

## Work to quality of life among millennials and generation Z nurses in professional practice

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### **Abstract**

During the early stages of the pandemic virus outbreak, an excessive workload has been linked to negative health outcomes, including exhaustion and physical symptoms as well as job satisfaction, mental well-being, job strain, depression and distress. These negative health effects were evaluated during the early stage of the pandemic virus outbreak. These outcomes were measured and studied during the early phases of the pandemic virus outbreak. The word "quality of life" refers to the overall health of a person or culture, taking into account both positive and negative aspects of life. It consists of an individual's or community's goals and dreams for a happy and successful existence. There's been a tremendous development in the use of health-related quality-of-life assessment in medical research during the last decade. Based on the researcher's findings and my personal experience during the COVID-19 Pandemic, which is set to begin in 2020. There have been various changes in the health of nurses and quality of life that I have observed. Due to increase workload and the need to rest after work, several nurses find it difficult to eat during and after work. In addition, some nurses find it difficult to carry out common health activities like working out, going to the gym and jogging. Several of them experienced emotional anxiety and depression, which is why I devised this research, the goal of which is to investigate the work to quality of life of professional nurses in the province of Batangas using an interview guide question.

**Keywords:** healthcare, pandemic, work-life balance, millennials, generation Z nurses, professional practice

## Work to quality of life among millennials and generation Z nurses in professional practice

### 1. Introduction

The quantity and quality of work required of nurses has changed recently and these changes have also had an impact on the safety of the patients under their care. A demographic change is currently taking place in every part of the region, which is defined by rising human populations and, as a result, rising average longevity. These developments are occurring simultaneously all throughout the world. Even in the midst of a pandemic, this is something that remains constant. On a daily basis, various hospitals in the Philippine region of Batangas give care and aid to local citizens. These hospitals can be found all around the province. Conventional nursing workload measurements are inefficient and fail to capture the intricacies of nursing tasks. Therefore, these steps cannot guarantee effectiveness. During the early stages of the pandemic virus outbreak, an excessive workload has been linked to negative health outcomes, including exhaustion and physical symptoms as well as job satisfaction, mental well-being, job strain, depression and distress. These health consequences were evaluated during the preliminary stage of the pandemic virus outbreak. During the early phases of the pandemic virus outbreak, these outcomes were measured and studied.

Based what the researcher discovered and my own experience with the Covid-19 Pandemic, which is set to begin in 2020. There have been various changes in the health of nurses that I have observed. Some nurses are unable to eat during and after work due to increasing workload and a feeling of exhaustion that makes them want to go to bed and sleep. In addition, some nurses find it difficult to carry out common health activities like working out, going to the gym and jogging. Some of them had emotional anxiety and sadness, which is why I devised this study, the goal of which is to investigate the work to quality of life of professional nurses in the province of Batangas using an interview guide question.

*Objectives of the Study* - This study aims to explore the work to quality of life among millennials and generation z nurses in professional practice.

### 2. Methods

*Research Design* - This study used a Descriptive - Phenomenological Research design. A descriptive-phenomenological study, according to Holloway and Galvin (2017), is a type of qualitative research study design that describes individuals' lived experiences or how humans are able to experience a certain scenario or occurrence. The fundamental goals of phenomenological research are to find truth in people's recollections of their experiences and feelings, as well as to provide thorough descriptions of the event. In educational environments, phenomenological research studies frequently combine participants' lived experience, perceptions, and feelings about a phenomenon. The goal of this research is to provide a comprehensive framework for phenomenological researchers.

*Participants of the Study* - Ten registered nurses participated in this investigation. Throughout the procedure of data collection, the researcher utilized the Interview Tool. Before conducting the interview, the Nursing Service Department was informed of the study's objectives and granted permission to conduct the research. In addition, a letter of informed consent was provided to each participant in the study, in which it was specified that they would receive a full explanation of the study's parameters, including the fact that any and all information collected would be used solely for research purposes and that the study's scope would be limited to those grounds. To ensure that there were no lulls, the interview was conducted during the nurses' leisure day and with regular breaks.

**Data Gathering Instrument** - The researcher made use of both an interview guide question and a self-questionnaire in their work. A survey interview was used by the researcher to collect qualitative information on the respondents. The interviewees were asked to express their views and current circumstances in respect to their own current happenings. The following questions are going to serve as the guide questions for the survey interview: (1) How are you? (2) How do you define the quality of life-related to your work as a nurse? (3) how does your work affect your quality of life? (4) How would you ensure you achieve optimal quality of life? These are going to be put to use during the actual interview for the survey.

In addition, it is organized in a manner that emphasizes the factors that contributed to the respondent's decision to deviate from their principles while ignoring the nature of their condition. This aspect of the survey's design deserves special mention. This is also being done to provide respondents with the opportunity to describe their condition accurately. The research instrument was used to collect information from the research informant and read all of the available context, as well as to extract significant content from the statements, formulate meanings, organize these meanings into themes, integrate these themes into clusters of rational and systematic framework, establish a fundamental explanation of phenomenon, and return to the interviewees for additional information and validation of actual results in the study.

**Data Gathering Procedure** - During data collection, the researcher devised a method for acquiring information that would assist the study by first establishing a specific time frame within which a predetermined number of currently employed nurses at a Primary Hospital in Batangas could be contacted. The researcher selected the participants at random and conducted the interviews between January 20, 2023 and March 20, 2023; this was the period designated for collecting data from the informants of the study. The average duration of an interview was forty minutes. The interview took place in the training office room, as well as their respective department's data-secure chambers. A second round of interviews was conducted to ask respondents follow-up questions and confirm the information obtained. Using the information gleaned from the included literature review, the researcher created their own survey questionnaire as the study instrument, which they then presented to their advisor for feedback, suggestions, and approval. After approving and validating the study instrument, the researchers administer it to the subjects.

**Ethical Considerations** - Each participant will receive complete and accurate information regarding the queries they will be asked, how their data will be used, and the potential outcomes. The participants are required to provide explicit and active written consent to participate in the investigation. They must also acknowledge that they are aware of their rights to access and withdraw their information at any time. The process of obtaining informed consent from participants may be compared to a contract between the researcher and the participants. Academic misconduct includes plagiarism, fabricated data, falsified results, and recurrent publication. The researcher will guarantee that none of the following will occur during the study. The respondents will be reassured that their responses will be kept confidential and used solely for academic purposes. The LPU-B research ethics council has reviewed and approved the specific research being conducted.

**Data Analysis** - The Phenomenological Method developed by Colaizzi will be used for the investigation. According to (Gumarang Jr. et al., 2021), Colaizzi's descriptive phenomenological method involves multiple steps of data collection, classification, analysis, and validation. It is implemented by first documenting the lived experiences of the study's informants, from which relevant data will be retrieved and used to develop rational meanings. The data is then utilized by documenting the lived experiences of the study participants. These meanings will be categorized and arranged according to a topic, and then assembled in a concise description that will serve as the premise for the framework structure of the phenomenon. After that, the informant will be presented with the results of the analysis and asked to determine whether or not they are an exact match to their actual experiences.

### 3. Results and discussion

The researchers utilized the methodology developed by Colaizzi in order to carry out an examination of the transcripts of the interviews with the 10 sources of information. The challenges and applications of psychoanalytic theory's ego-ideal notion were studied, which led to the construction of themes with associated meanings derived from the findings of this study. This should be mentioned in the theoretical framework. After doing an analysis, the story statements that were provided by the 10 different informants were categorized into groups according to the commonalities that they all possessed. The analysis was carried out in the form of key themes, which were supported by sub-themes that were symbolically presented together with the supporting literatures that closely resembles the results as a part of the overall concept theory in general. The outcomes closely resembled the results as a part of the overall concept theory in general.

#### **Theme 1: Quality of Life**

This discussion will examine the relationship between the concept of "quality of life" and the occupations of nurse practitioners in the context of their professional lives as nurse practitioners. This discussion addresses the question of how Nurse Practitioners can choose the quality of their lives despite their professional obligations. This concern is specifically addressed within the context of the nursing profession. This affords individuals the opportunity to discuss how they are still able to find happiness in life despite the fact that their jobs consume the majority of their time.

#### ***Sub-Theme 1: Quality Time***

Respondent C : stated that "Having enough rest, having time to read books, there are times when you are too busy but still have hobbies". The majority of people are under the impression that those who work in hospitals, and notably nurses, do not have a healthy work-life balance. This is especially true of nurses. They were under the impression that these nurses had been present at the hospital in some manner earlier. As the interviewer began by inquiring about how they were doing, the majority of the persons who responded stated that they were doing just great when the interviewer questioned about how they were doing at the beginning of the interview. The overwhelming majority of them said that they were in good health and felt safe.

According to Satria, et al., (2018) to maintain a sufficient labor force, it is essential to offer a high quality of work life, also known as QWL. QWL is essential for increasing profits and provocation, enhancing employee satisfaction, attracting and retaining personnel, and enhancing recruitment efforts. Quality of Work Life, or QWL, was defined in the context of nursing as "the degree to which nurses are able to meet significant personal needs through their experiences in their work organization while simultaneously achieving the goals of the organization." The turnover rate of nurses is heavily influenced by the character of nurses' work lives. This factor is also related to employee retention and employment satisfaction. A lack of work-life balance, the climate of the organization, the nursing work condition in terms of heavy workload, poor staffing, a lack of autonomy, and performing tasks that are not directly related to nursing are among the many factors that can have an impact on a nurse's quality of work life (QWL). Other circumstances, such as conducting non-nursing-related work, may also have an impact. In addition, the QWL investigation revealed that nurses were concerned about their salaries and the public's perception of the nursing profession.

#### ***Sub-Theme 2: Productive Equilibrium***

Respondent B : stated that "Being a nurse is busy, but you should have time to meet your other needs and spend time with your friends"

Respondent F : stated that "I would describe quality of life in as a nurse as being active in environment, colleagues work easily and comfortably with and most importantly basic road of happiness"

Respondent I: stated that: "My quality of life is mostly based on my job. I rarely have time to rest or spend time with my family, and because I live with my nephew, I essentially stand in the same position as her mother"

most of the time. I must thus balance my career and family obligations”

The contributions of registered nurses, who represent the largest proportion of available human resources in health care systems, are predominantly responsible for ensuring that patients continue to receive the highest standard of care. Productivity is an essential metric that can be used by any professional organization, particularly nursing organizations, to measure the degree of professional development within the group as a whole. It is common for nurses to work additional hours beyond their shift. In terms of productivity, nurses may believe that they have an abundance of it. They are not allowed to consume or rest during their shift.

Respondent B mentioned in a different statement that "when I am in duty I am unable to eat well because I need to be ready all of the time." During the period that I spent with Respondent C, she made the following observation: "There are moments when I cannot go the full day." To keep me going during the day, I typically rely on candy, bread, and water as my primary sources of sustenance. In a further piece of testimony, Respondent D stated, "When my shift is 6 to 6, I cannot time out at exactly 6 o'clock in the evening." Instead, I start my endorsement at six in the evening, and it continues for the full two hours that it is scheduled for." Respondent E explained that due of the time constraints linked with her employment, she is unable to even hang out with her friend unless her rest days are consecutive for two days. This is the only way that this is possible. Respondent F offered their ideas on eating by noting, "I can still manage to eat, however, my regular eating time is 45 minutes, but while I am in my shift I need to finished my food in 15 minutes." "I just eat once a day, and that is after my shift," Respondent G is quoted as saying in the information that was provided by the survey taker. According to Respondent H, "I am unable to make use of my break time, particularly lunch, due to the fact that there are a lot of things to do, we are understaffed at present, and we instructed newly hired workers." Respondent number one shared their story, saying, "Since I worked the morning shift, the only meal I had time for was breakfast, and it was so satisfying that even if I skipped lunch and supper, I would be OK." And last but not least, respondent G mentioned that "every day she needs to extend two hours for her endorsement." Respondent G's shift is scheduled to begin at six in the morning and terminate at five in the afternoon; but, due to the endorsement, it would end between seven and seven thirty in the evening.

### ***Sub-Theme 3: Noble Cause***

Respondent F : stated that “Life is good, of course, I have a good salary that can support me and surrounded with good people not just at home but at work. My life is revolving on my job but it is okay. I can also make time for pleasure. Enough for me because im single I can save some for myself and spare with some for my family. The rest I can pay the bill before due date. That’s a good salary. I can say that because I'm single, I'm happy with my salary”

Respondent G : stated that “Being a nurse is fun because I get to help many of patients, and I also make plenty of friends at work. Being a nurse first makes you nervous since you're caring for sick people, but as time goes on, you start to feel delighted when you notice that your patient is getting better. from a frightening state to happiness”

Respondent H : stated that “Although nursing is a passion, fulfilling our obligation to others as a health care professional is similar to doing so. There are times when we experience sadness due to the patient's passing. however, it makes you feel gratified when the patient is discharged in an improved condition. When it occurs, our responsibility as health personnel is fulfilled”

Nursing is a respectable profession that requires a high level of dedication, a large amount of tolerance, and a profound sense of immolation for humanity. If you are interested in entering this sector, you should be aware of the requirements. Nurses are the ones who are responsible for providing patients with any necessary medical attention. Although both men and women are welcome to pursue careers in professional nursing, women make up most of those employed in the sector. Women, in comparison to men, tend to have higher degrees of empathy, compassion, and tolerance, which makes them more suitable for working in the nursing profession. The nursing

profession has matured into what it is now thanks to the passage of time. It is common practice for employers to place nurses in a range of work environments, such as disaster areas and conflict zones. Before beginning employment in this sector, a person needs to first receive the right education and training in order to prepare themselves for the rigors of the nursing profession, which may be rather demanding. Also, this is yet another reason why nurses who have received enough training and certification are in such high demand all around the world. The nurse serves as a go-between for the patient and the attending physician, facilitating communication between the two parties. As a consequence of this, the job ends up being of critical significance to the method by which healthcare is delivered. In light of the beneficial effects that their work during the ongoing Covid-19 outbreak has had, it is appropriate to praise their efforts. The performance of their tasks by a sizeable portion of the nursing staff was needed to take place in close contact to infectious patients.

### ***Theme 2: Work to Quality of life***

It is expected that nurses would perform a significant amount of work every shift, which is associated with a decline in their health. As a consequence of this, it is of the utmost importance to acquire an exact knowledge of the working conditions and to carry out an inquiry into the aspects that may be capable of alleviating the negative effects of such a severe workload. The average age of the population as a whole is increasing, which presents a challenge for society. Furthermore, there is likely to be a shortage of qualified individuals, notably in the field of nursing care, which is expected to exacerbate the problem. People who are afflicted with cancer, patients who are afflicted with various disorders, and persons who suffer from several diseases are the ones that demand immediate medical attention. Around the world, those working in helping professions, notably in the medical industry, face a serious challenge in the form of burnout. Burnout is a state of emotional, bodily, and mental exhaustion that can arise when there is a mismatch between the demands of one's job and the resources that are available to the worker over a protracted period of time. This can lead to a situation in which the worker experiences burnout. One of the issues that is leading to the alarming rise in nursing burnout is the excessive quantity of work that is expected of nurses.

It is possible to use the term "workload" to refer to either the qualitative (concerning the kinds of skills and/or the amount of effort required to carry out work activities). Respondent A shared that there are times when she is unable to leave the house since she prefers to relax and unwind at home on Rest days. All of the respondents seem to agree on the same point, if we are to believe them. Respondent B and Respondent C have both indicated the same thing, which is that they are expected to put in additional labor each and every day, particularly if there are a large number of endorsements. Respondent D, E, and F indicated that they are unable to plan an imminent vacation because they are sometimes called in to work even on their days off if the hospital is short-staffed and they are required to perform a duty. In addition, respondent G indicated that they are unable to plan an imminent vacation due to the fact that they are unable to afford an immediate vacation. Respondent I indicated that as a result of her workload, she already does not have a loved life, and Respondent J stated that she does not have time for her child. In contrast, Respondent G has a limited amount of time to do the things that she loves or sometimes it takes time to do it again.

### ***Sub-Theme 1: Physical Deterioration***

Respondent B: stated that "I find it difficult to eat much after duty because I don't feel like it. I simply want to unwind and sleep. When I work the morning shift, I typically don't get enough sleep because I can't go to bed early and must get up early to get to work"

Respondent D: stated that "When caring for patients, I frequently find myself unable to eat on time because I want to finish my duties first and wait until the patient has stabilized before moving to a regular room. When there is no nurse available to change you or the nurses are late because they are coming from the provinces, we occasionally have prolonged duty hours in the operating room. This depends on the patient's circumstance"

Respondent I: stated that "Although we can eat at other times, most of the time we can't eat at the appropriate time. We take advantage of any chance to eat when we have opportunity. For my health, I'm not sure

if it is that im getting old, but in my past jobs, I haven't had many health problems. I had shingles when I started working here at the hospital, and my immune system declined. Pre-diabetic and psoriatic disease were both identified in me. Maybe due to the workplace environment, it comes.”

One of the threats of being a nurse is the physical deterioration. Based on the interviews with the nurses, they are exposed in the different illness and chemicals due to the medicine that they are preparing. Nurses who are overworked often experience exhaustion or burnout, which can hinder their capacity to make accurate and prompt medical assessments. In the end, this can result in medical errors, a lack of patient participation, and missed nurse care. Due to the vast number of responsibilities that are placed on nurses on a daily basis, overworked nurses run the risk of making serious mistakes in the course of administering prescribed medication to patients. When there is an appropriate ratio of nurses to patients in hospitals, this problem is much less likely to occur. It is becoming increasingly difficult for hospitals to maintain safe staffing levels, which in turn is leading to the occurrence of injury that could have been avoided. This issue can have severe repercussions for patients who are already coping with significant diseases or injuries, as well as for hospitals that are forced to deal with costly litigation as a result of the issue. There is a mental, physical, and emotional component to one's workload. It has an effect on the health of the staff as well as the level of care provided. Patient complexity or isolation, adequacy of nurse staffing and skill-mix, and unscheduled tasks defined mental burden. Emotional workload was predicted by all variables, with the exception of adequacy of staffing and other people's education. It is generally accepted that nursing is a difficult profession, and the strains that nurses experience on the job can have a detrimental impact on both their health and their quality of life.

Based on the interviews with the respondents, all of them is lack of rest and sleep, specially nurses that assigned in Ward and OR. When seeking medical attention in a hospital setting, patients absolutely require the assistance of nursing professionals who are capable of delivering high-quality medical treatment to their patients. The individuals who use health care services have high standards for the quality of the health services they receive, which presents a challenge for the hospital in meeting those standards and delivering quality treatment to the entire community.

### **Sub-Theme 2: Personal Social Deprivation**

Respondent D: stated that “Throughout my days of duty, I was unable to travel anywhere for fun. Formerly, whenever someone asked me to go out, such as to a party, I would always go along. However, now that I work in the operating department, I am unable to go out with others since I would rather stay inside and rest”

Respondent G: stated that “Due to the fact that we can't leave on time, especially when working on a 12-hour shift, we are unable to do going out during the workday. Starting I work as a nurse, I was unable to things I want to do, like going out with friends. Even though my friend invite me in a short notice, I always go with them. As opposed to now, you must schedule everything, take work into account, and plan for leisure time. Due to a personnel shortage, I was also unable to return to my Province”

When seeking medical care in a hospital setting, patients require the assistance of nursing professionals who are able to provide high-quality care. Individuals who utilize health care services have high expectations for the quality of health care they receive, posing a challenge for the hospital in meeting these expectations and providing quality care to the entire community. When you have a lot of work on your schedule, your work-life balance may be thrown off, which can reduce your overall quality of life. A moderating perception of social support can reduce the impact of one's workload on their quality of life. During the COVID-19 pandemic, when the burden of nurses has increased, the negative effects of the increased workload can be mitigated by increasing the nurses' perception of social support. In order to provide care for critically ill or injured patients, nurses frequently work additional hours, weekends, and nights, and perform overtime. The nurses worked longer shifts and exerted substantially more effort to provide the patient with higher-quality care. Due to the nature of the facilities, the air in many hospitals is unusually arid, providing nurses with an additional reason to emphasize patients maintaining adequate hydration levels. A substantial number of nursing regimens disrupt normal sleep

cycles. The overwhelming majority of nurses learn to snooze discretely during their limited free time within the first few months of their careers.

### **Them 3: Work Quality and Life**

Nurses, the largest group in the health care profession, need good working conditions to provide high-quality treatment. Thus, nurse working circumstances should be considered. Registered nurses had average work life. Since work life quality affects an organization's ability to recruit and retain staff, nurses' work lives must be given more attention. Nurses have been trained to care for patients and improve their quality of life, but their own needs have been neglected. Quality of work life is broad and essential for attracting and maintaining specialist professionals and boosting their satisfaction. It generates positive theories like increased earnings and provocations. People in the health care business are speaking out about inadequate patient care and service delivery. Nurse productivity is low, reports say. To "keep and increase the quality of work life experienced by professional nurses," Hall advises nurses to improve their skills and productivity. Poor work environments lead to significant nurse absenteeism and turnover. Patient care suffers. Evaluating and improving work-life quality can boost staff performance and reduce nurse burnout. Absenteeism and turnover may also decrease.

#### ***Sub-Theme 1: Mental Safeguarding***

Respondent A stated that "you should be stress-free, happy with peace of mind and contented on your life, especially and on your work. Usually I balance my life and work. Once i feel stress I take time to breath and go out to refresh my mind and my body. with peace of mind i trust my co-workers that they can manage my endorsing patient and we support each other like a team"

Respondent F: stated that "Set aside the negative feelings, avoid negative people. I stay fit and healthy as much as possible, and physically, I take vitamins and exercise, and surround myself with those who lift me rather than pull me down. As much as possible, I find time to pray solemnly. That is a most important thing because I deal with life. I am grateful for what I have and look time for my pleasure and I choose to be happy and accept changes and being satisfied with my work"

According to the Most Honest and Ethical Professions Poll conducted annually by Gallup for the past 19 years, American citizens have consistently given excellent marks to nurses in terms of their honesty and ethical standards. The ethical conduct of nurses is held to a very high standard, and they are entrusted with a substantial number of responsibilities related to patient care. During the Coronavirus 2019 (COVID-19) pandemic, there has been an increase in the level of anticipation, as well as a greater emphasis placed on decision-making about public health. The health care providers (HCP), which includes nurses, have been put under an incredible amount of pressure and have continued to play the role of society's leaders in guiding the public during the pandemic. It has been requested of nurses to pick up extra shifts, work late, and miss breaks all while working in a workplace that is consistently high in stress. The amount of COVID-19 patients who are medically unstable places a pressure on the patient-to-staff ratio, and nurses have reported high rates of unfavorable patient outcomes as well as deaths. Under typical circumstances, nurses devote additional time and attention to patients who are either gravely ill or who are emotionally struggling to cope with the effects of their illness.

On the other hand, this has not been feasible since the COVID-19 epidemic began. That goes against the nurses' fundamental nature, which is to assist people to the best of their skills and provide the typical level of care and emotional support, but they have not been able to provide it. As a result of the increased number of COVID-19 admissions, nurses have also been required to work at a more rapid pace. When a poor outcome occurs, the COVID-19 unit frequently does not have time to do a debriefing, which means that patients do not have the opportunity to completely process the traumatic experience, go through the stages of grief, and ultimately recover. These factors have the potential to have a negative influence on the mental health of nurses and can lead to the development of a variety of mental health disorders such as depression, anxiety, post-traumatic stress symptoms (PTSS), post-traumatic stress disorder (PTSD), and others. Before the COVID-19 outbreak, nurses might have had visits from family and friends, maintained a regular exercise



regimen either outside or in a gym, or participated in social group activities like playing on sports teams or joining extracurricular clubs. Yet, social isolation has made it more difficult to utilize traditional coping techniques, which are utilized for managing challenging, stressful, painful, and emotionally draining situations. These traumatic experiences frequently have a delayed influence on the mental health of the individual. Those who have been severely shaken as a result of the COVID-19 epidemic may not be aware, at this point in time, of the devastating repercussions that they will suffer in the years to come. It is essential to raise awareness about mental health because traumatic experiences frequently have an effect on performance at work. After being exposed to traumatic experiences, people could have difficulty sleeping, become irritable, and withdraw from social or communication situations.

The hospital nurses who were chosen by the researcher to participate in the interview did not show any signs of illness. For the most part, they keep a healthy posture, and in order to keep their mental health in excellent shape, they try to keep themselves emotionally and spiritually stable as much as they can. Respondent A stated, "There are a lot of hazardous jobs in the nursing care industry, but I have learned to be grateful that I still have my career." Respondent B stated that anytime she experienced an anxiety episode, she would remove herself from the crowd and remain there until she felt better. The remaining respondents all use similar methods to deal with stressful situations, such as going out and spending time with their families and friends. These methods help them maintain a healthy mental state.

### ***Sub-Theme 2: Positive Outlook***

Respondent B: stated that "Since nursing is a challenging profession, it's crucial to maintain good mental health, thus we must be resilient and adopt a positive outlook. I sometimes engage in my interests, such as keeping a journal, to overcome loneliness"

Respondent D: stated that "When I make a mistake at work and my supervisor corrects me, I view it positively because, as someone once said, I must learn from my mistake. I see it as a challenge to sharpen my abilities"

Respondent G: stated that "staying positive at all times despite the fact that I deal with stressful situations, various issues, and problems. I use this as the basis for my life goals, particularly my plan traveling abroad. I constantly deal with stress and life's events. My family and friends support me through my issues."

Nurses' job happiness and quality of life deteriorate due to work stress, which is unavoidable. A nurse's job involves stress. Nurses who lack the decision-making and expertise to satisfy job demands experience this stress. Unpreparedness can lead to employment dissatisfaction, physical and mental illness, and poor therapeutic practice.

Along with excessive workload, inadequate staff, a large number of patients, a changing healthcare environment, and a lack of administrative support, dealing with sick and dying patients causes nurses stress. These difficulties lower nurses' standard of living and job happiness, which impacts whether they stay in the profession. Positive thinking may help nurses perform better and reduce job stress. Behavior affects people's ability to overcome challenges with this strategy.

A positive person is enthusiastic about difficult conditions and confident in their capacity to handle life's obstacles. The more optimistic a person is about life, the more productive their opinions and the more positive their thoughts, intellectual traits, and deeds become. Positive thinkers are more inclined to persevere, pursue their goals, and better their lives. "Positive psychological interventions" are therapies or activities that try to enhance depression symptoms and wellbeing by promoting positive feelings, actions, perceptions, and knowledge.

Nurses must care for their patients to effect change. A positive mindset can benefit patients and staff. The patient's visitor is more likely to believe and accept the nurse's job if she is joyful, calm, and confident. That setting calms and relaxes. Altruism means putting others before oneself. Having a good outgoing goal helps with

job stress, creative problem-solving, and coworker relationships. Positive outward intentions are contagious. Even though the activity is boring, a good attitude makes people more productive and desire to perform their best.

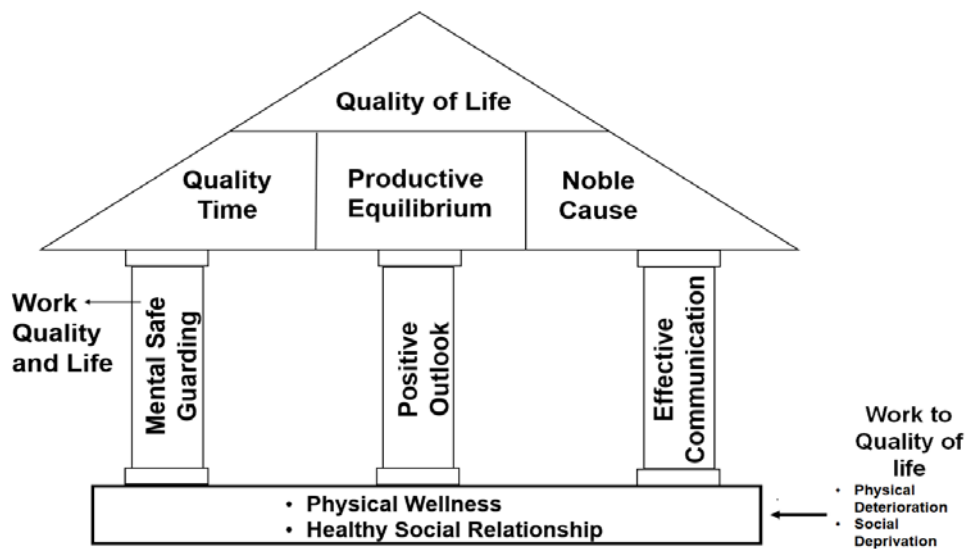
### ***Sub-Them 3: Effective Communication***

Respondent B: stated that “When I'm having trouble, my coping strategy is to watch Korean dramas. When I miss my family, I typically call them via phone and also talk with my friends”

To work with other nurses and other professionals, you need good communication skills. It's crucial to patient-centered care. Nurses who listen and understand their patients' issues have better patient outcomes. This helps nurses handle issues as they arise. If there is poor or no healthcare industry communication, patients may have problems following directions and may not follow treatment protocols. It may also interrupt team workflow, leading to medical errors. Changing one's perception of the problem, using humor, problem-solving skills, stress management and relaxation techniques, seeking and using others' support, venting feelings, starting a physical exercise and activity routine, reducing personal expectations, and avoiding self-blame are common coping mechanisms. Nurses face ethical dilemmas often.

Nurses often know what to do in these situations but can't. Nurses usually encounter difficult ethical difficulties in their daily employment since they know what to do but don't. Nurses may struggle to choose the optimal patient care. The notion of an ethically challenging nursing situation has varied throughout medical history. Over the past decade, research have examined registered nurses' ethical dilemmas. Emergency department nurses reported that ethically challenging situations include being close to suffering or death, not knowing how to express their feelings, having a heavy responsibility, and working in an open space with little privacy for patient care. These factors made nursing tough.

**Jalbuena's Quality of Life Pillar Model**



This is the researcher's take on the Pillar Model, in which the Quality of Life at Work is determined by factors such as Quality Time, Product Equilibrium, and a Noble Cause or Purpose. Because this is where everything began, it sits at the very top of the list. Yet, in order for this roof to be supported, the pillars need to be robust. Effective communication, maintaining a positive outlook, and protecting one's mental health are the three pillars. According to the interview, these three pillars serve as the nurses' source of strength, allowing them to keep their quality of life intact. Everyone is aware that working as a nurse is a highly difficult and stressful job due to the fact that nurses deal directly with both patients and doctors. They have to be able to keep their mental health in check if they want to have a successful life. It is important for nurses to maintain a good mindset

despite the fact that difficult situations may arise. They shouldn't allow negative thoughts to distract them, and they should ensure that effective communication is maintained. These pillars will be shaky as a result of deterioration in both their physical and social states. These two aspects might make the pillars less stable.

#### 4. Conclusions and recommendations

Colaizzi's method was utilized to analyze the 10 informants' interview transcripts. This study examined psychoanalytic theory's ego-ideal concept's challenges and applications, resulting in themes with meanings. The 10 informants' tale statements were sorted by similarity. Key themes and sub-themes were symbolically presented with supporting material that closely resembled the results as part of the overarching concept theory.

Most people think hospital workers, especially nurses, have poor work-life balances. They believed these nurses were hospital residents. The majority of people who responded to the interviewer's first question said they were fine. Most felt safe and well. Respondent A said she is spiritually healthy, has a balanced social life, communicates with family and friends, and is financially secure. Nonetheless, she replied that she is busy and focuses on work. Respondent C recently moved from Tarlac to Batangas and is still adjusting. Respondent D likes her job, but Respondents F and G are content wherever they are. Respondent H, who is working for the first time, has adjusted to her job, Respondent I is doing well, and Respondent J is fatigued from work. Registered nurses, who make up the majority of health care systems' human resources, ensure patients receive top-notch care. Any professional organization, especially nursing organizations, can measure professional development by productivity.

Nurses often work overtime. Nurses may feel over productive. They cannot eat or rest during shifts. Nurses risk physical decline. Nurses are exposed to many illnesses and poisons while making medicine, according to interviews. Overworked nurses often develop burnout, which can impair their medical judgments. Medical errors, patient non-participation, and missed nurse care can ensue. Overworked nurses may make major drug administration errors due to their many daily tasks. Hospitals with a good nurse-patient ratio rarely have this issue. Hospitals are unable to staff safely, resulting in preventable injuries. Patients need high-quality nursing care in hospitals.

The hospital must meet high patient expectations to provide exceptional care to the community. Workloads can disrupt your work-life balance, lowering your quality of life. Social assistance can reduce the impact of employment on quality of life. Increased social support can help nurses cope with greater workload during the COVID-19 epidemic. Nurses labor weekends, nights, and overtime to treat critically ill and injured patients. Nurses worked longer shifts and worked harder to improve patient care. Nurses, the largest group in the health care profession, need good working conditions to provide high-quality treatment. Hence, nurse working circumstances should be considered. Registered nurses had average work life. Since work life quality affects an organization's ability to recruit and retain staff, nurses' work lives must be given more attention. Nurses have been trained to care for patients and improve their quality of life, but their own needs have been neglected.

Quality of work life is broad and essential for attracting and maintaining specialist professionals and boosting their satisfaction. It generates positive theories like increased earnings and provocations. The researcher selected healthy hospital nurses for the interview. They aim to stay emotionally and spiritually grounded to maintain good mental health and a healthy posture. "There are a lot of risky positions in the nursing care industry," said Respondent A. Respondent B said she would leave the gathering and stay there till she felt better during anxiety attacks. Going out with friends and family is how the remaining respondents handle stress. These strategies support mental health. Together with excessive workload, inadequate staff, a large number of patients, a changing healthcare environment, and a lack of administrative support, dealing with sick and dying patients causes nurses stress. These difficulties lower nurses' standard of living and job happiness, which impacts whether they stay in the profession. Positive thinking may help nurses improve their skills and reduce job stress. Behavior affects people's ability to overcome challenges with this strategy.

A positive person is enthusiastic about difficult conditions and confident in their capacity to handle life's obstacles. The more optimistic a person is about life, the more productive their opinions and the more positive their thoughts, intellectual traits, and deeds become. Positive thinkers are more inclined to persevere, pursue their goals, and better their lives. Positive psychological interventions aim to alleviate depression symptoms and wellbeing by promoting positive feelings, actions, perceptions, and knowledge. The researcher used Jalbuena's Pillar Model to show that Quality Time, Product Equilibrium, and a Noble Reason or Purpose determine Workplace Quality of Life. This is first because it started everything. This roof requires strong pillars. Communication, positivity, and mental health are the three pillars. The interview states that these three pillars help nurses maintain their quality of life. Since nurses work closely with patients and doctors, everyone knows that nursing is a stressful job. They must manage their mental health to succeed. Despite stressful conditions, nurses should be positive and communicate well. Physical and societal decline will weaken these cornerstones. These two factors may weaken pillars.

One of the most important aspects of work-life balance for nurses is time management. The nurse should know how to divide their time between work and personal matters. During the scheduling process, the nurse you highlighted to the scheduler your enthusiasm to have a 2-3 day consecutive Rest-Day and educated or made the scheduler aware of how the nurses require this type of rest. A centralized Support System should be established at the hospital. Nurses are better able to care for patients when they have the supervision, encouragement, and support of a team. It's the same when it comes to striking a better work-life balance. Lifestyle coaches, trusted friends, and knowledgeable coworkers are all options that can help them achieve their professional and personal goals. Mentors who genuinely wish to assist people in making substantial life changes will always be available. Discover ways to put systems in place that will make the job easier at work. Because of advances in technology, nurses may be able to use programs to assist them monitor and respond to your patients. There are other apps that may assist nurses in managing their time at work and at home. Working with coworkers can assist them in simplifying processes, sharing workloads, and feeling less stressed.

Nurses can also participate in activities to relieve stress and safeguard their health. Reading, outdoor biking, gardening, and painting could be beneficial to them. Nurses should take vacations to get away from the hospital environment and cleanse their minds of work-related difficulties. Striking a work-life balance is not easy, but these tips can help nurses build a self-care approach. Nurses should learn to care for themselves. Nurses should take use of their position in the hospital by scheduling pro-active health checks on a quarterly basis. The hospital may also participate in this activity to provide better patient care. It is proposed that the hospital change the clinical areas of the nurses only to broaden their horizon. Every 3 or 6 months, they can shift their nurses to a new designation and provide personality development and mental training to keep the nurses in good shape. Utilize the Jalbuena's Quality of Life Pillar Model to determine the Quality of Life at Work by factors such as Quality Time, Product Equilibrium, and a Noble Cause or Purpose. The three pillars that serve as the nurses' source of strength, allowing them to keep their quality of life intact. These three pillars help everyone to become aware that working as a nurse is a highly difficult and stressful job due to the fact that nurses deal directly with both patients and doctors. These pillars will be shaky as a result of deterioration in both their physical and social states. These two aspects might make the pillars less stable. Enhance the research to Quantitative research to explore more regarding assessment and profiling behaviors of respondents.

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