abdulahi (2017) highlight the crucial role of health workers in societal development, emphasizing exposure to harmful substances. AAOHN (2012), a nursing profession, focuses on occupational health nursing to improve laborers' health, prevent diseases, and provide insurance. WHO (2001) emphasizes occupational health and safety's role in enhancing community economy and healthcare costs.

Saldana, Pimentel, and Posadas (2019) highlight the crucial role of occupational health nurses in assessing workers' health status, promoting workplace health management, and evaluating their capabilities under the WHO framework. ABOHN certifies Occupational Health Nurses (OHN) as Registered Nurses, with 3,000 hours of experience, 50 continuing education hours, participation in OHN certification programs, and passing a 2012 exam (McCullagh, 2012).

Noguera (2016) highlights the need for OHN to adhere to laborers' security guidelines, despite the lack of job explanation in the working environment, leading to strain and helpless work termination. Acutt and Hattingh (2012) emphasize the significance of occupational health and safety (OHNs) in ensuring employee well-being, protection from work-related hazards, and economic development within an organization.

Pisaniello, Winefield & Delfabbro (2012) highlight challenges faced by occupational health nurses in adhering to in-house approaches, including under-reporting injuries and focusing on permanent workers. Holm (2014) and Merret et al. (2011) emphasize the importance of Occupational Health Nurses in decision-making and quality service in Occupational Health Clinics, highlighting the need for collaboration among team members.

According to Romppanen, Jahl, Salonienmi & Virtanen (2010) and Pamela & Hills (2011), temporary workers cannot get to the Occupational Health Clinic for medical services. Oelson and Hasle (2015) assert that contractual workers, unlike permanent staff, are not

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 VI, Issue II

November 2024

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



covered by pay reserves, despite being exposed to work-related hazards. Gozukara and Colakoglu (2016) suggest that organizations should give OHNs autonomy to design work routines, as this improves performance, motivation, and reduces work disappointment by allowing them to make decisions.

Verbreek (2012) argues that decision-making in organizations is influenced by businesses and policymakers, causing stress and anxiety when an OHN seeks medical help at a local clinic. Pingle (2012), Jeyapal et al. (2015), and Stacey & Hammond (2016) have all highlighted the advantages of outsourcing labor, including reduced compliance duties and increased work efficiency.

Mizumo, Satomi, Desmond, Yuki, Hagi, Mitsutooshi, Sato, Higashikawe, Masato & Kondo (2016) state that the absence of resources turns into a test to OHNs in executing their jobs. Boehm (2016) and Happell's (2013) research highlight the challenges faced by OHNs in organizations, such as monetary limitations and management's reluctance to provide necessary assistance.

De Jager et al. (2016) research highlights the outsourcing of OHNs, leading to a loss of positions when a specialist co-op wins a new contract. Pisaniello, Winefield, and Delfabbro (2012) contend that nursing is a challenging and emotionally demanding profession that may prompt dissatisfaction and outrage. Kama (2014) states that if workers are compensated well, they feel highly esteemed by the organization. Mohd, Dollard & Winefield (2016) argue that organizations often avoid providing incentives and awards to workers, instead offering punitive prizes, leading to job dissatisfaction.

Rule 1964.01, standardized by DOLE, defines Occupational Health practitioners as licensed professionals with additional qualifications. The Department Order (198.15) mandates workplaces to have qualified personnel, medical supplies, equipment, and facilities, addressing the gap in published literature on occupational health in the Philippines.

The study explores the experiences of OHNs in the cement industry in Region 1, identifying problems and providing policy recommendations for improvement. It also highlights the importance of OHN for nursing students.

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



Theoretical Lens

Eisenberger, Huntington, and Hutchison's (1986) POS theory explores how employees perceive their organization, influencing their willingness and service quality, challenging the notion that organizations avoid or discard employees.

Organizational support significantly enhances job satisfaction and productivity by creating a positive work environment, reducing absenteeism and turnover, and aligning with OHNs' efforts to promote equity and justice, ensuring they continue to perform duties regardless of setting or population.

Objective of the Study

This study uncovered the lived experiences of OHNs working in the cement industry in Region 1. The central question asked of the participants was: "What are your lived experiences as an Occupational Health Nurse in the cement industry?"

METHOD

This section outlines the research design, participants, data gathering tools, procedures, and data management used in the study.

Research Design

Waters' (2017) qualitative research employs phenomenology and Husserl's modified method to understand participants' lived experiences, providing a sympathetic understanding of their experiences.

Participants of the Study

This study focuses on ten Occupational Health and Safety (OHN) participants from Region 1's cement industry. Purposive sampling was used to select participants who met

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



inclusive criteria, including being a nurse, having Basic Occupational Health and Safety Training, currently working in the cement industry, being of any age, sex, and job status, and having at least one year of commission experience.

The researcher collected data until saturation, conducted interviews based on participant availability, and used WHO informed consent to protect participant rights, collecting data from July to August 2020.

Data Gathering Tool and Procedure

The research was approved by an Ethics Review Board and granted permission by Contracting Agencies. Participants were interviewed and consent obtained, using an unstructured questionnaire and observations. The interviews were conducted with probing questions, informed consent, and a certificate of consent. The researcher recorded the interviews, transcribed them, and listened to multiple times to capture shared information. The IATF protocol was followed during face-to-face interviews conducted during the COVID-19 pandemic, ensuring no breach of confidentiality.

Ethical Considerations

The researcher used a phenomenological approach to investigate the experiences of individuals, observing their emotions and discomfort in their recounting, thereby requiring ethical considerations.

Participants were informed about the study's health education and promotion nature, consented to through written consent, and had the option to reschedule without coercion. Face-to-face interviews allowed for discourse and informed consent.

The researcher upheld principles of beneficence, autonomy, and justice, selecting participants with fairness and trust, while practicing professionalism and bracketing biases, ensuring participants' benefits regardless of vulnerability.

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



The researcher maintained confidentiality during data gathering, using numbers instead of participant names, transcribed results accurately, and acted sincerely with participants. They provided snacks after interviews to ensure participant satisfaction.

The study data will be stored for five years before being destroyed, and there were no known risks or dropouts among the participants.

The researcher maintained professional integrity by avoiding biases in all aspects of the research, including design, data gathering, analysis, and interpretation, and only interviewing participants.

Data Management

The data analysis and data gathering were conducted simultaneously, with each interview date documented to track the initial interaction from subsequent ones.

The researcher collected data through observations and interviews, with Occupational Nurses verifying and interpreting it. They used Giorgi's method of interpretation to describe participants' lived experiences, and audio recordings were used during interviews. The data was transcribed and classified into clusters.

Transcript Digest and Level of Analysis

Giorgi's interpretation method was employed to analyze data, following Husserlian's 1965 approach, to bracket the researcher's perception and attitudes towards evidence-based practice.

The phenomenological strategy involves researchers adopting a phenomenological mentality, avoiding real-world situations, and organizing existential settings to portray what is available from the member's perspective.

Giorgi's phenomenological disposition focuses on capturing participants' naive portrayal to create a comprehensive experience, allowing for total reflection and discerning interpretation of participant data.

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



Giorgi's research emphasizes the importance of setting boundaries and limiting sensitive information within accounts, ensuring only significant and justifiable accounts are considered, avoiding irrelevant or irrelevant issues.

Giorgi's research utilized Husserl's "creative variety" literary technique to transform personal reflections into advocacy statements, allowing the researcher to remain in the phenomenological demeanor.

The study's fifth step involves analyzing participants' narratives and reflections to synthesize psychological structure from experience constituents using phenomenological principles, identifying meanings and implications.

Establishing the Trustworthiness of Data

The researcher observed credibility, dependability, conformability, and transferability in establishing the trustworthiness of the data.

Lincoln and Guba's (1985) techniques were used to establish data trustworthiness, while Merriam's (1998) review trail outlined the process of gathering, inferring categories, and making decisions during the interview, ensuring reliability. Strauss and Corbin's (1998) work emphasizes the importance of contrasting information, obtaining multiple perspectives, and examining negative occurrences to ensure objectivity and transferability in quantitative research, while Marshall and Rossman's (1989) work emphasizes the need for continuous evaluation.

Denzin (1989), Lincoln and Guba (1985), and Silverman (2006) emphasize the importance of triangulation of information in subjective examinations. Validating data against another source and technique can lead to more detailed, comprehensive inquiries and objective discoveries, as demonstrated in this study.

The researcher conducted an audit trial to ensure data analysis accuracy and the study's findings. They recorded and explained analytical methods, including prolonged engagement, triangulation, and consensus-building. Additional methods were employed to demonstrate the study's trustworthiness.

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



RESULTS AND DISCUSSIONS

From the analyses of the data gathered, from the verbalizations of the experience of OHNs working in the cement industry, there were four themes that emerged: (1) the challenges they encountered, (2) how they coped with the challenges, (3) their desires for the betterment of their status as OHNs and, (4) their realizations.

Nursing students were previously taught in Community and Hospital settings, but not Occupational Nursing. This study explores the unexplored areas and activities in the occupational field, highlighting the journey of nurses to new environments and the potential for new horizons.

Going Through the Obstacles (The Challenges Encountered)

This study explores the challenges faced by participants in the role of Occupational Health and Safety (OHNs) and their desire for a better future. The theme "in dire straits" refers to the difficult situations they face when entering a new environment or starting something unfamiliar, illustrating the concept of "Going Through Obstacles."

This study examines challenges faced by nurses in the Philippines in OHN employment, including work environment, relationships, institutional support, and salary, emphasizing the need for improved support and practice.

Challenges Related to Nature of Work

OHNs face challenges in work nature, organizational treatment, relationships, and salary, while learning duties and responsibilities in the Cement Industry

Participants reported difficulties in learning and accomplishing tasks in their job, recognizing the significant difference between clinical settings and current practices.

Participant 1 narrated:

*"Ang una kong problema talaga ay yung pag adjust sa bagong career,
paper works tapos yung mga common na trabaho sa contracting agency*

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



na hindi ako aware at di ako sanay".

(My first problem was adjustment to the change of career, paper works, and the usual works in the contracting agency that I am not aware of or I am not used to).

Participant 2 shared:

"Ang jurisdiction ko is kailangan ko gawin lahat. Ang hirap gumawa ng desisyon. Nung nasa ospital ako, may doctor na dapat I attend ko lahat ng orders niya, charts na binabasa ko tsaka mga assessment. Sa hospital may triage team, dito wala ako doctor na kasama kasi 50 lang ang hinahawakan kong tao".

(My jurisdiction is that I have to do everything. There is a difficulty in making judgments. Before, in the hospital, I have a doctor in which I attend to the orders, charts that I read, assessment is just the same. In the hospital there is a triage team, here I don't have a doctor because I only attend to 50 employees).

She further explained that the company does not provide the item needed in the clinic. In addition, she does not have any clinic at all.

Nursing students trained in community and hospital settings often experience culture shock when transitioning to other fields of nursing, as they are exposed to common classroom discussions.

Participant 10 shared:

"I can only give one example of challenges in work. It is the attitude and acceptance of the person towards the care and management you intend to give

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



to them. Because example, you are going to explain it to them, they are in denial, they don't like to believe you, there's comparison in the hospital, syempre mas alam nila ganun (of course they know better). May medical surgical, ganito yung sakit niya, you, company nurse ka lang parang ganun (There's medical-surgical, this is the disease, you are just a company nurse. It's like that). There is that kind of thinking of people here. That is the major challenge here. That is why I can't even think why people are like that. They are not that open with their health status on how they can take care of their health"

Sound workplaces involve practices aimed at enhancing nurse proficiency, patient care, institutional execution, and social outcomes (Papastavrouet. al., 2014).

Emem et al. (2014) highlights the importance of fostering a positive work environment in hospitals to enhance their competitive position in the medical services industry.

Participant 6 shared:

"Sa discrimination (in discrimination), it's like this, the work of the safety officer is passed to the nurse. Almost all. Example, how to make an OSH program, supposedly, the OSH program is made by the safety officer and then other reports like that does that, but it should be more on the safety officer. Kaya lang (but), kunwari (it's like) they feel that they are underestimated by the nurse and feel that they are higher than the nurse".

Participants argued that Occupational Health professionals struggle to apply school and hospital experiences, leading to rusty nursing practices and limited practice opportunities.

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



Osibanjo et. al and Taylor's et. al (2014) research underscores the crucial role of work climate, hours, reward frameworks, and administration mentality in enhancing employee satisfaction.

Challenges Related to Working Environment

DOLE regulations often mandate companies to treat employees as accomplices, posing challenges in organizational behavior and compliance.

Participant 1 shared:

"Ang tingin nila sa akin e compliance lang sa DOLE. Hindi nga nila na appreciate ang mga ginagawa ko".

(They see me as compliance to DOLE. I am not appreciated in what I'm doing).

Participant 2 shared:

"Sa agency ko mababa ang tingin nila sa nurse kaya ang tingin nila e compliance lang. Ang isip ng agency e compliance ka lang".

(In my agency, they look down on the nurses, so they look at the nurse as compliance. The thinking of the agency is that you're only a compliance).

She also added:

"Kung mag share ka ng iniisip mo, ideas at lectures hindi sila maniniwala sayo. Hindi ka nila rinerespeto sa profession mo kasi nga na hire ka lang sa compliance ng DOLE".

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



(If you share your thoughts, ideas or lectures, they don't believe you. They do not respect what you are of your profession because they hired you out of compliance to DOLE).

OHNs desire to be seen as skilled for company implementation, but are often seen as compliance avoidance, affecting their dignity and self-esteem, and questioning company appreciation.

Republic Act 11058 mandates insured workplaces to have qualified occupational health personnel and supplement medical supplies proportionately to workers, with the DOLE prescribing the best risk reduction ratio.

OHNs often avoid or disapprove of ideas in companies due to perceived cost or lack of interest.

Participant 3 shared:

"Wala ka naman magagawa kung ayaw ng management. Mag contribute ka ng ideas mo pero kung ayaw nila wala ka talaga magagawa kasi sila naman ang final say".

(You can't do anything if the management does not like it. You contribute your ideas but if they don't like it then you can't do anything because they have the final say).

An OHN's joint responsibility is to propose ideas to management, but management intervenes due to perceived cost burden and low priority.

Akinwale (2019) and Adegoke's et. al (2015) research underscores the significance of a supportive and supportive workplace, indicating that employees who perceive their association as highly valued are more committed and ownership-oriented.

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



Healthy work relationships foster positive organizational growth, while toxic environments and unjust treatment can negatively impact OHNs, who often suffer from conflict due to their status and job position.

The participants shared the saddening truth about their situation as OHNs owing to their heavy responsibilities and that they are deprived of respect in the workplace, and sometimes, there is discrimination among them. As participant 2 narrated:

"Sa implementation ng health programs, nawawala ang respeto nila sa nurse. Kapag nagsasalita ka sa harap nila, meron yung mga sumasagot ng pa pilosopo. Di ko kaya na sila ay makinig sa akin. Social hazards ang rason ng stress ko".

(Regarding the implementation of health programs, there is no respect for me as a nurse. Even when you are talking in front of them, there are those who answer you in a cynical or unreasonable manner. I can't make them listen to me. Social hazards are the sources of my stress).

Xiong and Peng's (2020) research highlights the stress faced by frontline medical workers due to social disgrace, seclusion, and increased pandemic cases, affecting their decision-making abilities and psychological well-being.

Participant 2 Shared:

"Napakababa ng dignidad ko bilang nurse dahil sa mga ka trabaho ko. Iniisip nila na mas mataas sila sa akin kaya marami akong pangit na working 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



(My dignity is very low as a nurse because of my coworkers. They think that they are far higher than me and I have many undesirable working relations).

Participant 3 Shared:

"Yung mga regular employees kung umasta sila hawak ka nila sa leeg. Ang gusto nila e dapat ang trato sa kanila e boss".

(Regular employees act as if they hold your neck. What they want is they should be treated as a boss).

Job status significantly impacts workers' treatment, leading to bullying and hostile work environments, particularly in nursing professions where the term "equal" is not present.

Tandon's (2020) research shows medical workers, including non-COVID reactions, experience segregation and dissatisfaction in cafeterias despite safety measures, highlighting the need for improved working environments.

Uvais et al. (2020) and Ramaci et al. (2020) found that healthcare staff, especially dialysis experts and nurses, faced discrimination and pressure during the COVID-19 pandemic, leading to burnout and unpleasant experiences.

Participants reported that hard-headed and unreceptive workers in their workplace often cause discrimination due to their lack of openness to suggestions and opinions.

Participant 5 Shared:

"Sa ngayon, parang lumabas yung ugali ng mga empleyado, because

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



Covid 19 is related to health, so parang sundin dapat ang suggestions namin, kung ano yung ipapatupad na policy/guidelines, they should follow it. Kaso, since nurses lang kami, sa paningin nila, parang hindi kami kapani-paniwala. Parang yung mga suggestions namin, wala lang. Parang pasok lang sa isang tenga tapos lalabas sa kabila."

(As of now, the negative attitudes of employees came out because of Covid-19, which is related to health, they should hear our suggestions, the policy/guidelines that should be implemented and should be followed. However, since we are just nurses, they see as not believable enough. They see our suggestions as nothing. It's like whatever we tell them, it enters the other ear then goes out from the other one).

Participant 9 Shared:

"Sinasabi ko nga nurse ako dapat therapeutic ako pero minsan di mo na mapigilan sarili mo at nag buburst out ka na talaga lalo na yung bastusan na at sinisigawan ka, ay napapatayo na rin ako pag ganun. Di nila kasi naiisip mag isa ko lang dito sa baba at di lang sila ang tao na inasikaso ko."

(I always tell myself, I should be therapeutic since I'm a Nurse, but sometimes I can't stop yourself to burst out especially if they offended me and yelled at me, I have to stand up for myself. They don't realize how difficult it is here especially I'm alone working here and there are many people that I need to attend to with their needs).

Another participant added:

Meron pa yung magtatanong sila sayo kung saan kana nurse tapos

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



registered nurse ka? Tatanungin pa nila yun eh alangang hindi eh andiyan ka nag wowork. Yung may pang iinsulto kumbaga. Etong mga rank and file kasi, sila yung mga pinaka mababa sa regulars pero kung makaasta akala mo mga taga pagmana ng kumpanya. Buti pa mga supervisor and managers napaka bait.

(There are even those who ask you where you are stationed, they are going to ask if you're a registered nurse. They're still asking that while they know you are working there. It's like they are insulting you. These rank and file employees; they are the lowest in the organizational structure, but they act as if they are the heirs of the company. The supervisors and managers are way nicer than them).

The pandemic has significantly impacted attitudes, employee performance, and self-esteem, leading to undervaluation of nurses and a stigma, despite guidelines, affecting acceptable behaviors.

Jones et al. (2013) highlight the impact of segregation, a form of work-related discrimination, on an individual's conduct.

Nurses face challenges in their therapeutic role due to unacceptable behaviors and job status, avoiding negative treatment, and gaining respect while enduring insults and difficulty in convincing others of their abilities.

OHNs face discrimination from co-workers and management, leading to discontent among participants.

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



Sonnentag (2013), Meier (2013), and Danielsson (2015) emphasize the importance of addressing organizational conflicts to improve worker performance and well-being, highlighting the need for effective conflict resolution strategies.

Maintaining respect for OHNs is crucial for their morale, dignity, and social status, but achieving this requires a company policy prohibiting discriminatory acts.

Challenges to Institutional/Organizational Support

Participants face challenges in implementing safety and well-being programs due to lack of organizational support, guidelines, and policies, preventing OHNs from suggesting ideas or opinions.

Participant 3 Shared:

"Ang rami nilang tanong kapag gusto ko mag implement ng certain Program. Halimbawa sa Covid 19, yung importance ng pagsusuot ng gloves sa body frisking. Ang problema kung gagawin ko ito o mag discussing importance ng pagpapalit ng gloves sabi nila "sino ka ba, ano ka lang ba naman".

(They have many questions when I try to implement a certain program. One example is on Covid 19, the importance of wearing gloves in body frisking. The problem is that when I do these things or discuss these things especially the importance like changing gloves they told me, "who are you anyway, what are you anyway).

Another participant shared:

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



“Marami akong gustong programs gaya ng immunizations, nabanggit ko na Yan pero hanggang ngayon wala pa rin. Kahit anti tetanus lang kasi maraming kaso ng mga cuts ganun. Yung management pa rin ang huling say.”

(I want to implement programs like immunizations, I Have already told them about it but until now, there’s still no response. If ever, even just for Tetanus because there are many cases of cuts. Still, the management has the final say).

Participants noted lack of policies and guidelines for OHN program implementation and workplace discrimination, leading workers to prioritize superiors over assigned nurses for safety.

Garcia-Herrero et al. (2012) emphasize the importance of work welfare, aiming for safe conditions that empower workers and their organizations to perform their work productively and avoid potential injuries.

Participants desire employee well-being programs, but management prioritizes business expenses over health due to costs, indicating a bias towards the business aspect of the company.

Participant 7 Shared:

“Kung may mga programs kang gustong implement, challenge yun kasi pag i-aano mo yan, parang ina-ano mo pa sa management ng NCC. Titignan pa nila yan kung approve nila o hindi yun lang siguro ang challenge.”

(If you have programs that you would like to implement, that is a challenge because the management of NCC will scrutinize it. They will still look at that if they will approve it or not. I think that is the challenge).

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



Management often disregards worker welfare programs, despite their willingness, due to financial burdens and management's final decision, often purchasing supplies to maintain operational efficiency.

Active Commitment (AC) is a crucial factor in enhancing job performance and reducing absenteeism, as highlighted by Reidy and Jacobs (2019) and Jacobsen and Fjeldbraaten (2019). Studies led on nurses have uncovered nurses who are emotionally dedicated to be bound to stay in their workplace for additional years (Chang et al., 2019) and to see more expert fulfillment (Barac et al., 2018).

Challenges to Salary and Compensation

A study shows insufficient salary for families, advocating for professional-level wages, double pay during holidays, and higher salaries for clerks.

A participant faced job insecurity due to higher salaries, struggling to afford necessities and even paying for her board and lodging, highlighting the need for cost reduction in occupational nurses, as just compensation impacts their economic status.

Participant 2 Shared:

"Ang baba ng sweldo naman at wala pa kaming hazard pay. Sa sweldo yung nasa supervisory level meron silang allowance kumpara sa akin, wala ako nun".

(Our salary is low and we do not have hazard pay. In terms of salary, those who are at the supervisory level have allowance in comparison with me, I do not have that).

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



Participant 3 Shared:

"Hindi siya kasya, compensation, hazard pay, wala. Sabi nila meron daw kaming hazard pay pero hanggang ngayon wala pa sila binibigay kaya naghihintay pa kami".

(It is not enough, compensation, hazard pay, none. They told us that there is a hazard pay but until now, they haven't given it so we are still waiting).

OHNs, who are expected to receive hazard pay, have not been paid during the pandemic, which is detrimental as they work in dangerous situations.

Qasim et al, (2013) highlight the significant impact of monetary rewards on job satisfaction, highlighting that high living costs often lead to higher salaries, causing dissatisfaction among employees.

Participant 5 Shared:

"We are not compensated, especially there is a pandemic because especially the hazard pay we demand until now wala pa. (Until now there is none). Ilang buwan na kaming nakiki battle sa covid 19 dito sa company. Increase in salary wala pa din. Kulang talaga in comparison with other OHN nurses."

(We've been battling Covid 19 for months now in the company, and yet there is no increase in salary. It is not enough in comparison with other OHN nurses).

Participant 7 Shared:

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



"For my salary, mababa siya (it's low), in my experience from working abroad, super baba talaga parang we are not well compensated (Super very low, it's like were not well compensated).

OHNs express dissatisfaction with her low salary, stating it is comparable to the local rate and unskilled workers, despite her professional status.

Work fulfillment is a crucial aspect of worker commitment, often determining their goal to maintain their current position, like clinic commitment and work location decisions (Edoho et al., 2015). Goetz et. al (2015) and Van Van der Doef et. al's (2012) research underscores the critical role of occupational fulfillment in medical workers, highlighting the potential negative impact on patients and participants.

Removing Some of the Weights (The Coping Mechanisms of Participants)

The study explores the coping mechanisms employed by Occupational Nurses (OHNs) to manage work challenges and stress, emphasizing the importance of detaching from commitments and workload.

Yelkpereri's adaptation system, as used by Esia-Donkoh (2011), involves individuals coping with painful situations, reducing, or limiting their efforts.

Active Coping (AC)

AC, Yelkpereri, and Esia-Donkoh (2011) mean physical exercises done by the members that include improving their physical well-being, for example, strolling, running, working out, and resting.

Most of the participants expressed that sleeping is their most fundamental way of dealing with stress and relaxation.

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



Participant 3 shared:

"Pag ako nai stress, kumakain ako, tulog at exercise".

(When I am stressed, I eat, sleep and exercise).

Another participant said *"Umiinom ako ng kape pagkadating ko sa bahay tapos nag rerelax ako at ayoko magi isip tungkol sa trabaho".* (I drink coffee upon arrival at our home and I try to relax and not think about work).

Unwinding, stretching, and body massages are stress-relieving activities found at malls and malls. Stretching helps reduce weight gain, while body massages provide relaxation, muscle relaxation, and improved circulation. Stress-eating can lead to weight gain, but these methods can help manage stress.

Mental Disengagement (MD)

Participants frequently engage in recreational and spiritual activities, such as bonding with family, watching TV, dining out, traveling, listening to music, or talking and laughing together.

One participant expressed: "I also play Mobile legends". Here, one can see that playing games are one of their means to escape reality, meaning, and the stressful life as an OHN.

One participant mentioned mind disengagement activities like gardening and working at home, while bonding with her family through playing together.

OHNs employ stress management strategies like playing games and gardening to enhance their physical and mental health, thereby enhancing their ability to tackle work challenges.

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



Cooper's definition of work pressure refers to the physical and mental incidents that can lead to physical or mental mischief, causing long-term negative effects on individuals and organizations, as per Akbarbegloo & Valizadeh (2011).

Lyon's (2012) research highlights two types of adapting: issue-centered and feeling-centered, focusing on critical thinking and emotional relief in unchangeable situations.

Setting One's Heart On (The Participants' Desires)

Participants desire improvement, growth, and fulfillment in their work, including improved compensation, treatment, and respect, as they believe their work will be alright and "Set One's Heart On."

Desire for Better Compensations

The participants expressed their desire for their organization to give them a better compensation since they are doing the best they can for the betterment and development of their organization/company.

Participant 2 Shared:

"Ang gusto ko e mabayaran ng tama na akma sa profession ko".

(All I ask is to be paid the right amount according to my profession).

They desire to be paid according to their profession. They felt that they have invested so much time, effort, and money to be a professional, the least they want is to be paid and be well compensated.

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



Participant 6 Shared:

"Marami syempre increase salary, and sana yung employer maging cooperative at priority and nurses kasi kami naman ang tumutulong sa mga empleyado at dahil sa amin din, matagal na rin sana sila na penalty".

(Many; of course they should increase our salary and I am hoping that the employer would be cooperative and should prioritize the nurses because they are the ones that help the employees and if not because of us, they would have been a penalized long ago).

Booyens' 2014 study underscores the significance of improved compensation, motivating forces, and diverse administration states in enhancing performance and retaining healthcare experts in the workplace.

Nawab (2011) and Obasan's (2012) research highlights the positive impact of medical compensation on workers' work execution, highlighting fair and equitable compensation for workers' hierarchical responsibilities.

Desire to Fair Treatment and Respect

Participants in the study expressed a desire for respect and fair treatment, claiming to have been victims of discrimination. They expressed disappointment in the lack of respect they receive, which could lead to nurses turning down offers or seeking alternative work environments.

One participant said....

"Sana makapag implement akong program at magkaroon sila ng respeto

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



sa akin"

(I hope I can implement a program and they should have respect towards me).

Another participant added:

"Sana tumaas ang sahod, merong hazard pay at sana konting respeto naman kahit papano".

(I hope that there is a salary increase and hazard pay and a little respect would do).

Rajabipoor and Dehghani (2013) highlight the crucial role of nurses in maintaining the wellbeing of the general public, emphasizing the need for skilled leaders to improve work conditions and recognize the significant variables involved in their work.

Workforce usefulness is significantly influenced by work-related pressure and job satisfaction, with ensuring high job satisfaction among healthcare workers is crucial for their clinical performance (Kabbash et al. 2020; Semachew et al. 2017).

Hoboubi's (2017) research highlights positive affectivity, characterized by excitement and inclusion, and negative affectivity, characterized by trouble and tension, and emphasizes the role of word-related pressure in work fulfillment.

Participants report widespread discrimination against OHNs in the health industry, undervaluing their talents and skills. They advocate for equality, respect, and a policy against work discrimination, regardless of job status or position.

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



The In-Depth Thoughts (The Participants' Realizations as Occupational Health Nurses)

Participants' in-depth thoughts on their experiences as OH Nurses reveal both positive and negative situations, influencing their decisions and plans, guiding them to follow their heart's guidance.

What is common among the respondents' response is that they are not that toxic in terms of working as an OHN. One participant said: "*Mas magaan compared sa hospital setting nanapaka toxic*". (It is lighter work compared to hospital setting that is very toxic).

Respondents reported a relaxed work environment, potentially contributing to low salaries for company nurses compared to hospital nurses. However, workload discrepancies should not be the basis for compensation, requiring standardized pay.

Chou, Li and Hu (2014), have attributed the demanding work of nurses to factors such as work interruptions, procedures and processes involved in treating patients, extended work hours, and job-related uncertainties.

Winning et al. (2018) found that staff support moderates the positive relationship between daily workload and anxiety and depression, with low support resulting in lower workload.

Another participant said:

"The perk is it is not that toxic in terms of nursing diagnosis, charting in comparison to the hospital na maraming trabaho (there are lots of work)".

Participant 8 Shared:

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



"Mas naging people person ako, kasi mahiyain ako makipagusap noon. Nahihiya talaga ako. So nung nagtrabaho na ako dito, nag ano yung pakikisalamuha ko."

(I was aloof with people, because I am a shy type of person before. When I started working here, I was able to develop my socialization skills).

Moradi's (2017) study emphasizes the significance of professional socialization, a cycle where novices immerse themselves in the culture of experts, fostering rapport and understanding in healthcare delivery.

Peyrovi, Dinmohammadi, and Mehrdad's (2013) research highlights the dynamic cycle of socialization in nursing, where individuals disguise their abilities and experiences to create efficient personalities.

Tsaras, Labrague, and McEnroe-Petitte's (2018) study revealed that nurses in the Philippines exhibit moderate levels of professional independence, highlighting the need for hierarchical efforts to promote independence.

Participant 4 Shared:

"Balak ko iwan ang practice at bumalik sa hospital kasi mas challenging kasi dito nangangalawang ang skills ko. Sanay ako sa challenges sa hospital and gusto ko yung pressure lalo nung nasa ICU pa ako at naghahanap ako ng action packed activities".

(I intend to leave the practice and return to the hospital because I am more challenged in the hospital. Here, my skills are rusting and I am used to 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



challenges in the hospital. I like the pressure, especially before I was in the ICU. I am looking for that action packed activities).

Tshitangano (2013) and Guidotti (2011) highlight the challenges faced by healthcare professionals, including lack of independence, workload, role conflicts, low pay, and inadequate social benefits.

OHNs prefer OPD hospitals due to limited nursing skills practice and common activities, seeking better experience, higher pay, and job satisfaction in company nursing.

Participant 7 Shared:

"The setup is different, its' like, if it's occupational, for me its lighter compared to having your duty to the hospital, point is, in the hospital setting, when you're done with the patient in your 8 hours duty and the patient is discharged already, you don't have to think about it already. Here, whole year round that you will monitor the employees."

Participants prefer challenging work and want to leave OHN practice to return to hospital settings, focusing on job satisfaction and workload differences between hospitals and companies.

Participant 10 Shared:

"Na realize ko na malawak pa pala ang field ng nursing, hindi pa pala hospital based and yun nga sa company nurse sobrang lawak kasi kung bago sa hospital, ang hawak mo buhay, nandun na ang problema, sa company nurse, parang mag advance ka na bago dumating yung problem"

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



(I realized that the field of nursing is wide and it's not just hospital based, and also being a company nurse, it also has a wide range of scope also. In the hospital, the lives of patients are on your hands, the problem is there already, as company nurse, you should think in advance before the problems arrive).

Rathert et. al's (2013) research emphasizes the significance of patient-centered care in nursing, highlighting its benefits such as increased satisfaction, safety, and overall well-being.

Sousa, Silva, Minamisava, Freitas, and Bezerra's 2014 study underscores the need for expanded medical care, innovation, and worker welfare, emphasizing the challenges faced by nurses in the Philippines, particularly in the private sector.

CONCLUSIONS AND RECOMMENDATIONS

The results yielded that the participants, instead of encountering physical or chemical hazards, were more affected by psychosocial hazards, which prompted them to realize rather than leave the practice. Even if there are advantages like the environment and practice being less toxic than the community and clinical practice, the drawbacks are overwhelming and prominent and outweigh the positives.

Nevertheless, this study makes the following recommendations for the benefit of the OHNs: (1) a law that stipulates and defines the competency, monetary benefits, and good job status of not just OHN but all nurses working in the private sector, (2) a provision from labor department to require enhanced organizational support of employers especially for the private sector, (3) creation of OHNAP Chapter in Region 1, to discuss the common goals of these

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 VI, Issue II

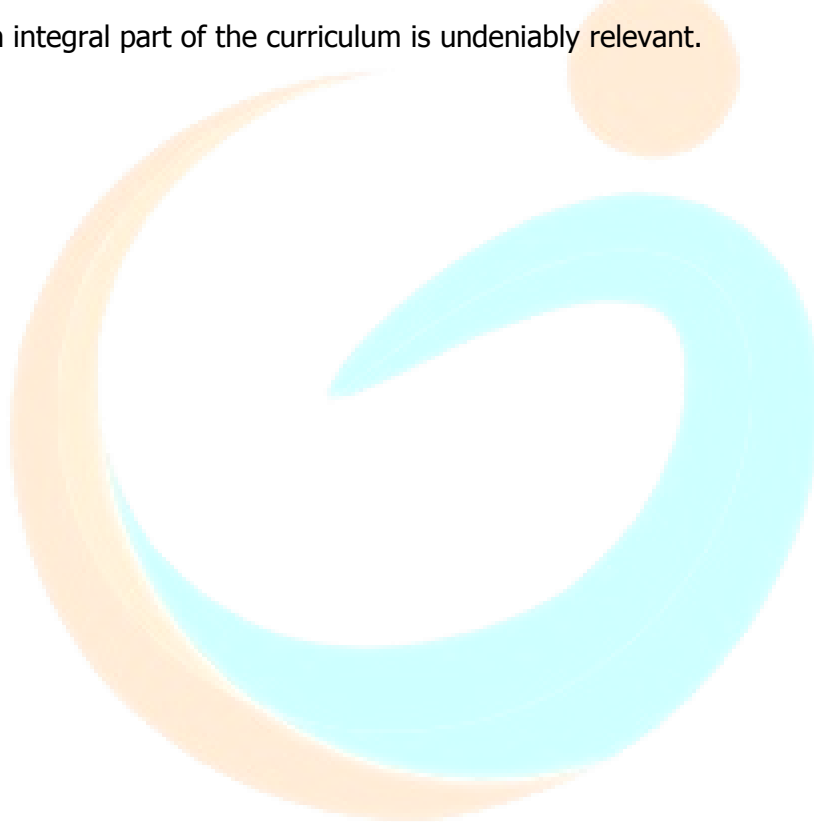
November 2024

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



nurses and come up with proposals to improve their working conditions including just compensation, and (4) encourage more studies or research regarding OHN in the Philippines.

The findings of this research can be a basis or foundation for future research, increase awareness and improve the situations of OHNs in the Philippines. In addition, future research in sub-specialties of OHN should be made to explore issues and concerns they might be experiencing. The results will also be a catalyst for change in modifying the nursing studies here in the Philippines. The importance of integrating OHN in the discussion of nursing students as an integral part of the curriculum is undeniably relevant.



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

A.M. Winning, J.M. Merandi, D. Lewe, L.M. Stepney, N.N. Liao, C.A. Fortney, C.A. Gerhardt The emotional impact of errors or adverse events on healthcare providers in the NICU: the protective role of coworker support J Adv Nurs, 74 (1) (2018), pp. 172-180

American Association of Occupational Health Nurses. (2012). "AAOHN Fact Sheet"

Acutt, H & Hattingh, S. (2012) Occupational Health Management and Practice for Health practitioners Fourth Edition. Landsdowne Cape Town.

Adamu UG, Abdullahi A. Common occupational health hazards amongst Health care workers in a Tertiary Health Institution in Bida, North-central Nigeria. Int Jour of Biomed Res. 2017

Adegoke, A.A., Atiyaye, F.B., Abubakar, A.S., Auta, A. and Aboda, A. (2015), "Job satisfaction and retention of midwives in rural Nigeria", Midwifery, Vol. 31 No. 10, pp. 946-956.

Akbarbegloo M, Valizadeh L. Occupational tension and coping strategies in nurses in psychological ward of Tabriz Razi hospital. Modern Care. 2011;8(1):45-51.

Akinwale, O.E. (2019), "Employee voice: speaking up in the organisation as a correlate of employee productivity in the oil and gas industry – an empirical investigation from Nigeria", Serbian Journal of Management, Vol. 14 No. 1, pp. 97- 121.

Barać I., Prlić N., Plužarić J., Farčić N., Kovačević S. (2018). The mediating role of nurses' professional commitment in the relationship between core self-evaluation and

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



job satisfaction. International Journal of Occupational Medicine and Environmental Health, 31(5), 649–658.

Boehm, L (2016) Interprofessional Perspective. Dimensions of Critical Care Nursing Dec 2016 vol 35 Issue 6 pp 339-347

Booyens, S., & Bezuidenhout, M. (2014). Dimensions of Healthcare Management (3rd ed.).Cape Town: Juta.

Carpenter DR. Phenomenology as method. In: Streubert Speziale HJ, Carpenter DR, editors. Qualitative research in nursing: Advancing the humanistic imperative. 4. Philadelphia, PA: Lippincott Williams & Wilkins; 2007. pp. 75–101.

Chang H.-Y., Chu T.-L., Liao Y.-N., Chang Y.-T., Teng C.-I. (2019). How do career barriers and supports impact nurse professional commitment and professional turnover intention? Journal of Nursing Management, 27(2), 347–356.

Christensen, M., Welch, A., & Barr, J. (2018). Nursing is for men: a descriptive phenomenological study. Contemporary Nurse, 54(6), 547-560.

Danielsson, C. B., Bodin, L., Wulff, C., and Theorell, T. (2015). The relation between office type and workplace conflict: a gender and noise perspective. J. Environ. Psychol. 42, 161–171. doi: 10.1016/j.jenvp.2015.04.004

Denzin, N. (1989). The research act. Englewood Cliffs, NJ: Prentice Hall.

Department of Labor and Employment Yellow Book, Occupational Health and Safety Standards 2017

Dinmohammadi, M., Peyrovi, H., & Mehrdad, N. (2013).Concept Analysis of

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



Professional Socialization in Nursing. Nursing Forum, 48(1), 26-34
9p.doi:10.1111/nuf.12006

De Jage R, N., Nolte & Temane, A (2016). Strategies to facilitate professional development of the occupational health nurse in the occupational health setting. Health SA Gesondheid 21(2016): 261-270 University of Johannesburg. Auckland Park

E. Papastavrou, G. Efstathiou, C. Lemonidou, M. Kalafati, J. Katajisto, R. Suhonen
Cypriot and Greek nurses' perceptions of the professional practice environment
Int Nurs Rev, 61 (2014), pp. 171-178

Earnest, D. R., & Dwyer, W. O. (2010). In their own words: An online strategy for increasing stress-coping skills among college freshmen. College Student Journal, 44(4), 888-900.

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support *Journal of Applied Psychology*, 71, 500-507.

Eme, O.I., Uche, O.A. and Uche, I.B. (2014), "Building a solid health care system in Nigeria: challenge and prospects", *Academic Journal of Interdisciplinary Studies*, Vol. 3 No. 6, pp. 501-510.

Esia-Donkoh, K., D. Yelkperi and K. Esia-Donkoh, 2011. Coping with stress: Strategies adopted by students at the winneba campus of University of education. US-China Education Review, 1(2): 290-299.

Freitas, J. S. , Silva, A. E. B. C. , Minamisava, R. , Bezerra, A. L. Q. , & Sousa, M. R.

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



G. (2014). Quality of nursing care and satisfaction of patients attended at a teaching hospital. *Revista Latino-Americana De Enfermagem*, 22(3), 454–460. 10.1590/0104-1169.3241.2437

Garcie-Herrero, S. (2012). Working conditions, Psychological, physical symptoms and occupational accidents". *Bayesian network models, safety science*. 50 (9), 1760-1774.

Giorgi, A. (2009). *The descriptive phenomenological method in psychology: A modified Husserlian approach*. Pittsburg, PA: Duquesne University.

Goetz, K., Campbell, S.M., Steinhäuser, J., Broge, B., Willms, S. and Szecsenyi, J. (201 1), "Evaluation of job satisfaction of practice staff and general practitioners: an exploratory study", *BMC Family Practice*, Vol. 12 No. 1, pp. 411-417.

Goetz, K., Marx, M., Marx, I., Brodowski, M., Nafula, M., Prytherch, H., Omogi Awour, I.K. and Szecsenyi, J. (2015), "The working atmosphere and job satisfaction of health care staff in Kenya: an exploratory study", *Biomed Research International*, Vol. 2015, pp. 1-7.

Gozukara, I & Colakoglu, N (2016) The mediating Effect of Work Family Conflict on the Relationship between Job Autonomy and job Satisfaction. *Social and Behavioural Sciences* 253-266.

Guba, E.G., & Lincoln, Y. S. (1994). Competing paradigms in qualitative research. In N.K. Denzin & Y. S. Lincoln (Eds.), *Handbook of qualitative research* (pp. 105 117). Thousand Oaks, CA: Sage.

Guidotti, T. L. (2011). *Global occupational health*. New York, NY: Oxford University

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



Press.Manojlovich, M. (January 31, 2007). "Power and Empowerment in Nursing: Looking Backward to Inform the Future". OJIN: The Online Journal of Issues in Nursing. Vol. 12 No. 1, Manuscript 1. DOI: 10.3912/OJIN.Vol12No01Man01

Happell et al., (2013) Nurses and stress: recognizing causes and seeking solutions J Nurs Manag. 2013May;21(4):638-47. doi: 10.1111/jonm.12037.\

Hapell, B., Reid-Searl, A., Caperchione C. M., Dywer., Burke,K & Gaskin,(2013). Nurses and Stress: Recognising causes and seeking solutions. Journal of Nursing Management 21 (2013): 638-647

Hoboubi N, Choobineh A, Ghanavati FK, Keshavarzi S, Hosseini AA (2017) The impact of job stress and job satisfaction on workforce productivity in an Iranian petrochemical industry. Safe Health Work 8(1):67-71.

Holm, K (2014) Role clarification processes for better intergration of nurse practitioners into primary healthcare teams. University of Montreal, Canada.

Jacobsen D. I., Fjeldbraaten E. M. (2019). Exploring the links between part-time employment and absenteeism: The mediating roles of organizational commitment and work-family conflict. Public Organization Review, 20, 129-143.

Jeyapal, Dinesh, Kumar& Bhahasim, S (2015) Health Issues amongst Employees, an Emerging Occupational Group in India.Delhi India. Indian Journal of Community Medicine Vol 39 Issue 3 JULY 2014.

Kabbash IA, El-Sallamy RM, Abdo SAE, Atalla AO (2020) Job satisfaction among physicians in secondary and tertiary medical care levels. Environ Sci Pollut Res 27:37565-37571.

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



Kim, A (2014) Daily challenges of occupational health nurse.

Kottwitz M. U., Meier L. L., Jacobshagen N., Kälin W., Elfering A., Hennig J., Semmer N. K. Illegitimate tasks associated with higher cortisol levels among male employees when subjective health is relatively low: An intra-individual analysis. Scandinavian Journal of Work, Environment & Health.2013:310– 318.doi: 10.5271/sjweh.3334.

L.P. Chou, C.Y. Li, S.C. Hu Job stress and burnout in hospital employees: comparisons of different medical professions in a regional hospital in Taiwan BMJ Open, 4 (2014), Article e004185

Labrague LJ, McEnroe-Petitte DM, Tsaras K. Predictors and outcomes of nurse professional autonomy: A cross-sectional study. International journal of nursing practice. 2018;e12711. doi:

Lim S., Cortina L. M., Magley V. J. (2008). Personal and workgroup incivility: impact on work and health outcomes. J. Appl. Psychol. 93 95–107. 10.1037/0021-9010.93.1.95

Lindsey, A., King, E., McCausland, T., Jones, K., & Dunleavy, E. (2013). What we know and don't: Eradicating employment discrimination 50 years after the Civil Rights Act. Industrial and Organizational Psychology, 6, 391–413.

Lyon B. Stress, coping, and health: a conceptual overview. In: Rice VH, editor. Handbook of stress, coping, and health: implications for nursing research, theory, and practice. 2nd ed. Thousand Oaks: SAGE Publications, Inc.; 2012. p. 2–20.

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



Marshall, E., & Rossman, G. B. (1989). *Designing qualitative research*. Newbury Park, CA: Sage Publications, Inc.

McCullagh 2012. Occupational Health Nursing Education for the 21st Century. ABOHN 2008, Workplace Health and Safety Vol. 60, No. 4, 2012

Merret, A., Thomas. P., Moghabghab, Stephen, & Guiner, M (2011). Collaborative Approach to Fall Prevention. Canadian Nurse. Com Elsevier Ltd.

Merriam, S. B. (1998). *Qualitative research and case study applications in education*. San Francisco: Jossey-Bass Publishers.

Mizumo, L Satomi, K.K, L., Desmond, R., Yuki, G., Hagi, N., Mitsutooshi., Sato, E., Higashikawe, Y.K., Masato, Y.M & Kondo, N (2016) Barriers to continuing Education Professional Development among Occupational Health Nurses in Japan. Workplace and Health and Safety (2014) 198-2005.

Mohd, I., Dollard, A & Winefield (2016) Integrating psychosocial safety climate in the JD-R Model: University of Malaya, Malaya.

Nawab Samina, Bhatti, Komal, K. (2011). Influence of Employee Compensation on Organizational Commitment and Job Satisfaction: A Case Study of Educational Sector of Pakistan. International Journal of Business and Social Science Vol. 2 No. 8.

Noguera, C (2016) Ethics in occupational health practice. Randjesfontein, South Africa. Occupational Health Southern Africa vol no 22 May/June 2016: 1-11

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



Obasan, Kehinde A. (2012). Effect of Compensation Strategy on Corporate Performance: Evidence from Nigerian Firms. *Research Journal of Finance and Accounting*. Vol 3, No 7.

Oelson, K. B & Hasle, P (2015). The role of intermediaries in delivering an occupational health and safety programme designed for small businesses- A case study of an insurance incentive programme in the agriculture sector. *Safety Science* 71(2015) 242-252. Elsevier Ltd.

Osibanjo, A.O., Abiodun, A.J. and Adeniji, A.A. (2014), "Impact of job environment on job satisfaction and commitment among nigerian nurses", *Journal of South African Business Research*, Vol. 3 No. 4, pp. 1743-1752.

Pamela , H & Hills (2011) Nursing Responsibilities and Social justice in support of Disciplinary Goals. *Nurs Outlook* 60 (2012) 193-207.

Pingle, S (2012) Occupational Health and Safety: Now and Future. Reliance India Ltd, *India Industrial Health* 50 (2012) 167-171

Pisaniello, S., Winefield, H.R., & Delfabbro, F (2012:580) The influence of emotional labour and emotional work on the occupational health and well-being of South Australian hospital nurses. *Journal of vocational behaviour* 80(2012) (579-591

Qasim.S., Cheema. F. E., & Syed. N. A. (2013). Exploring Factors Affecting Employees' Job Satisfaction at Work. *Journal of Management and Social Sciences*. 8(1), 31-39.

Rajabipoor MA, Dehghani M. The relationship between islamic work ethic and

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



organizational commitment and job satisfaction of nurses. Journal of Bioethics. 2013;2(6):43

Ramaci, T., Barattucci, M. Ledda, C., & Rapisarda, V. (2020). Social Stigma during COVID-19 and its impact on HCWs outcomes. Sustainability, 12(9), 3834

Rathert C, Wyrwich MD, Boren SA. Patient-centered care and outcomes: a systematic review of the literature. Med Care Res Rev. 2013;70(4):351–79

Reiley P. J., Jacobs R. R. (2019). Linking leader power use and performance: The mediating role of follower satisfaction and commitment. Journal of Management & Organization, 1–21.

Romero Saldaña, M., Moreno Pimentel, A. G., & Santos Posada, A. (2019). Occupational Health Nursing: Competence and experience to achieve the safety, health, and well-being of the working population. Enfermería Clínica (English Edition), 29(6), 375–379.

Romppanien, K., Jahl, R., Salonienmi, & Virtanen, P. (2010). Encounters with unemployment in occupational healthcare. University of Tampere, Finland. Social Science & Medicine 70 (2010) 605-608.

Semachew A, Belachew T, Tesfaye T, Adinew YM (2017) Predictors of job satisfaction among nurses working in Ethiopian public hospitals, 2014: institution-based cross-sectional study. Hum Resour Health 15(1):31.

Silverman, D. (2006). *Interpreting Qualitative Data*. (3rd ed.). London: Sage Publications, Inc.

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



Sonnentag, S., Unger, D., and Nägel, I. J. (2013). Workplace conflict and employee well-being: the moderating role of detachment from work during off-job time. *Int. J. Confl. Manag.* 24, 166–183. doi: 10.1108/10444061311316780

Stacey, E & Hammond, S (2016) Cost of Compliance in the changing World

Strauss, A. M., & Corbin, J. (1998). *Basics of Qualitative Research: Techniques and Procedures for Developing Grounded Theory*. (3rd Edition.). Newbury Park, CA: Sage Publications, Inc.

T. G. Tshitangano, "Factors that contribute to public sector nurses' turnover in Limpopo province of South Africa," *African Journal of Primary Health Care and Family Medicine*, vol. 5, no. 1, pp. 1–7, 2013.

Taylor CA. Ann Arbor: George Mason University; 2014. *The Development of a Tool to Measure Feelings of Respect in Nurses*

Tandon R. The COVID-19 pandemic, personal reflections on editorial responsibility. *Asian J. Psychiatr.* 2020;50 doi: 10.1016/j.ajp.2020.102100.

Uvais, N. A. Aziz, F., & Hafeeq, B. (2020). COVID-19 related stigma and perceived stress among dialysis staff. *Journal of Nephrology*, 33, 1121-1122

Van der Doef, M., Mbazzi, F.B. and Verhoeven, C. (2012), "Job condition, job satisfaction, somatic complaints and burnout among east african nurses", *Journal of Clinical Nursing*, Vol. 21 Nos 11/12, pp. 1763 -17775.

Verbreek, J. (2012) When Work is related to Disease, What establishes Evidence for a Causal Relation. *Safety and Health at Work*.Kuogio, Finland Netherlands

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 VI, Issue II

November 2024

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



Waters, J. (2017). Phenomenological Research Guidelines.

WHO, 2001. The Role of Occupational Health Nurse in Workplace Management

Xiong Y., Peng L. Focusing on health-care providers' experiences in the COVID-19 crisis. *Lancet Glob. Health.* 2020;8(6):e740–741.

Yaser Moradi et al /*J. Pharm. Sci. & Res.* Vol. 9(12), 2017, 2468-2472 Howkins, E. J.,

& Ewens, A. (1999).How students experience professional socialisation. *International Journal of Nursing Studies*, 36(1), 41–49.

Zandifar, A., Badrfam, R., Mohammadian Khonsari, N., Mohammadi M. R., Asayesh, H., & Qorbani, M. (2020) Prevalence and associated factors of post-traumatic stress symptoms and stigma among healthcare workers in contact with COVID-19 patients. *Iranian Journal of Psychiatry*, 15(4), 340-350

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
