

Workplace Environment and Organizational Support on Burnout Among Nurses in Selected Private Hospitals in Cavite

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ABSTRACT

This study examined the influence of workplace environment and organizational support on burnout among nurses in selected private hospitals in Cavite using a quantitative descriptive-correlational design involving 100 registered nurses. Data were analyzed using descriptive statistics, Pearson correlation, and hierarchical multiple linear regression. The findings showed that workplace environment and organizational support were rated high, while burnout was rarely experienced. Both workplace environment and organizational support had significant negative relationships with burnout and significantly predicted burnout after controlling for demographic variables, with organizational support emerging as the stronger predictor. The study was limited to selected private hospitals in Cavite and relied on self-reported data. The findings highlight the importance of strengthening organizational support, leadership, and workplace conditions to reduce burnout and improve nurses' well-being and quality of patient care. This study provides local evidence on the factors influencing burnout among nurses, offering valuable insights for nursing administrators and healthcare policymakers.

Keywords: Burnout, nurses, workplace environment, organizational support, private hospitals.

INTRODUCTION

Burnout among nurses is a growing concern due to heavy workloads, staffing shortages, and the demands of healthcare. It negatively affects nurses' well-being, job satisfaction, retention, and quality of patient care. Studies show that a positive workplace environment and strong organizational support help reduce burnout and improve nurses' resilience. However, there is limited evidence from private hospitals in Cavite. Thus, this study examined the levels of workplace environment, organizational support, and burnout, and determined whether workplace environment and organizational support significantly predict burnout after controlling for demographic variables.

Statement of the Problem

This study aimed to determine the impact of workplace environment and organizational support on burnout among nurses in the selected private hospital in Cavite.

Specifically, this study sought to answer the following questions:

1. What is the demographic profile of the respondents in terms of:
 - 1.1 Length of Service
 - 1.2 Position
 - 1.3 Area of Assignment
 - 1.4 Employment Status
2. What is the level of workplace environment among nurses in the selected private hospital in Cavite in terms of:
 - 2.1 Workload
 - 2.2 Communication and Teamwork
 - 2.3 Leadership and Management Support
 - 2.4 Workplace Safety and Resources
3. What is the level of organizational support perceived by nurses in the selected private hospital in Cavite in terms of:

- 3.1 Recognition and Appreciation
- 3.2 Emotional and Professional Support
- 3.3 Training and Development Opportunities
- 3.4 Fair Treatment and Communication
- 4. What is the level of burnout among nurses in selected private hospitals in Cavite in terms of:
 - 4.1 Emotional Exhaustion
 - 4.2 Depersonalization
 - 4.3 Reduced Personal Accomplishment
- 5. Is there a significant relationship between workplace environment and organizational support, and burnout among nurses in selected private hospitals in Cavite?
- 6. Do workplace environment and organizational support significantly predict burnout among nurses in selected private hospitals in Cavite after controlling for demographic variables, specifically length of service, position, area of assignment, and employment status?

Scope and Delimitations

This study examined the influence of workplace environment and organizational support on burnout among nurses in selected private hospitals in Cavite. It involved staff nurses, head nurses, and nurse supervisors assigned in the Emergency Room, Operating Room/Delivery Room, and Medical, Surgical, Obstetric, and Pediatric wards during Academic Year 2025–2026. A quantitative descriptive-correlational design and survey questionnaire were used. The study was limited to selected private hospitals in Cavite and focused only on workplace environment and organizational support, excluding other factors such as personal, family, and coping-related variables that may influence burnout.

Review of Related Literature

Workplace Environment

Recent studies identify the workplace environment as a major factor influencing nurses' stress and burnout. Elements such as workload, staffing, leadership, communication, teamwork, workplace safety, and available resources affect nurses' well-being and job performance. Poor staffing, excessive workload, ineffective communication, and unsupportive leadership increase emotional exhaustion and burnout, while supportive leadership, adequate resources, and collaborative work environments promote job satisfaction and reduce stress (Cruz et al., 2022; Caña et al., 2022; WHO, 2023; ICN, 2023; Martinez & Tapia, 2024; Alibudbud, 2023).

Organizational Support

Organizational support refers to employees' perception that their organization values their contributions and cares about their well-being. Studies show that recognition, supportive leadership, fair treatment, training opportunities, wellness programs, and open communication improve job satisfaction and reduce burnout among nurses. Strong organizational support also enhances resilience, work engagement, and employee retention (Eisenberger et al., 1986; Alibudbud, 2023; WHO, 2023; ICN, 2023; Martinez & Tapia, 2024).

Burnout Among Nurses

Burnout is characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment resulting from prolonged workplace stress. Recent literature shows that heavy workloads, workforce shortages, and long working hours contribute to burnout, which negatively affects nurses' mental health, job performance, patient safety, and retention.

Studies consistently emphasize that improving workplace environment and organizational support can significantly reduce burnout and enhance nurses' well-being (Maslach & Leiter, 2016; Feliciano et al., 2022; Cruz et al., 2022; WHO, 2023; ICN, 2023; Alibudbud, 2023).

Theoretical Framework

This study is anchored on the Job Demands–Resources (JD-R) Theory, Maslach's Burnout Theory, and Perceived Organizational Support Theory. The JD-R Theory explains that burnout occurs when job demands, such as heavy workload and long working hours, exceed available resources. Maslach's Burnout Theory describes burnout through three dimensions: emotional exhaustion, depersonalization, and reduced personal accomplishment. Perceived Organizational Support Theory states that employees who feel valued and supported by their organization experience lower stress and burnout. Together, these theories explain that a positive workplace environment and strong organizational support help reduce burnout among nurses.

Conceptual Framework

This study follows the Input-Process-Output (IPO) Model. The input consists of the independent variables—workplace environment and organizational support—the dependent variable, burnout among nurses, and the respondents' demographic profile (length of service, position, area of assignment, and employment status). The process involves administering questionnaires, collecting data, and analyzing the results using appropriate statistical tools. The output is the determination of the relationship between workplace environment, organizational support, and burnout, which serves as the basis for recommendations to reduce burnout and improve nurses' well-being.

METHODOLOGY

This study employed a quantitative descriptive-correlational design to examine the influence of workplace environment and organizational support on burnout among nurses in selected private hospitals in Cavite.

Research Design

A descriptive-correlational cross-sectional research design was used to describe the study variables and determine their relationships without manipulating them.

Research Steps

Ethical approval and hospital permission were obtained before data collection. Eligible nurses were recruited, informed consent was secured, questionnaires were distributed, responses were collected, and data were encoded and analyzed using SPSS version 29.

Data Collection and Sample Selection

The study involved 100 registered nurses from selected private hospitals in Cavite assigned to the Emergency Department, Operating Room/Delivery Room, and Medical, Surgical, Obstetric, and Pediatric wards. Participants were selected through purposive sampling and had at least one year of employment with direct patient care responsibilities.

Data Analysis Methods

Data were analyzed using frequencies, percentages, weighted means, standard deviations, Pearson Product-Moment Correlation, and Hierarchical Multiple Linear Regression. Statistical significance was set at $p < .05$.

Research Hypothesis and Validation

The study tested the hypothesis that the workplace environment and organizational support are significantly associated with, and predict, burnout after controlling for demographic variables. The questionnaire was adapted from standardized instruments and underwent expert content validation before data collection.

Study Limitations

The study was limited to 100 nurses from selected private hospitals in Cavite and relied on self-reported responses. The findings may not be generalizable to nurses in other healthcare settings.

Ethical Considerations

Ethical approval and institutional permission were obtained before the study. Participation was voluntary, informed consent was secured, and respondents' privacy, anonymity, and confidentiality were protected throughout the research.

Results and Discussions

A total of 100 nurses participated in the study. The findings showed high levels of workplace environment and organizational support and low levels of burnout. Pearson correlation revealed significant negative relationships between the workplace environment and burnout ($r = -0.561, p < .001$), and between organizational support and burnout ($r = -0.590, p < .001$). Hierarchical multiple regression showed that both workplace environment ($B = -0.366, p = .015$) and organizational support ($B = -0.452, p = .001$) significantly predicted burnout, explaining 44.8% of its variance ($R^2 = .448$).

Summary

This study examined the influence of workplace environment and organizational support on burnout among nurses in selected private hospitals in Cavite. Findings showed that nurses perceived both workplace environment and organizational support as high, while burnout was rarely experienced. Significant negative relationships were found between workplace environment and burnout and between organizational support and burnout. Hierarchical multiple regression analysis further revealed that both workplace environment and organizational support significantly predicted burnout after controlling for demographic variables, with organizational support emerging as the stronger predictor.

CONCLUSIONS

The study concludes that workplace environment and organizational support are significant factors influencing burnout among nurses. Favorable working conditions and strong organizational support contribute to lower burnout levels, highlighting the importance of creating supportive work environments that promote nurses' well-being, job satisfaction, and quality patient care.

RECOMMENDATIONS

Hospital administrators and nurse managers should strengthen workplace policies that promote effective communication, supportive leadership, adequate staffing, employee recognition, and professional development. Healthcare institutions should also implement wellness and mental health programs to prevent burnout. Future researchers are encouraged to replicate the study in other healthcare settings and explore additional factors that may influence burnout among nurses.

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AI DECLARATION STATEMENT

I declare that artificial intelligence (AI) tools were used only to assist in improving the grammar, language, organization, and formatting of this manuscript. AI-generated content was carefully reviewed, verified, and revised by the researcher to ensure its accuracy, originality, and compliance with academic standards. The researcher assumes full responsibility for the content, interpretation, analysis, conclusions, and integrity of this study.

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