

MODERATION ANALYSIS OF DEMOGRAPHICS TO WORK EFFECTIVENESS AND PROFESSIONAL QUALITY OF LIFE OF FILIPINO NURSE EDUCATORS

Dr. Queen Jblyn Yanga
Abdullah MAN, RN
The Philippine Women's
University
PHILIPPINES
queenyanga@gmail.com

ABSTRACT

Understanding the interplay between demographics, work effectiveness, and professional quality of life has emerged as a critical research focus in an era characterized by rapid organizational transformations. This study aimed to determine the moderation effects of demographic profiles on the relationship between work effectiveness and professional quality of life (ProQOL) among Filipino Nurse educators. Specifically, it explored the respondents' demographic variables in terms of age, gender, years of teaching, and highest educational attainment; assessed the levels of work effectiveness and ProQOL; examined the linear, monotonic, and predictive relationships between work effectiveness and ProQOL; investigated the moderating role of demographic factors to work effectiveness to professional quality of life; and an interventional program aimed at enhancing work effectiveness and ProQOL among respondents was developed based on the findings. Employing a multi-phased research design, the study collected data from Filipino nurse educators, the majority of whom were aged 40 or below (78.1%), female (68.8%), had less than 10 years of teaching experience (56.3%), and held a master's degree (62.5%) with only 18.8% having doctoral qualifications. Results indicated high levels of work effectiveness and very high compassion satisfaction among respondents. Correlational analysis revealed a very strong positive linear and monotonic relationship between work effectiveness and ProQOL (Pearson's $r = 0.952$, $p < .001$). Regression analysis confirmed that work effectiveness is a significant predictor of ProQOL ($R^2 = 0.907$, $p < .001$). Furthermore, demographic variables significantly moderated this relationship, indicating that demographic characteristics influence how work effectiveness impacts ProQOL. Based on these findings, an interventional program was developed, targeting nine critical areas: professional growth, access to organizational information, workplace support, resource availability, empowerment, compassion satisfaction, and strategies to reduce burnout and secondary traumatic stress. This program offers a strategic framework for enhancing the well-being and effectiveness of nurse educators within academic institutions.

Keywords: Nurse Educators, Work Effectiveness, Professional Quality of Life (ProQoL), Demographic Profile, Moderation Analysis.