Self-Efficacy and Clinical Performance of Nurses in Selected Hospitals' in Tagum City

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Abstract

This study explored the relationship between self-efficacy and clinical performance among nurses in private hospitals in Tagum City. Utilizing a descriptive-correlational research design, 120 nurses with at least two years of experience participated in the study. Data were gathered through a modified survey adapted from validated self-efficacy and clinical performance scales. The findings revealed that most respondents were female, aged 27 to 30, with 2 to 5 years of experience, predominantly assigned to general wards. Nurses demonstrated high levels of self-efficacy, which were strongly reflected in their exceptional clinical performance across various domains, including problem-solving, teamwork, ethics, and leadership. Also, it demonstrates their ability to handle complex patient care demands effectively. A significant correlation was found between self-efficacy and clinical competence, underscoring the importance of confidence in one's abilities to deliver high-quality care. This result is consistent with Bandura's Self-Efficacy Theory, which emphasizes the role of belief in personal capabilities in achieving professional success and fostering resilience in healthcare settings. Additionally, the findings align with the Theory of Planned Behavior, which suggests that attitudes and perceived control over professional situations strongly influence clinical outcomes. The study suggests strategies such as retention programs, professional development workshops, and mentorship to sustain and enhance self-efficacy, particularly among younger nurses, to address turnover concerns. Furthermore, fostering a supportive workplace that prioritizes open communication and nurtures self-efficacy could enhance job satisfaction and patient care quality. Strengthening nurses' confidence and skills improves their performance and ensures better patient outcomes and overall organizational success.

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Introduction

Self-efficacy refers to an individual's belief in their ability to successfully organize and execute the actions required to manage future challenges. It represents a person's confidence to achieve specific goals or outcomes. The interplay between nurses' self-efficacy and clinical performance in hospital settings is critical yet challenging. A problematic scenario arises from the complexity of hospital environments: new nurses entering clinical practice often report inadequate preparation during their education, leading to low self-efficacy in critical care tasks (Brriese, 2022). This challenge is exacerbated when nurses face multiple high-pressure situations without structured debriefing or emotional support (Phillips et al., 2021). In addition, while experience is traditionally expected to enhance self-efficacy, studies reveal that frequent exposure to patient deaths may have an inverse effect, particularly in younger or

less experienced nurses (Labrague et al., 2021). These findings highlight the need for tailored interventions, such as simulation-based training or mentorship, to address this gap and enhance confidence and competence in clinical roles.

Moreover, clinical performance is defined as implementing an action or achieving a nurse's responsibilities following the tasks charged to the nurse (Huber, 2020). The Institute of Medicine (IOM) report (Kohn LT, Corrigan JM, Donaldson et al. 2020) pointed out critical issues related to the healthcare system. Errors committed by medical professionals in the health care system draw public and international attention. Somewhere between 44,000 and 98,000 people die in different American hospitals every year due to 'errors committed by medical professionals. Because of the nursing shortage, the nursing workforce is overloaded in terms of the number of patients that nurses oversee, the number of hours that nurses work, and the number of tasks that nurses perform (Brennan, 2020). The study also showed that hospitals with inadequate nurse staffing and poor work environments experienced higher health team burnout, turnover, and lower patient safety ratings. Increases in such nursing workload can increase the risk of burnout and job dissatisfaction, which may contribute to the nursing shortage (Aiken et al., 2023).

In the national context, a study revealed that clinical self-efficacy plays a pivotal role in shaping the clinical performance of nurses, particularly in the Davao Region's Tagum private hospitals, where healthcare demands continue to grow. The research underscores that self-efficacy is essential for nurses to confidently deliver patient care, make critical decisions, and adapt to challenging scenarios (Espino-Diaz et al., 2020). In Tagum City, one of the private institutions exemplifies this by emphasizing nurse training and professional development to enhance quality care. Despite these efforts, studies suggest a gap in understanding the specific relationship between self-efficacy and nurse performance in this context, highlighting the need for targeted research to optimize interventions and support structures for nurses (Estrada, 2021). This localized focus can inform tailored strategies to bolster nurse confidence, ultimately improving patient outcomes and operational efficiency in private hospitals across Tagum.

Thus, this study explored the relationship between the independent variable, Nurses' Self-Efficacy, and the dependent variable, which is Nurses' Performance. To achieve the above purpose, the researchers sought to answer the following questions: (1) What is the level of the respondent's self-efficacy in terms of Attributes of Caring Situations and Professional Situations (2) What is the level of the respondent's performance in terms of: Contextual; Professional skill; Clinical skill; Interpersonal communication; Problem solving; Professional ethic; Teamwork; and Leadership? (3) Is there a significant relationship between the level of Self-efficacy and the level of Clinical Performance of the nurses?

Furthermore, the findings of this study hold importance for patients as it can lead to increased nurse improvement and patient satisfaction, resulting in the delivery of holistic care and high-quality healthcare services. Patient engagement and satisfaction are essential to nursing efficacy and overall healthcare quality. Also, to comprehend the value of nurses' self-efficacy and clinical performance within the institution. This knowledge can ensure proper resource allocation, staffing, and policy implementation, creating a supportive environment. It also helps identify areas for creating enhancement programs that promote staff nurses' performance and efficacy. Lastly, future researchers will study variables that help improve nurses' performance and

uncover insights into how confidence influences nursing care quality, decision-making, and patient outcomes. This study is a valuable foundation for future nursing to enhance professional development and foster supportive work environments, ultimately improving nursing performance and healthcare delivery.

Methods

The study utilized the predictive-descriptive correlational design. Also, it focused on the degree of self-efficacy of the nurses in this study and their performance in a chosen hospital in Tagum City, Davao del Norte, and its indicators. The study was conducted in Tagum City, a first-class component city in Davao del Norte. A private hospital was chosen as the setting for this research study due to its growing healthcare sector and its role as a hub for medical services in the region. The researcher chose one hundred twenty nurses from Tagum City. The researchers' decision to use convenience sampling depends on their ability to access the methodological framework, participants, and research situation (Golzar et al., 2022). Convenience sampling was utilized in this study by selecting participants who were readily available and willing to participate. Nurses with at least two years of experience were approached in Tagum City workplaces.

Moreover, Nurses employed for two years meet the inclusion and exclusion criteria. Nurses who did not meet the eligibility standards were not allowed to participate in the study. The participants were free to stop participating without feeling pressured, and the researcher immediately arranged for a substitute volunteer.

This study utilized an adapted survey questionnaire. Experts in their respective fields validated the modified survey questionnaires used in this study. In this investigation, two sets of survey questionnaires were used. The study tool was modified to account for the clinical nurses' self-efficacy, one of the independent factors.

To determine the level of nurses' self-efficacy, this study utilized the adapted questionnaire of the Generalized Self-Efficacy Scale (GSE) developed by Schwarzer & Jerusalem (1995). The test was used to test the concurrent validity. The GSE uses a 4-point Likert scale with 10 items, and its validity and reliability have been studied in 33 different languages (e.g., Scholz et al. 2002) using Confirmatory Factor Analysis (CFA) to assess construct validity. Also, a pilot test involving 30 participants was conducted. McDonald's Omega (ω) demonstrated acceptable reliability, with a value of 0.932 for the Attributes of Caring Situation. Both variables were measured using a 5-point Likert scale with a descriptive equivalent of 1: strongly disagree, 2: disagree, 3- Moderate agree, 4: agree, and 5: strongly agree.

Also, this study was carried out with a few ethical guidelines in mind. Consideration is given to ethical concepts, including justice, integrity, faithfulness and accountability, kindness and non-maleficence, and respect for the rights and dignity of others. Additionally, the Davao Doctor's College Research Ethics Committee (DDC-ERC) thoroughly reviewed this study for ethical aspects of research ethics: social value, risks and benefits, voluntary participation, and privacy and confidentiality. Further, the collected data was examined using the following statistical instruments: Frequency and percentage, which were used to determine the demographic profile, such as age, sex, years of clinical experience, and area of assignment of the staff nurses in Tagum City hospitals. Mean and Standard Deviation were used to determine the level of self-efficacy and the level of the clinical performance of nurses.

Lastly, Spearman – rho was used to measure the strength of the relationship between the two variables to determine the significant relationship between the nurses' self-efficacy and the level of clinical performance among the hospital staff nurses in Tagum City.

Results and Discussion

Table 1. The Nurses' Level of Self-efficacy

Indicators	Mean	SD	Interpretation
Attributes of Caring Situation	4.42	0.54	Very High
Professional Situations	4.20	0.67	Very High
Overall	**4.31**	**0.61**	Very High

Note: 4.21-5.00---Very High; 3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; M-Mean; SD- Standard Deviation.

The data in Table 1 illustrates the nurses' level of self-efficacy across two dimensions: "Attributes of Caring Situation" and "Professional Situations." The overall mean level of nurses' self-efficacy is 4.31, with a standard deviation of 0.61, suggesting that, on average, nurses possess "Very High" self-efficacy in their professional roles. The responses of the respondents are consistent, as reflected by the relatively low standard deviations across both "Attributes of Caring Situation" (SD = 0.54) and "Professional Situations" (SD = 0.67). This minimal variability indicates that nurses share a uniformly high level of self-efficacy. This consistency is a positive finding, suggesting that nurses have a solid foundation in their confidence to handle clinical tasks and challenges effectively.

Also, Attributes of Caring Situation data showed the highest score mean of 4.42 (SD = 0.54), indicating that the respondents' self-efficacy in caring situations is consistently very high. This reflects their confidence in providing compassionate, patient-centered care. These results were consistent with the study of Dadipoor et al. (2021), which revealed that self-efficacy plays a crucial role in nurses' performance and well-being. It has shown a significant correlation between self-efficacy and general health among nurses, with social functioning being a key predictor of self-efficacy. Also, high self-efficacy in nurses is associated with an improved ability to face challenges and complete tasks at work. It also aligns with the findings from Abdelgawad et al. (2021), who showed that higher self-efficacy boosts clinical decision-making abilities, often resulting in improved patient outcomes and more effective healthcare delivery. Various interventions have enhanced nurses' self-efficacy, including education, leadership training, health coaching management, simulation, and communication training (Diel et al., 2022). These interventions improve individual confidence and foster collaborative teamwork and resilience, which are essential in high-pressure environments. Huddleston (2021) supported this by linking caring within healthcare environments to organizational support, improving patient and nurse outcomes. Moreover, Alizadeh (2020) stated that higher self-efficacy of nurses is associated with improved clinical decision-making, contributing to better healthcare delivery. In the context of life-

threatening events among patients, self-efficacy is particularly important, as nurses are often the first responders to these patients. Higher self-efficacy levels reduce anxiety among novice nurses and improve their performance in highly pressured situations (Alamri & Baker, 2022). Additionally, self-efficacy is closely linked to patient outcomes in emergencies, highlighting its significance in time-critical situations where nurses must make swift, life-saving decisions.

Furthermore, Professional Situations revealed the lowest mean score of 4.20 (SD=0.67), which was interpreted as very high. This suggests that nurses are confident in managing clinical and administrative tasks effectively. Brodie et al. (2020) argued that a positive perception of the nursing profession is crucial for student nurses and society, emphasizing that professional situations shape perceptions of nursing as a career. Furthermore, Shirey (2020) stressed that cultivating self-efficacy is essential for increasing nursing leadership capacity. Strong leadership, reinforced by high self-efficacy, enables nurses to advocate for their patients and profession effectively.

The high scores across both dimensions—Attributes of Caring Situations and Professional Situations—are consistent with prior research. Leal-Costa (2020) found that communication skills, empathy, and social functioning are essential for improving nurses' self-efficacy, especially in caring environments. Hamdan and Issa (2021) further supported the positive link between organizational support and self-efficacy, suggesting that a supportive work environment enhances nurses' work engagement and job satisfaction. Likewise, Kim and Sim (2020) demonstrated that self-efficacy mediates the relationship between communication skills and nursing performance, reinforcing that self-efficacy is integral to individual and team performance in healthcare.

To conclude, the data from Table 1 reflect high levels of self-efficacy among nurses, particularly in caring and professional situations, confirming that self-efficacy plays a critical role in nursing performance. These findings are backed by literature highlighting the importance of communication, organizational support, and professional confidence in enhancing nurses' abilities to deliver high-quality care. This strong sense of self-efficacy is essential for maintaining resilience and sustaining high standards of nursing practice in increasingly complex and demanding healthcare environments. Workers with high self-efficacy in the workplace tend to possess the motivation and psychological resilience needed to navigate challenging work conditions that might otherwise drain their emotional energy. Such employees are likely to view workplace incivility as less threatening and experience lower levels of emotional exhaustion.

Table 2. The Nurses' Level of Clinical Performance

Indicators	Mean	SD	Interpretation
Contextual	4.35	0.66	Very High
Professional Skills	4.53	0.63	Very High
Clinical Skills	4.44	0.63	Very High
Interpersonal Communication	4.49	0.60	Very High
Problem-Solving	4.43	0.59	Very High
Professional Ethics	4.57	0.59	Very High

Teamwork	4.51	0.61	Very High
Leadership	4.48	0.59	Very High
Overall	**4.48**	**0.61**	**Very High**

Note: 4.21-5.00---Very High; 3.41-4.20---High; 2.61-3.40---Moderate; 1.81-2.60---Low; 1.00-1.80---Very Low; M-Mean; SD- Standard Deviation.

The data in Table 2 highlights the nurses' level of clinical performance, with an overall mean score of 4.48 and a standard deviation of 0.61, indicating a very high level of clinical performance. This suggests that nurses consistently demonstrate strong clinical competence across multiple dimensions. The table's standard deviation (SD) values reveal that the respondents' responses are closely aligned, ranging from 0.59 to 0.66. This consistency suggests a strong agreement among nurses regarding their clinical performance across all indicators. For instance, the highest SD of 0.66 for the "Contextual" indicator still indicates minimal variability, meaning nurses generally share a uniform perception in this area, and their behavior or actions are influenced by or tailored to the specific organizational or work-related context. These demonstrate a nurse's adaptability, conscientiousness, commitment to responsibilities, organizational standards, and overall workplace etiquette. On the other hand, slightly lower SDs, such as 0.59 for "Problem-Solving," "Professional Ethic," and "Leadership," reflect even greater agreement. This response consistency is a positive finding, highlighting the nurses' solid and uniform understanding of clinical performance, vital for delivering high-quality care.

Clinical performance (CP) refers to how nurses deliver care, including their methods, processes, and overall effectiveness (Whittle & Shelton, 2020). The high overall mean score of 4.48 indicates high clinical performance, which ensures that nurses meet patient care demands, positively impacting treatment outcomes, patient satisfaction, and recovery times. On the contrary, a decline in nurse performance can hinder the healthcare system's ability to achieve its core objectives, resulting in reduced productivity, increased costs, and decreased patient satisfaction (Hayajneh, 2020). Also, strong clinical performance enables nurses to perform procedures, administer medication, and conduct assessments accurately, all essential for providing high-quality care. This proficiency guarantees the delivery of accurate, safe, and effective care, directly improving patient outcomes and satisfaction. Patients are more likely to achieve favorable health outcomes and a more satisfactory care experience when nurses demonstrate these competencies (Almarwani & Alzahrani, 2023).

Moreover, Among the indicators, professional skill had the highest mean score (4.53, SD = 0.63), demonstrating that nurses' professional skills are consistently evident in their practice. This finding aligns with Zaitoun (2024), revealing that most nurses demonstrated a strong overall competence across multiple domains, including technical skills, patient care, and decision-making. Attending workshops and ongoing education initiatives was directly linked to improvements in key competencies, such as leadership, documentation, and patient-centered care.

Although contextual factors were the lowest-scoring indicator, they still received a high mean score of 4.35 (SD = 0.66). Contextual factors in nursing refer to the circumstances and environmental influences that affect patient care and nursing practices.

The study revealed that nurses' clinical performance varies based on the type of hospital and department where they work. Nurses in teaching hospitals performed less than those in non-teaching hospitals, while critical care units outperformed emergency departments. Organizational structure, resource availability, and departmental demands significantly influenced nurses' ability to fulfill their clinical duties. Additionally, the work environment is crucial in shaping nurses' ability to deliver high-quality care (Arani et al., 2023).

Other areas, such as clinical skills (4.44, SD = 0.63), interpersonal communication (4.49, SD = 0.60), and problem-solving (4.43, SD = 0.59), were also rated very high. These competencies are crucial for practical nursing, enabling nurses to perform clinical tasks accurately, communicate efficiently with patients and colleagues, and resolve complex healthcare challenges. Professional ethics, with a mean score of 4.57 (SD = 0.59), was the highest-rated indicator, highlighting nurses' emphasis on ethical behavior and decision-making in their practice, which is vital for maintaining trust and accountability in healthcare. To connect, Cabrera et al. (2023) revealed that various strategies, including cognitive reframing, hardiness, grounding connections, maintaining work-life balance, and fostering reconciliation, have been suggested to enhance resilience within this professional group.

In conclusion, the nurses' clinical performance is consistently very high across all evaluated dimensions, reflecting their strong competence in patient care. High scores in professional skills, clinical skills, communication, problem-solving, and ethics underscore the comprehensive skill set nurses bring to their roles. As supported by literature, continuous professional development, and education are essential to maintaining these high performance levels (Fleming et al., 2023). These findings underscore the importance of fostering an environment that supports nursing competency, ultimately improving healthcare outcomes and patient satisfaction. Various strategies, including cognitive reframing, hardiness, grounding connections, maintaining work-life balance, and fostering reconciliation, have been suggested to enhance resilience within this professional group. Moreover, recognizing the positive relationship between resilience and self-efficacy can aid in developing teaching and learning practices that support nurse retention. Early-career nurses with higher self-efficacy believe in their ability to perform well. They are more inclined to see challenging tasks as opportunities to overcome rather than obstacles to avoid.

Table 3: The Test of Relationship between the Respondent's Level of Self-efficacy and the Level of Clinical Performance of the Nurses?

Self-efficacy	Performance			
	r_s	p-value	Decision	Remarks
Attributes of Caring Situation	.407	<.001	Reject H_{01}	S
Professional Situations	.467	<.001	Reject H_{01}	S

Note: $p<0.05$ (Significant); S-Significant; $r_{s=}$ rho; IV- SE (ACS, PSKIL); DV-PER.

Table 3 shows the relationship between the level of self-efficacy and performance among nurses. The results revealed that there is a significant, positive

relationship between nurses' self-efficacy in terms of attributes of a caring situation (r_s =.407, p=<.001), professional situations (r_s =.467, p=<.001), and clinical performance. These led to rejecting the null hypothesis (H_{01}) as their p-values are less than 0.05 alpha significance level. Moreover, it further suggests that an increase in nurses' self-efficacy in general is correlated with an increase in their level of clinical performance.

The relationship between professional situations and the caring behavior of nurses is significant and multifaceted. Alikari et al. (2022) found that professional situations are influenced by a combination of systemic and individual factors rather than functioning independently. Elements such as institutional policies, access to training programs, and organizational support can either enhance or limit nurses' ability to demonstrate caring behavior. It is directly related to the work environment, which is described as the organizational characteristics of a work setting that eases or hampers professional nursing practice (Lake, 2022).

Conclusions and Recommendations

This study aimed to investigate nurses' self-efficacy and clinical performance in selected hospitals in Tagum City, Davao del Norte, Philippines. The study concludes that self-efficacy among nurses is exceptionally high, indicating a significant relationship between their effectiveness in caring and professional contexts and overall performance outcomes. These findings suggest that nurses should prioritize enhancing competencies in both areas to sustain and improve performance. The clinical performance of nurses is evaluated as exceptionally high, with all domains consistently reflecting intense levels of efficacy. This indicates that nurses in Davao del Norte, particularly in Tagum City, perform at an advanced level across various dimensions of clinical practice, including patient care, decision-making, and technical skills.

Also, the relationship between the Respondent's Self-efficacy and Clinical Performance shows that Attributes of Caring Situation and Professional Situations are significant. This indicates that both variables, self-efficacy and clinical performance, are essential in nurses' clinical practice. The findings conformed to the Theory of Planned Behavior (TPB) and Self-Efficacy Theory, which aims to predict and understand human behavior in various contexts (Ajzen, 1985), and the latter refers to an individual's belief in their capacity to execute behaviors necessary to produce specific performance attainments (Bandura, 1997). As presented, the respondent's self-efficacy and clinical performance level explain the essential elements of the significant factors of the two variables mentioned for better performance.

Further, the study's results highlight how clinical performance and nurse self-efficacy directly affect patient satisfaction, engagement, and overall healthcare quality. Confident, competent, and encouraged nurses are likely to benefit patients, resulting in patient-centered services and holistic care. Hospitals may guarantee that patients receive consistent, considerate, and superior treatment by addressing nurse retention, professional growth, and workplace satisfaction. The patient-nurse relationship is strengthened, and trust is fostered by this method, which eventually improves healthcare results and raises satisfaction levels.

Also, in this study, they are responsible for creating an institutional

culture that values nursing self-efficacy and clinical excellence. The study underscores the importance of strategic resource allocation, adequate staffing, and evidence-based policy implementation in supporting nursing performance. Administrators should invest in retention and development programs, competitive compensation packages, and recognition systems to motivate and retain skilled nursing professionals. Hospitals can build a resilient and high-performing nursing workforce by addressing these critical areas, ultimately improving patient care quality and organizational outcomes.

In addition, the findings of this study provide a valuable foundation for future research focused on enhancing nursing performance, self-efficacy, and clinical outcomes. Additional research with more robust statistical analysis is recommended to determine whether self-efficacy significantly predicts the clinical performance of nurses. Furthermore, future studies should include a broader population beyond Region 11 to enhance generalizability. Employing probability sampling techniques is also suggested to ensure that the sample is representative of the broader nursing population.

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