Demographic Profile and Job Satisfaction of Filipino-American Nurses

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Purpose: The study aims to: 1) describe the demographic profile of Filipino American nurses in the US, and 2) to determine the association of the Filipino American nurses' job satisfaction to demographic and work-related variables.

Methods: This is a descriptive, correlational study that describes the demographic profile of Filipino American nurses in the US, and the association of their job satisfaction to demographic and work-related variables. Inclusion criteria were 1) current or past residence in the US, 2) self-identification as Filipino, Filipino American or multi-racial with Filipino roots. This study was approved by the institutional review board at William Paterson University of New Jersey. Participants completed an online survey using SurveyMonkey®. Raw data were entered in an Excel file and analyzed using IBM-SPSS version 23. Descriptive statistics were used to present the demographic and professional profile of Filipino American nurses. In order to explore the association of job satisfaction and demographic variables, responses were recoded as satisfied or dissatisfied. Not applicable and missing responses were not included in the analysis. Age and years of experience were categorized into 10-year intervals. Chi-square tests were used to determine the association, using an α level of 0.05 for statistical significance.

Results: A total of 1,940 responses were collected in February 2016 to April 2016. After cleaning the data set for duplicate responses and inclusion criteria, 1,717 responses were included in the analysis. Findings revealed that Filipino nurses in the US are primarily educated at the baccalaureate level and working full-time in a hospital setting. Many similarities have been found with their characteristics, compared to the National Sample Survey of Registered Nurses (NSSRN) in the US in 2008 and 2012, including the number of advanced practice registered nurses. A higher proportion of men among Filipino American nurses participated in this study, compared to the national surveys and the 2004 study on the same group of nurses. Filipino American nurses report a high level of job satisfaction with their primary work, which was related to a number of demographic and professional characteristics.

Conclusion: This study is so far the largest survey conducted among Filipino American nurses. Filipino American nurses continue to contribute to the nursing workforce in the United States. This study provides an update on the demographic and professional characteristics of the largest group of foreign-educated nurses in the US. Findings provide significant information to healthcare executives on the demographic profile as well as elements that lead to job satisfaction among Filipino American nurses. This study provides assistance to administrators and various stakeholders to create policy in the protection and promotion of the welfare of this group of nurses in the future.

Title:
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Abstract Summary:
Filipino nurses have been a part of the US healthcare landscape for several decades and have played significant roles in addressing the cyclical nursing shortages. The study describes the demographic profile of Filipino American nurses in the US, and the association of their job satisfaction to demographic and work-related variables.

Content Outline:
Demographic Profile of Filipino nurses in the US
   Age
   Gender
   Marital Status
   Religion
   Political View

Method of Entry to the US
Year of Entry
Health Insurance Status
State of Residence
Language Spoken

Professional Nursing Background
First Nursing Degree
Highest Educational Preparation
Expanded Roles
Employment Status
Years in Nursing
Primary Nursing Practice Setting

Job Satisfaction
Characteristics of Filipino-American Nurses

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