



Demographic Profile and Job Satisfaction of Filipino-American Nurses

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Background

- **50% - 80% of Foreign-educated nurses in the US are from the Philippines**
- **Filipino nurse migration to the US is influenced by a number of push and pull factors**
- **Is best understood in the context of the Philippines' colonial history**

Americanization of Nursing in the Philippines

- ❖ **English as the medium of instruction**
- ❖ **Curriculum and textbooks were US based**
- ❖ **Early educators were Americans**
- ❖ **Future Filipino educators trained in US**
- ❖ **Professional organizations such as the National League for Nursing Education introduced**

Purpose of the research study

- **Describe the demographic profile of Filipino nurses in the United States and determine the association of their job satisfaction with demographic and work-related variables.**

Methodology



- Descriptive, correlational
- Snowball sampling
- PNAA recruitment e-mails
- FB advertisement campaign

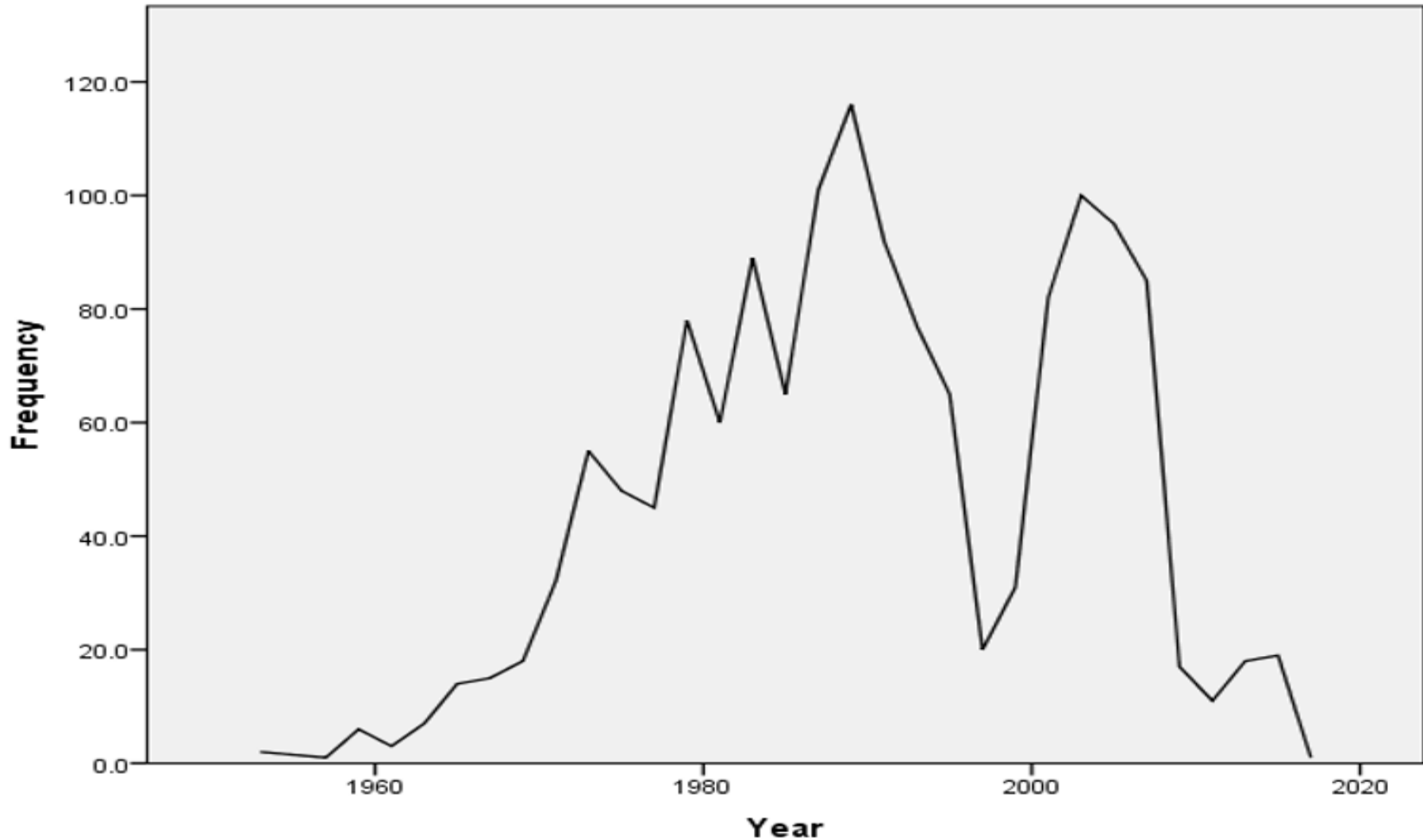
Inclusion Criteria

- **Current or past residence in the US**
- **Self-identification as Filipino, Filipino American, or multi-racial with Filipino roots**

Human Subjects Approval

- **William Paterson University of New Jersey**

Trend of Entry of Filipino-American Nurses in the US



Results

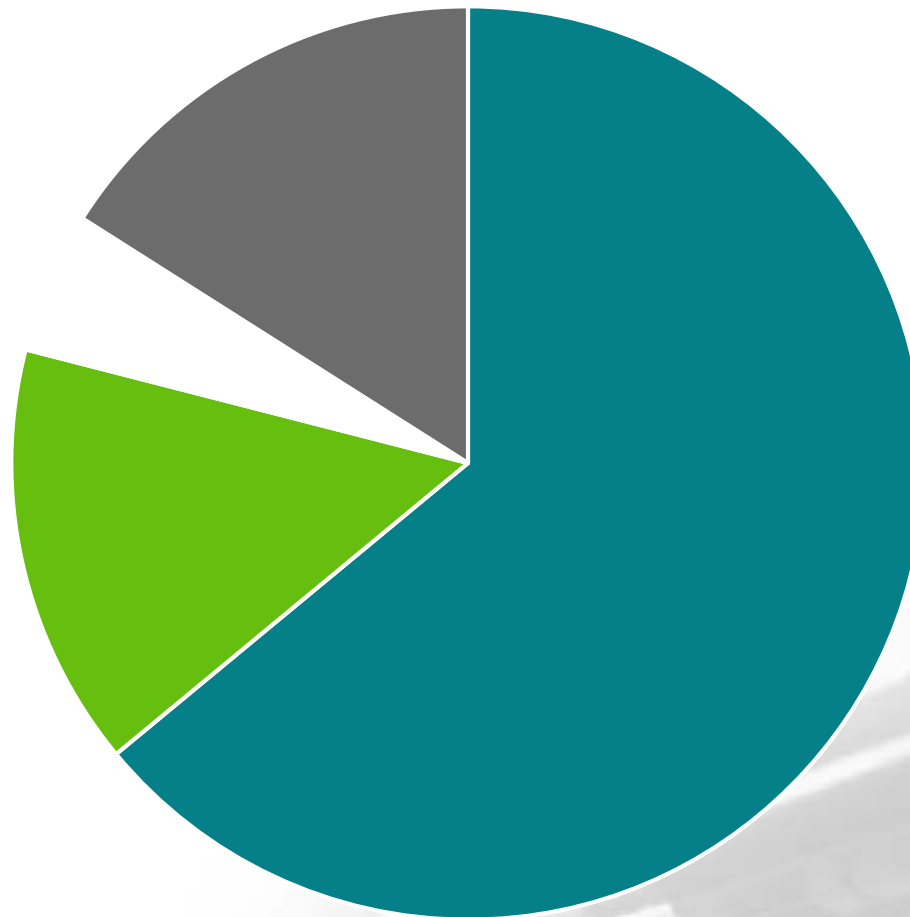
- **Total responses: 1,940**
- **Included in analysis: 1,717**

Demographic variable	n (%)
Age, mean (SD)	51.7 (11.9)
Female, gender	1,201 (69.9)
Married, marital status	1,017 (59.2)
Roman Catholic, religion	1,140 (66.4)
Democrats, political affiliation	461 (26.8)
Republican, political affiliation	399 (23.2)
Independent, political affiliation	359 (20.9)

Results

Demographic Variable	n (%)
Philippines, birthplace	1,618 (94.2)
Filipino, language	1,503 (87.5)
US only, citizenship	1,261 (73.4)
Employment visa, entry	689 (40)
Immigrant visa, entry	669 (39)
BSN, first license	1,180 (68.7)
BSN, highest degree	939 (54.7)
RN, license	1,476 (86)
APRN, license	223 (13)
NP	85 (36)
CNS	73 (31)
CRNA	14 (6)
CNM	9 (4)
APRN	54 (23)

Employment

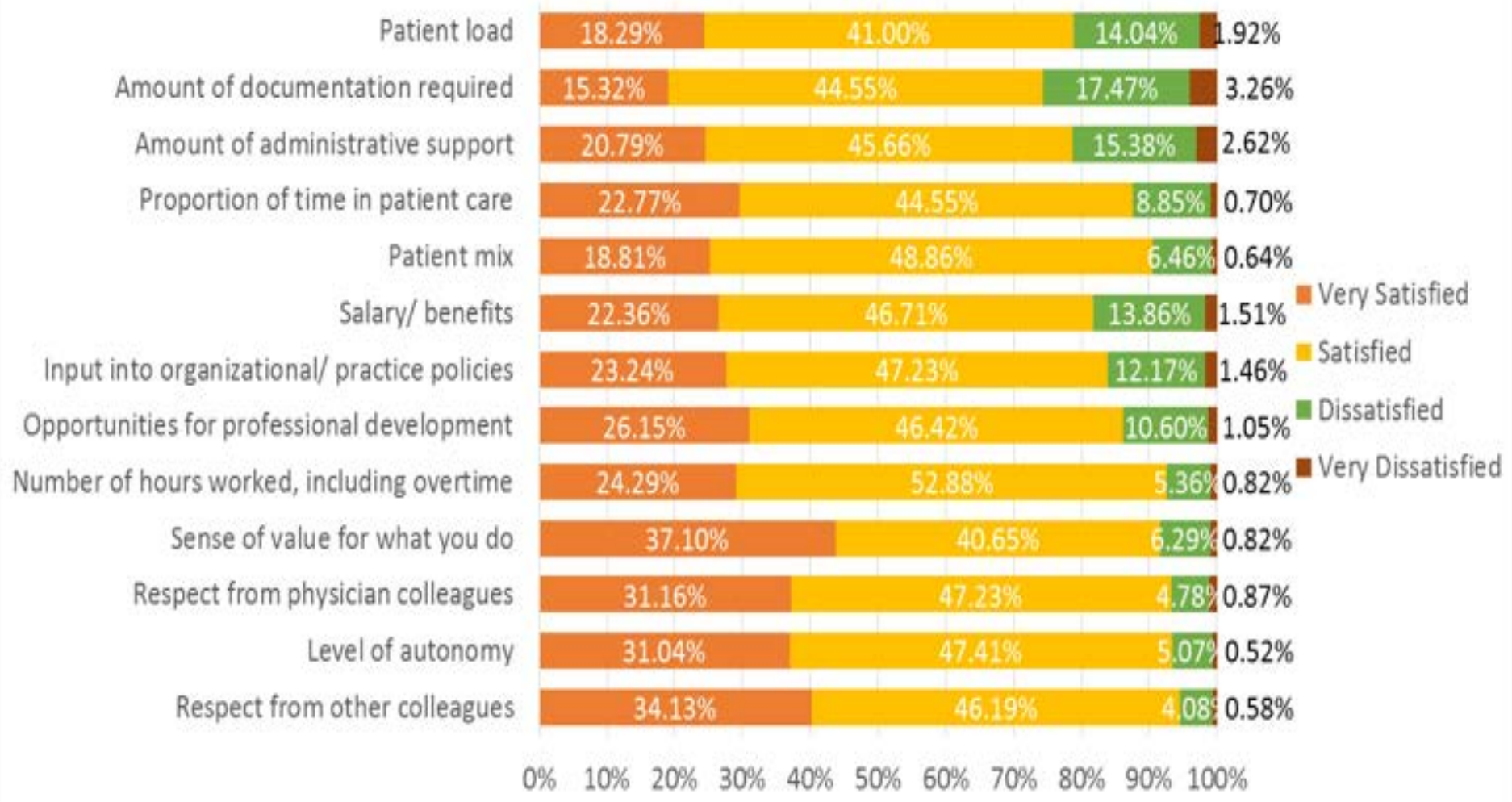


■ Single job ■ Double job ■ Triple job ■ No response

Top three fields of Primary Nursing Practice

- **Acute care/critical care**
(n = 421; 24.5%)
- **Medical-surgical**
(n = 191; 11.1%)
- **Geriatrics/gerontology**
(n = 121; 7%)

Job Satisfaction of Filipino-American Nurses



Job Satisfaction

High satisfaction

- **level of autonomy**
- **respect from physicians**
- **respect from other colleagues**

Low satisfaction

- **patient load**
- **amount of documentation**
- **extent of administrative support**

Job satisfaction

Key findings

- State of residence was significantly related to satisfaction with patient load, salary and benefits, professional development opportunities
- Practice setting was significantly related to satisfaction with # hours worked
- Doctoral-prepared nurses and non-nursing masters have higher satisfaction with patient load

Variables not associated with job satisfaction

- APRN license
- Civil status

Summary

- **This study is the largest survey conducted among Filipino nurses in US.**
- **Primarily educated at the BSN level and work full-time in a hospital setting.**
- **Filipino nurses in the US report a high level of job satisfaction with their primary work.**

Implications

- **Filipino nurses continue to contribute to the U.S. nursing workforce.**
- **Findings provide significant information about Filipino-American nurses' job satisfaction.**
- **This information can assist various stakeholders to create policies to protect and promote the welfare of this group of nurses.**

Reference

- **Jurado, L. & Saria, M. (2018).
Filipino nurses in the United
States. *Nursing Management*,
49(3), 36-41**