CORE COMPETENCY AND JOB PERFORMANCE OF STAFF NURSES WORKING IN SELECTED TERTIARY PRIVATE AND PUBLIC HOSPITALS: TOWARDS THEORY DEVELOPMENT

Introduction

Purpose of the Study: To determine the core competency and job performance of staff nurses

Methods:

The study used quantitative descriptive correlational utilizing adapted and modified questionnaire. The participants of this study was composed of a total of 100 staff nurses and 40 nurse managers.

Weighted mean, frequency and percentage for the profile variables of the staff nurse respondents was used, t-test was employed to ascertain the relationship and significant difference.

Results and Findings:

Most of the staff nurses is female, most belongs to the young adult age ranges of 23-26 years old, had a BSN degree, and had clinical experience for 1-3 year. The self-assessed competencies of the staff nurse rated themselves as high in areas of competency.

The assessments of the nurse manager on the competency of the staff nurse is high.

For the educational attainment, age and length of service variable, the results implies that there is no significant difference in the self-assessed competency of the staff nurse.

There is a significant difference in the self-assessed competency of the staff nurse working in tertiary private hospitals and the assessment of the nurse manager respondents on the competency of the staff nurses. The job performance of the staff nurse respondents as evaluated by the nurse manager is high.

There is no significant difference in the job performance.

The results implies that there is no significant relationship between the self-assessed competency and the job performance of staff nurses.

Conclusion:

The staff nurse and nurse manager working in tertiary private and public

hospitals yielded a congruently and consistently high in terms of competency.

There is significant difference in the assessment of the self-assessed competency of the staff nurse and the assessment of the nurse manager on the competency of staff nurse.

There is no significant difference in terms of job performance of the staff nurses both in tertiary private and public hospitals.

Recommendations:

Explore other areas of competencies. Identify the differences and gaps in the assessment of the two groups.