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**John Christian V. Villanueva**  
Health and Nutrition Section  
Department of Education –  
Schools Division of Nueva Ecija  
Sta. Rosa, Nueva Ecija 3101,  
Philippines

**Mary Rose B. Abello**  
maryroseabello@yahoo.com

**Sheryll F. Gabriel – Lansangan**  
sheryllgabriel1992@gmail.com

**Mary Joy D. Salonga**  
Ehm\_jhey297ikoh@yahoo.com

**Correspondence:**

**John Christian V. Villanueva**  
Health and Nutrition Section  
Department of Education –  
Schools Division of Nueva Ecija  
Sta. Rosa, Nueva Ecija 3101,  
Philippines

## **Organizational Climate of Nursing Departments of Selected Schools in Cabanatuan City: It's Impact to Nursing Licensure Examination (NLE) Performance**

**John Christian V. Villanueva, Mary Rose B. Abello, Sheryll F. Gabriel – Lansangan, Mary Joy D. Salonga**

### **Abstract**

This study examined the relationship among the organizational climate of the nursing departments of selected schools in Cabanatuan City and its Nursing Licensure Examination (NLE) performance. The study utilized purposive sampling technique and survey questionnaire with a total of 43 full-time faculty members, since 2007- present, in four selected nursing departments. Later, the study revealed that there is a significant difference between their organizational climates and moderate correlation was detected between their perceived climates and their NLE performance. The study states that organizational climate can affect the NLE performance, which is consistent with the research of Lindahl (2006). It is highly recommended that the nursing departments A & B should enhance their leadership skills, by providing programs, seminars, and workshops regarding leadership enhancement. Moreover, the physical environment of nursing departments C & D with regards to classroom, by providing additional materials and equipment necessary for teaching and learning purposes.

**Keywords:** Organizational climate, Nursing Licensure Performance, Nursing Departments

### **Introduction**

#### **Background Information**

According to Lindahl (2006), organizational climate (sometimes known as Corporate Climate) is the process of quantifying the “culture” of an organization. It is a set of properties of the work environment, perceived directly or indirectly by the employees, that is assumed to be a major force in influencing employee behavior. It is often defined as the recurring patterns of behaviour, attitudes and feelings that characterize life in the organization.

Moreover, the climate refers to the characteristics of the environment of the organization played by its members; these features may be external or internal. These features are directly or indirectly received by members who work in that environment, the latter determines the organizational climate, as each member has a different perception of the environment in which it operates. A temporary change in the attitudes of people may be due to several reasons: the final days of annual closure, downsizing process, general wage increase, etc. These organizational characteristics are relatively permanent over time and can differ from one organization to another and from one section to another within the same company. The climate, together with the structures and organizational characteristics and individuals who compose it, form a highly dynamic interdependent system.

The purpose of this study is to emphasize to nursing departments the significance of maintaining a desirable climate for their organization and for them to realize that the organizational climate can affect the NLE performance of their students through having an environment conducive to learning and a place to develop.

### **Objectives**

The researchers aimed to identify the relationship of the organizational climate of nursing departments of selected schools in Cabanatuan City and its impact to Nursing Licensure Examination (NLE) performance as it is perceived by their faculty members.

Specifically, the researchers aimed to answer the following questions:

- 1.) How the profile of the respondents may be described in terms of:
  - 1.1 Gender
  - 1.2 Age
  - 1.3 Educational Attainment
- 2.) How the organizational climate of the nursing department of school may is described in terms of:
  - 2.1. Physical environment
  - 2.2. Communication environment
  - 2.3. Leadership skills
  - 2.4. Academic Instruction
  - 2.5. Clinical instruction
- 3.) Is there a significant difference between the organizational climates of nursing departments of selected schools in Cabanatuan City?
- 4.) Is there a significant relationship between the organizational climate of nursing departments of selected schools and their NLE performance (2007-2010)?

**Materials and Methods**

**Methodology**

The study used descriptive method of research though correlational and comparative in nature and utilizing quantitative approach. The study was conducted in four nursing departments of selected schools offering BSN program in Cabanatuan City, chosen via lottery system. The primary respondents of the study are the full-time faculty members, since school year 2007 to present, of selected schools.

**Data Collection**

The questionnaire was the primary instrument of the study. This consists of two (2) parts. The first part aims to gather information on the profile of the respondents from the nursing department of selected school in Cabanatuan City. The second part to assess their organizational climate in terms of physical environment, communication environment, leadership skills, academics instruction, and clinical instruction. Part II will use the four - point Likert scale. The questionnaire was constructed by the researchers. They conducted a group meeting and shared ideas that contributed to answer the questions. They also used reference materials related to the problem. As a result, they formulated a questionnaire for the faculty members of four nursing departments. After formulating the answer guide, the researchers approached their adviser to check the content and inconsistencies. Pre-test was conducted for validity of respondents which is not included in the actual conduct of the study. They were

the full-time faculty members of Good Samaritan Colleges to determine the tools readability, sufficiency, simplicity, usability and if it requires further revision. Any inconsistencies that came during this process were checked and necessary revisions were done; then the researchers made a final draft based on findings. The final draft was submitted to the adviser for further correction and approval. The rough draft was reviewed and rechecked by the adviser for further correction and suggestions.

The researchers submitted the questionnaire to the adviser for checking of the content and inconsistencies. After that, questionnaire and letter was brought to the Dean of the Institute of Health Sciences.

The verified letter was brought to the Dean of the selected four nursing departments of selected schools in Cabanatuan City for final decisions and clarifications regarding the letter.

For the distribution of the questionnaires, the researchers visited the four nursing departments of selected schools in Cabanatuan City and gave questionnaire to the respondents personally to ensure one hundred percent return of the forms with questions answered correctly and completely.

**Data Analysis**

The researchers used statistical tool to analyze the data. Furthermore, data was facilitated, analyzed and interpreted as gathered, using the following statistical treatments:

The following statistical tools was used to answer questions:

Question no. 1. Regarding profile of the respondents. The frequency count and percentage was used:

$$\text{Percentage (\%)} = f/n \times 100$$

Wherein: f = frequency

n = number of the respondents

Question no. 2. Regarding the assessment of organizational climate of nursing departments of selected schools in Cabanatuan City by the faculty members of each school. The weighted mean was used according to the following:

$$\text{Weighted mean (wm)} = \sum wf/n$$

Wherein: w = weighted mean

f = frequency

n = number of the respondents

Question no. 3 regarding the significant difference between the organizational climates of the respondent-schools, ANOVA was used.

Lastly, question no. 4 regarding the significant relationship between the assessed organizational climate of the faculty members of each school and their school's Nursing Licensure Examination performance, the Pearson r was used. Ph-stat statistical computer program was used.

**Results and Discussions**

**Gender Distribution of the Respondents**

**Table 1**

Gender	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	F	P	F	P	F	P	F	
<b>Male</b>	2	15%	8	53%	<b>Male</b>	2	15%	8
<b>Female</b>	11	85%	7	47%	<b>Female</b>	11	85%	7
<b>Total</b>	13	100%	15	100%	<b>Total</b>	13	100%	15

**Legend:** F- Frequency, P- Percentage

Table 1 shows the gender distribution of the respondents. In Nursing Department A, there are 11 out of 13 or 85% of the respondents are female while two or 15% are male. For Nursing Department B, there are eight or 53% of the respondents are male and seven or 47% are female. For Nursing Department C, there are five or 100% are female. For Nursing Department D, six out of 10 or 60% of the respondents are female and four or 40% of the respondents are male.

Majority of the respondents are female. This indicates that nursing profession is still a female dominated course. Nursing continues to be seen as a fit position for females.

**Age Distribution of the respondents**

**Table 2**

Age	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	F	P	F	P	F	P	F	P
<b>20-30</b>	5	39%	3	20%	0	0	8	80%
<b>31-40</b>	4	31%	6	40%	2	40	2	20%
<b>41-50</b>	2	15%	4	27%	0	0	0	0%
<b>51 and above</b>	2	15%	2	13%	3	60	0	0%
<b>Total</b>	13	100%	15	100%	5	100%	10	100%

Table 2 presents the age distribution of the respondents. For Nursing Department A, there are five or 39% belonged to age bracket of 20-30 years old, four or 31% of the respondents belonged to age bracket of 31 -40 years old, two or 15% belonged to age bracket of 41-50 years old, while under the age bracket of 51 and above, there are two or 15% of the total respondents.

For Nursing Department C, two out of five respondents or 40% were in the age of 31 years old to 40 years old, three or 60% were in the age of 51 years old and above.

For Nursing Department B, there are three or 20% belonged to age bracket of 20-30 years old, six or 40% of the respondents belonged to age bracket of 31 -40 years old, four or 27% belonged to age bracket of 41-50 years old, while the age bracket of 51 and above has a frequency count of two or 13% of the total respondents.

For Nursing Department D, two out of 10 respondents or 20% were in the age bracket of 31-40 years old and eight or 80% were in the age bracket of 20-30 years old.

Most of the clinical instructors belonged to age bracket of 20-30 years old. This implies that young clinical instructors were more preferred by nursing schools.

**Physical Environment: Classroom**

**Table 3**

Physical Environment	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
Classroom								
1. The classrooms are well ventilated.	2.83	VS	3.47	E	3.4	E	3.4	E
2. The classrooms have proper lighting.	3.33	E	3.73	E	3.4	E	3.4	E
3. There are TV, CPU, DVD, and other necessary viewing equipments in each classroom.	3.42	E	2.47	S	3	VS	3.1	VS
4. There are sufficient supplies of chalks and proper maintenance of chalkboards.	3.17	VS	3.13	VS	2.5	S	3.11	VS
5. There are adequate chairs and tables for each student.	3.73	E	3.87	E	4	E	3.7	E
6. The nursing arts laboratory has adequate instruments and materials for the demonstrations of student.	2.54	VS	3.53	E	3.2	VS	3.7	E
Average Weighted Mean	3.17	VS	3.37	E	3.2	VS	3.40	E

**Legend:** E – Excellent, VS – Very Satisfactory, S – Satisfactory, ND – Needs improvement, WM – Weighted Mean, D – Description

Table 3 presents the physical environment in terms of classroom. For Nursing Department A, item no. 5 which states that, “There are adequate chairs and tables for each student” got the highest weighted mean of 3.73 with verbal interpretation of excellent. Followed by item no. 3 which states that, “There are TV, CPU, DVD, and other necessary viewing equipments in each classroom” with a weighted mean of 3.42 with verbal interpretation of excellent. While, item no.6 “The nursing arts laboratory has adequate instruments and materials for the demonstrations of student” got the lowest weighted mean of 2.54 with verbal interpretation of very satisfactory. The average weighted mean for this category physical environment: classroom is 3.17 with verbal interpretation of very satisfactory.

The findings indicate that most of the respondents rated the physical environment regarding classroom as very satisfactory. They have adequate chairs and tables for learning but noted some lacking of instruments and materials in their nursing arts laboratory. Also, there are some loss and breakage in the instruments and equipment that needs immediate intervention necessary to facilitate skills demonstrations of students. It is well-ventilated, well-lighted and laboratory space can occupy by an estimated number of 40 students.

For Nursing Department B, item no. 5 which states that, “There are adequate chairs and tables for each student” got the highest weighted mean of 3.87 with verbal interpretation of excellent. Followed by item no. 2, “The classrooms have proper lighting” with a weighted mean of 3.73 with verbal interpretation of excellent. While, item

no.3, “There are TV, CPU, DVD, and other necessary viewing equipments in each classroom” got the lowest weighted mean of 2.47 with verbal interpretation of satisfactory.

The average weighted mean for this category physical environment: classroom is 3.37 with verbal interpretation of excellent.

These findings indicate that most of the respondents rated the physical environment in terms of classroom as excellent. They have adequate chairs and tables for learning but they have limited visual equipments.

For Nursing Department C, item no. 1 which states that “There are adequate chairs and tables for each student” got the highest weighted mean of 4 with verbal interpretation of excellent. Followed by items no. 1&2, “The classrooms are well ventilated” and “The classrooms have proper lighting” with the weighted mean of 3.4 and verbal interpretation of excellent. While, item no.3, “There are TV, CPU, DVD, and other necessary viewing equipments in each classroom” with the weighted mean of 2.5 with a verbal interpretation of satisfactory.

The average weighted mean for this category physical environment: classroom is 3.20 with verbal interpretation of very satisfactory.

This implies that the respondents rated the physical environment in terms of classroom as very satisfactory.

There are adequate chairs and tables for learning but in

terms of viewing equipment, the respondents noted that there is a limited number of it.

For Nursing Department D, items no. 5 and 6 which state that “There are adequate chairs and tables for each student” and “The nursing art laboratory has adequate art laboratory instrument and materials for the demonstration of student” got the highest weighted mean of 3.7 with verbal interpretation of strongly agree. Followed by items no. 1&2, “The classrooms are well ventilated” and “The classrooms have proper lighting” with a weighted mean of 3.4 with verbal interpretation of excellent. While, item no. 3, “There are TV, CPU, DVD and other necessary viewing equipment in each classroom” has the lowest weighted mean of 3.10 with verbal interpretation of very satisfactorily.

The average weighted mean for this category physical environment: classroom is 3.40 with verbal interpretation of excellent.

Respondents from the four nursing departments strongly rated the category physical environment in terms of classroom as excellent. There are adequate chairs and tables for learning and sufficient nursing arts laboratory materials and equipments but also has minimal numbers of viewing equipment in each classroom.

**Physical Environment: Nursing Office**

**Table 4**

B. Nursing Office	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
1. The office is adequate to accommodate large numbers of people.	2.85	VS	3.47	E	4	E	3.44	E
2. There is a conference room for private conversations.	3.15	VS	3.5	VS	4	E	3.66	E
3. There is comfort room in the building’s office.	3.46	E	4	E	4	E	3.66	E
4. The office has devices such as computers, internet connection, fax machine, etc. that are necessary for school and work purposes.	3.08	VS	3.87	E	4	E	3.6	E
5. Cleanliness is maintained in the office.	3.62	VS	3.86	E	4	E	3.9	E
Average Weighted Mean	3.03	VS	3.74	E	3.59	E	3.65	E

Table 6 illustrates the physical environment: nursing office of the four nursing departments. For Nursing Department A, item no.3 “There is comfort room in the building’s office” got the highest weighted mean of 3.46 with verbal interpretation of excellent. Item no.2, “There is a conference room for private conversations”, ranked as second with a weighted mean of 3.15, with verbal interpretation of very satisfactory. While, item no. 5 which states that “Cleanliness is maintained in the office” has a weighted mean of 2.62 with verbal interpretation of very satisfactory, got the lowest weighted mean.

The average weighted mean for this category physical environment: nursing office is 3.03 with verbal interpretation of very satisfactory.

These findings indicate that most of the respondents rated their nursing office as very satisfactory. They have a comfort room in the nursing office and satisfied with the cleanliness of their nursing office.

For Nursing Department B, item no. 3, “There is comfort room in the building’s office” got the highest weighted mean of 4 with verbal interpretation of excellent. Item no.4, “The office has devices such as computers, internet

connection, fax machine, etc. that are necessary for school and work purposes,” ranked as second with a weighted mean of 3.87, with verbal interpretation of excellent. While, item no. 1 which states that “The office is adequate to facilitate large numbers of people” has a weighted mean of 3.47 with verbal interpretation of excellent, got the lowest weighted mean.

The average weighted mean for this category physical environment: nursing office is 3.74 with verbal interpretation of excellent.

The findings indicate that most of the respondents rated their nursing office as excellent. They have a comfort room in the nursing office and they note that the office’s size cannot facilitate a double number of staffs.

For Nursing Department C, all of the items for this category physical environment: nursing office has frequency count of 4 and with the average weighted mean of 4. The respondents rated their nursing office as excellent. It has adequate facilities, devices, and proper cleanliness is practice for much greater working environment appearance.

For Nursing Department D, item no.5, “Cleanliness is maintained in the office” got the highest weighted mean of 3.9 with verbal interpretation of excellent. Items no. 2 & 3, “There is a conference room for private conversations” and “There is comfort room in the building’s office,” ranked as second with a weighted mean of 3.66 with verbal interpretation of excellent. While, item no. 1, “The office is adequate to accommodate large number of people” has a weighted mean of 3.44 with verbal interpretation of excellent, got the lowest weighted mean.

The average weighted mean for this category physical environment: nursing office is 3.65 with verbal interpretation of excellent.

These findings indicate that most of the respondents rated their nursing office as excellent. They maintained their nursing office as clean as possible but they note that the office’s size cannot accommodate a double number of staff.

**Communication Environment**

**Table 5**

B. Communication environment	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
1. There is a positive working relationship (two-way street conversation).	2.85	VS	3.4	VS	4	E	3.7	E
2. Upward and downward communication is usually:								
a. Verbal	3.25	VS	3.64	E	3.4	E	3.77	E
b. Written	3.25	VS	3.61	E	2.8	VS	3.6	E
3. The organization practices talking in respectful manner.	3.15	VS	3.6	VS	4	E	3.66	E
4. The information during conversation is accurately conveyed.	3.08	VS	3.6	VS	3.2	VS	3.9	E
5. Communication is still possible even with presence of conflicting thoughts and behavioral differences.	2.85	VS	3.6	VS	3.8	E	3.8	E
6. I am fond of talking to administrators. (dean, chair, and coordinator)	2.85	VS	3.6	VS	2.4	S	3.7	E
Average Weighted Mean	3.04	VS	3.58	E	3.37	E	3.76	E

Table 5 illustrates the communication environment of the four nursing departments. For Nursing Department A, it is shown that item no. 2.a and 2.b which state that “Upward and downward communication is usually verbal” and “Upward and downward communication is usually written”, got the highest weighted mean of 3.25 with verbal interpretation of very satisfactory. Next is item no. 3 which states that “The organization practices talking in respectful manner”, with a weighted mean of 3.15 with verbal interpretation of very satisfactory. While, “There is a positive working relationship (two-way street conversation)”, “Communication is still possible even with presence of conflicting thoughts and behavioral differences”, and “I am fond of talking to administrators. (dean, chair, and coordinator)”, items no. 1, 5, and 6, got the lowest weighted mean of 2.85 with verbal interpretation of very satisfactory.

The average weighted mean for this category "communication environment" is 3.04 with verbal interpretation of very satisfactory.

This implies that most of the respondents rated communication environment as very satisfactory. They maintain communication with each members of the organization but minimally communicate with their co-members that they have conflict and to their administrators. The organization is noted to have written (formal) and verbal (informal) communication to their administrators, and vice versa.

For Nursing Department B, it is shown that item no. 2.at which states that “Upward and downward communication is usually verbal”, got the highest weighted mean of 3.64 with verbal interpretation of excellent. Followed by item no. 2b which states that “Upward and downward communication is usually written”, ranked as second, with a weighted mean 3.61 with verbal interpretation of

excellent. While, item no. 1 which states that “There is a positive working relationship (two-way street conversation)”, got the lowest weighted mean of 3.4 but with verbal interpretation of excellent.

The average weighted mean for this category communication environment is 3.58 with verbal interpretation of excellent.

This implies that the organization rated the communication environment as excellent. The organization noted to have verbal and informal communication to their administrators, and vice versa. Item regarding two-way street conversation got the lowest weighted mean.

For Nursing Department C, items no. 1 and 3 got the highest weighted mean of 4 which state that "There is a positive working relationship (two-way street communication)" and "The organization practices talking in respectful manner" with verbal interpretation of excellent. Followed by item no. 5 which got the second to the highest with a weighted mean of 3.8 which states that "Communication is still possible even with the presence of conflicting thoughts and behavioural differences" with verbal interpretation of excellent. And item no. 6 which states "I am fond of talking to administrators. (Dean, chair, and coordinator)" got the lowest weighted mean of 2.4 with verbal interpretation of satisfactory.

The average weighted mean for this category communication environment is 3.37 with verbal interpretation of excellent.

This implies that the respondents rated the communication environment as excellent; they provide positive working relationship with regards in respect. They noted minimal talking to their administrators.

For Nursing Department D, it shown that item no. 4 got the highest weighted mean of 3.9 which states that "The information during conversation is accurately conveyed"

with verbal interpretation of excellent. Followed by item no. 5 which states that "Communication is still possible even with the presence of conflicting thoughts and behavioral differences" with a weighted mean of 3.8 with verbal interpretation of excellent. While, item no. 2b, got the lowest weighted mean of 3.6 with verbal interpretation of excellent and has the statement of "Upward and downward communication is usually written".

The average weighted mean of communication environment is 3.76 with verbal interpretation of excellent. This implies that the respondents rated the communication environment as excellent.

**Leadership Skills**

**Table 6**

C. Leadership Skills	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
1. There is a fair distribution of task from the superior person.	2.69	VS	3.53	E	3.8	E	3.7	E
2. The organization sends workers to seminars and trainings.	3.23	VS	3.6	E	4	E	3.7	E
3. Injustice (e.g. favoritism) cannot affect the decision of superior person.	2.46	S	3.13	VS	1.8	S	3.7	E
4. The organization obeys their rules and policies.	2.92	VS	3.61	E	4	E	3.9	E
5. I prefer the type of leadership of:								
a. Democratic	3.64	E	3.57	E	4	E	3.8	E
b. laissez faire	2.14	S	2	S			3.4	E
c. Exploitative	2.17	S	1.6	E			3.2	VS
d. Charismatic	2.72	VS	2.67	VS	4	E	3.83	E
e. Autocratic	2.63	VS	2.33	S			3.5	E
Average Weighted Mean	2.73	VS	2.89	VS	3.6	E	3.63	E

Table 6 illustrates the leadership skills of the four nursing departments. For Nursing Department A, item no. 5.a, "I prefer the type of leadership of democratic" got the weighted mean of 3.64 with verbal interpretation of excellent. This has been followed by item no. 2, "The organization sends workers to seminars and trainings", got weighted mean of 3.23 with verbal interpretation of very satisfactorily. While, item no. 5.b, "I prefer the type of leadership of laissez faire" got the lowest weighted mean of 2.14 with verbal interpretation of satisfactory.

The average weighted mean for this category, leadership skills is 2.73 with verbal interpretation of very satisfactory. This implies that respondents rated the leadership skills as very satisfactory. Thus, it shows that the respondents prefer democratic type of leadership which allows the members to participate in decision making than with laissez faire type of leadership.

For Nursing Department B, item no.4, "The organization obeys their rules and policies" got the highest weighted mean of 3.61 with verbal interpretation of excellent. This has been followed by item no. 2, "The organization sends workers to seminars and trainings", with a weighted mean of 3.6 with verbal interpretation of excellent. While, item no. 5.c "I prefer the type of leadership of exploitative" got the lowest weighted mean of 1.6 with verbal interpretation of excellent.

The average weighted mean for this category leadership skill is 2.89 with verbal interpretation of very satisfactory. This implies that the respondents rated the leadership skills as very satisfactory. The organization obeys their rules and policies. The respondents best chose the democratic type of leadership, which allows the workers to participate in the organization's decision making than exploitative type of leadership.

For Nursing Department C, it is shown that items no. 2, 4, 5a and 5d got the highest weighted mean of 4 which state that "The organization sends workers to seminars and trainings", "The organization disobeys their rules and policies" and "I prefer the type of leadership of democratic and charismatic" with verbal interpretation of excellent. Item no. 1 got the second to the highest weighted mean of 3.8 which states that "There is a fair distribution of task from the superior person" with verbal interpretation of excellent. And item no. 3, "The decision of superior person is affected by injustice (favoritism)" got the lowest weighted mean of 1.8 with verbal interpretation of satisfactory.

The average weighted mean for this category leadership skills is 3.6 with verbal interpretation of excellent. This implies that leadership skills in the organization is excellent as evidenced by sending workers to seminars and trainings, obeying the organizations' rules and policies and equal distribution of task but oftenly affected by injustice such as favoritism. The respondents highly choose democratic and charismatic type of leadership.

For Nursing Department D, it is shown that item no. 4 got the highest weighted mean of 3.9 which states "The organization disobeys their rules and policies" with verbal interpretation of excellent. Followed by item no. 5d which states that "I prefer the type of leadership of charismatic", and has weighted mean of 3.83 with verbal interpretation of excellent. While, item no. 5c states that "I prefer the type of leadership of exploitative", and has weighted mean of 3.2 with verbal interpretation of very satisfactory.

The average weighted mean for leadership skill category is 3.63 with verbal interpretation of excellent. This implies that the organization rated leadership skills as excellent. They practice leadership starting primarily by obeying rules and policies that regulated by the

organization. The respondents mostly prefer charismatic leadership compared to exploitative leadership.

**Academic Instruction**

**Table 7**

D. Academic Instruction	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
1. I teach my student with typical chalk and blackboard/whiteboard type of teaching.	2.92	VS	3	VS	3	VS	3.8	E
2. I use some advancement of technology in my teaching such as utilization of audiovisual, power point, distance learning etc.	3.33	E	3.8	E	4	E	3.7	E
3. I start and end my class on time.	3.25	VS	3.87	E	4	E	3.75	E
4. After the discussion, I entertain questions for clarification.	3.92	E	3.93	E	4	E	3.7	E
5. I assess students through quizzes, recitation and exercises.	3.75	E	3.93	E	4	E	3.7	E
6. I speak as I can be heard until in the last row.	3.5	E	3.93	E	4	E	3.6	E
7. I provide hand-outs for the advanced lesson of my student.	2.58	VS	3.2	VS	3	VS	3.7	E
8. I maintain and facilitate active participation of my students.	3.67	E	3.73	E	4	E	3.8	E
Average Weighted Mean	3.37	E	3.71	E	3.75	E	3.71	E

Table 7 illustrates the academic instruction of the four nursing departments. For Nursing Department A, item no. 4, "After the discussion, I entertain questions for clarification", got the highest weighted mean of 3.92 with verbal interpretation of excellent. This has been followed by item no. 5, "I assess students through quizzes, recitation and exercises", and got the weighted mean of 3.75 with verbal interpretation of excellent. While, item no. 7, "I provide hand-outs for the advanced lesson of my student", got the lowest weighted mean of 2.58 with verbal interpretation of very satisfactory.

The average weighted mean for this category academic instruction is 3.37 with verbal interpretation of excellent.

This implies that most of the respondents rated academic instruction as excellent. They always entertain questions after or during the discussions. They provide learning significantly but providing hand-outs must not be expected from them.

For Nursing Department B, items no. 4, 5, and 6, "After the discussion, I entertain questions for clarification", "I assess students through quizzes, recitation and exercises" and "I speak as I can be heard until in the last row", got the highest weighted mean of 3.93 with verbal interpretation of excellent. Followed by item no.3, "I start and end my class on time", got the weighted mean of 3.87 with verbal interpretation of excellent. While, item no. 1, "I teach my student with typical chalk and blackboard type of teaching" got the lowest weighted mean of 3 with verbal interpretation of very satisfactory.

The average weighted mean for this category academic instruction is 3.71 with verbal interpretation of excellent.

This implies that the respondents rated the academic instruction as excellent. They entertain questions after or during discussion, speak loudly as they can to call the attention of their students and frequently gives quizzes, recitations and exercises. They minimally teach in a typical blackboard/white board type.

For Nursing Department C, items no.2, 3, 4, 5, 6 and 8 got the highest weighted mean of 4.00 which state "I use some advancement of technology in my teaching such as the

utilization of audiovisual, power point, distance learning etc.," I start and end my class on time", "After the discussion, I entertain questions for clarification", "I assess students through quizzes, recitation and exercises", "I speak as I can be heard up to the last row" and "I maintain and facilitate active participation of my students" with verbal interpretation of excellent. Followed by items no. 1 & 7 which says "I teach my student with typical whiteboard type of teaching" and "I provide hand-outs for the advanced lesson of my student" with the weighted mean of 3 and with a verbal interpretation of very satisfactory.

The average weighted mean for this category academic instruction is 3.75 with verbal interpretation of excellent.

Thus, shows that the respondents rated the academic instruction as excellent.

For Nursing Department D, items no. 1 and 8 got the highest weighted mean of 3.8 which state "I teach my students using the typical blackboard/ white board type of teaching", and "I maintain and facilitate active participation of my students" with verbal interpretation of excellent. Followed by item no. 3 which states that "I start and end my class on time" and has a weighted mean of 3.75 with verbal interpretation of excellent. While, item no. 6 states that "I speak as I can be heard up to the last row" has the lowest weighted mean of 3.6 with verbal interpretation of excellent.

The average weighted mean for this category academic instruction is 3.71 with verbal interpretation of excellent.

This implies that the respondents rated the academic instruction as excellent. They always use traditional chalkboard teaching and maintain active participation of students. They noted that the speaker's voice during discussion is minimally heard until in the last row.

**Clinical Instruction**

**Table 8**

E. Clinical Instruction	Nursing Department A		Nursing Department B		Nursing Department C		Nursing Department D	
	WM	D	WM	D	WM	D	WM	D
1. The students are affiliated in:								
a. tertiary health care facility	3.92	E	3.93	E	3.75	E	3.9	E
b. secondary health care facility	3.56	E	3.8	E	4	E	3.7	E
c. primary health care facility	3.63	E	3.9	E			3.7	E
2. The organization provides competitive clinical instructors in their student's duties.	3.23	VS	3.8	E	4	E	3.8	E
3. The organization sends an evaluator for the performance of clinical instructors during duties.	3.23	VS	3.8	E	3	VS	3.7	E
4. The students are exposed in all wards and special areas in each affiliated health care facility in Nueva Ecija.	3.15	VS	3.8	E	3	VS	3.8	E
5. There is a ward class during free time of shifts.	3.54	E	3.6	E	3	VS	3.9	E
Average Weighted Mean	3.47	E	3.80	E	3.45	E	3.79	E

Table 10 illustrates the clinical instruction of the four nursing departments. For Nursing Department A, item no. 1a, "The students are affiliated in tertiary health care facility" got the highest weighted mean of 3.92 with verbal interpretation of excellent. Followed by item no. 1.c, "The students are affiliated in primary health care facility," got the weighted mean of 3.63 with verbal interpretation of excellent. While, item no. 4, "The students are exposed in all wards and special areas in each affiliated health care facility in Nueva Ecija," got the lowest weighted mean of 3.15 with verbal interpretation of very satisfactory.

The average weighted mean for this category clinical instruction is 3.47 with verbal interpretation of excellent.

This implies that the respondents rated the clinical instruction as excellent. The students are more often exposed in tertiary health care facility, which has greater number of patients and different health conditions. Exposure of students to different areas of affiliated health care facilities in the province is seen to be a concern.

For Nursing Department B, item no. 1a, "The students are affiliated in a tertiary health care facility" which got the highest weighted mean of 3.93 with verbal interpretation of excellent. Followed by item no. 1.c which states that "The students are affiliated in a primary health care facility" which got the weighted mean of 3.9 with verbal interpretation of excellent. While, item no.5 got the lowest weighted mean of 3.6 with verbal interpretation of excellent states that "There is a ward class during free time of shifts."

The average weighted mean for this category is 3.80 with verbal interpretation of excellent.

This implies that the respondents rated clinical instruction as excellent. The students are mostly affiliated to tertiary health care facility. Ward class is minimally done during free time of shifts.

For Nursing Department C, items no. 1.b & 2 got the highest weighted mean of 4 which state that "The students are affiliated in: secondary health care facility" and "The organization provides competitive clinical instructors in their student's duties" with verbal interpretation of excellent. Followed by items no. 1a which got the second to the highest weighted mean of 3.75 which states "The students are affiliated in tertiary health care facility" with verbal interpretation of excellent. And items no. 3, 4 and 5 state "The organization sends an evaluator for the

performance of clinical instructors during duties", "The students are exposed to all wards and special areas in each affiliated health care facility in Nueva Ecija" and "There is a ward class during free time of shifts" got the lowest weighted mean of 3 with verbal interpretation of very satisfactory.

The average weighted mean for this category clinical instruction is 3.45 with verbal interpretation of excellent.

This implies that the respondents rated the clinical instruction as excellent, by providing competitive clinical instructors, and affiliation of students into secondary health care facility. Exposure to all clinical areas, sending an evaluator for the performance of clinical instructors, and spare vacant time to ward class is minimally done.

For Nursing Department D, items no. 1a and 5 got the highest mean of 3.9 which state that "The students are affiliated in tertiary health care facility" and "There is a ward class during free time" with verbal interpretation of excellent. Followed by items no. 2 and 4 which state that "The organization provide competitive clinical instructors for their student's duties" and "The student are exposed in all wards and special areas in each affiliated health care facility in Nueva Ecija" has weighted mean of 3.8 with verbal interpretation of excellent. While, items no. 1b, 1c, and 3 state "The students are affiliated in secondary health care facility and primary health care facility" and "The organization sends an evaluator for the performance of clinical instructors during duties" has weighted mean of 3.7 with verbal interpretation of excellent.

The average weighted mean for this category clinical instruction is 3.79 with verbal interpretation of excellent.

This implies that the respondents rated the clinical instruction as excellent. The organization exposed their students in all levels of health care facilities, most especially to tertiary health care facility. The organization minimally sends evaluator for the clinical instructors' evaluation performance.



## Result of Analysis of Variance to Determine Difference among the Organizational Climate of Four-Respondent Schools

Table 9

Anova: Single Factor						
SUMMARY						
Schools	Count	Sum	Average	Variance		
A	42	131.24	3.12	0.20		
B	42	146.01	3.48	0.29		
C	38	135.45	3.56	0.33		
D	42	153.78	3.66	0.04		
ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Between Groups	6.84	3	2.28	10.76	.000176	2.66
Within Groups	33.92	160	0.21			
Total	40.76	163				

Table 9 illustrates the result of analysis of variance to determine difference among the organizational climate of four-respondent schools. There is a mathematical difference among the mean- perceptions of the respondents regarding organizational climate. This difference when subjected to ANOVA, the computed value is 10.76 which are higher than the critical value of 2.66 set at 0.05 level of significance. There is enough evidence found to reject the hypothesis of the study. Therefore, there is significant

difference among the organizational climate of the four-respondent schools.

### Result of Regression Analysis Made to Determine Significant Relationship between Organizational Climate of Selected Nursing Departments in Cabanatuan City and Nursing Licensure Examination Performance

Table 10

Nursing department	Average Weighted Mean (Organizational Climate)	Average NLE Performance (June 2007- July 2011)
A	3.12	31.22%
B	3.48	37.57%
C	3.56	25.05%
D	3.66	45.27%
Pearson r =.55		
R Square =.3025		

The data shown in Table 12 was used to correlate board performance with their perception regarding organizational climate to coefficient of correlation obtained using Pearson r is 0.55 (moderate correlation). The  $r^2$  (0.3025) or 30.25 known as coefficient of determination reveals only 30.25% of variations in board performance can be attributed to the school's organizational climate. Thus, there is moderate correlation between the organizational climate of selected nursing department in Cabanatuan City and its Nursing Licensure Examination performance. The study states that organizational climate can affect the NLE performance.

### Conclusions and Recommendations

#### Conclusions

Based on the findings, the following conclusions are drawn.

1. There is a significant difference among the organizational climate of the four-respondent departments. For Nursing Departments A, B, and D clinical instruction were rated as highest among other categories. Clinical instruction prepares nursing students in their future professional work by providing them with necessary skills and demonstrating the actual nursing practice. It enhances learning of students through application of academic instruction in real life setting. Through clinical instruction, students will be equipped with the necessary practical knowledge needed in answering questions for their examinations.
2. For Nursing Department C academic instruction were rated as highest among other categories. Academic

instruction serves as the initial tool in the preparation of exposure to clinical setting. It is consists of theories, concepts, and frameworks discussion. It is the basis of knowledge, skills, and attitude that is needed to answer questions theoretically.

3. For Nursing Departments A and B leadership skills were rated as lowest among other categories. Poor practice of leadership skills can lead to poor performance of the organization specifically in its faculty members, which embody it; hence, also affecting the students' performance.
4. For Nursing Departments C and D, physical environment: classroom was rated as the lowest among the categories. Physical environment regards to classroom can be a factor in the learning process of a student. It can motivate or discourage students in education. Furthermore, if the school is equipped with the necessary facilities that will depict the clinical environment, it will help the students visualize what really happen in the setting along with teaching of appropriate skills needed.
5. As the average of organizational climate increases, the NLE performance increases too. In Nursing Department D, all areas in the organizational climates were rated with "excellent" and their average NLE performance was 45.27% which is the highest among the four nursing departments.

## Recommendations

Based on the findings presented and conclusions drawn, the following recommendations are hereby given.

1. Nursing Departments A & B should provide programs, seminars, and workshops regarding leadership enhancement. Nursing Departments C & D should provide additional materials and equipments necessary for the teaching and learning purposes.
2. Future researchers can conduct more comprehensive study about the topic by adding more questions on it and can look into other factors that affect their working relationship like physical appearance, cultural differences, economic status, learning styles, academic related problems and the like.

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